

## CYNGOR GWYNEDD - Report to Cyngor Gwynedd Cabinet



<b>Title of item:</b>	Annual Performance Report and Self-assessment 2024/25
<b>Cabinet Member:</b>	Cllr. Nia Jeffreys
<b>Relevant officer:</b>	Dewi Wyn Jones, The Council's Business Support Service Manager
<b>Date of meeting:</b>	11 <sup>th</sup> November 2025

### 1. Decision Sought:

To approve Cyngor Gwynedd's Performance and Self-Assessment Report 2024/25 and to recommend its adoption by the Full Council.

### 2. The reason why the Cabinet needs to make the decision:

In accordance with the Council's performance management procedure, Cyngor Gwynedd's Annual Performance and Self-Assessment Report for 2024/25 is initially submitted to the Cabinet for approval.

### 3. Introduction and Rationale

#### 3.1 Background / Introduction

This report provides information about the progress made against the content of the Cyngor Gwynedd Plan 2018-23 during 2024/25. The intention is to provide a balanced report, that highlights aspects that were not successfully achieved as well as the successful aspects. It is noted that the self-assessment is a statutory requirement under the Local Government and Elections (Wales) Act 2021.

Regular reporting is an essential monitoring requirement within the Council's performance management arrangements. We monitor our performance regularly at Departmental performance challenge and support meetings and in the past have submitted the performance reports of individual Cabinet Members to a cycle of Cabinet meetings during the year, as well as preparing this report to evaluate the progress made. Since June 2025, performance reports have been presented to the relevant Scrutiny Committee in order to increase transparency and provide independent public challenge to performance.

Cyngor Gwynedd's Annual Performance and Self-Assessment Report 2024/25 (**Appendix 2 and 3**) is structured to reflect the format of the Cyngor Gwynedd's Plan 2023-28. In the first part the focus is on the performance of the Council Plan's projects and the day-to-

day work while the second part includes the Self-Assessment. As in 2023/24 the report is much more concise than in the past and the intention was to make it a document that is easier to read while continuing to give the reader reassurance that the Council reports meaningfully on its performance. *(Please note that some further work is needed on the design of the document.)*

This year, we have also prepared a summary (**Appendix 1**) outlining progress on the Council Plan's main projects and day-to-day work. The summary also highlights the key issues that require attention, as identified in the self-assessment. The aim is to present the information by area in a clear and easy-to-read format, and it will be designed before publication.

There is a duty to publish a report setting out the conclusions of the self-assessment annually and to complete the work "as soon as reasonably practicable after the end of the financial year in which it relates."

A duty to consult at least once in a financial year with local people, local businesses, council staff and trade unions is also stated. These consultations should be used to obtain feedback on the extent to which the authority is fulfilling the performance requirements. Over the past year, the Council has conducted surveys with staff and residents of the county and consulted with trade unions regarding its performance. A summary of the responses received through the various consultations held during the year can be found on pages 5, 6, and 7 of the self-assessment (Appendix 1).

The Governance Group has led/taken an overview of the process within the Council to ensure that the work is owned and led at a strategic level.

Statutory guidance requires the involvement of the Governance and Audit Committee in the self-assessment process, giving them the opportunity to provide comments and recommendations, which the Council is responsible for considering. Following a previous request by Committee members to be included earlier in the process, the main issues to be included in the 2024/25 Self-Assessment were presented at the meeting on 22 May. As a result, five points were raised for consideration: the development of care services in Penrhos, consideration of the A499 in the Flood Strategy, continuation of the ARFOR Scheme, the effects of Article 4, and safeguarding arrangements in schools.

A draft of the Self-Assessment document was presented to the Governance and Audit Committee at their meeting on 9 October, where it was agreed to accept the draft report while offering the following comments:

- Consider the impact of a decline in the number of young people and an increase in the county's older population on Council services.
- Refer to work being done to increase staff survey responses.
- Include examples and evidence to give substance to certain statements in the report.

All the above comments have been addressed within the draft version of the Self-Assessment.

In accordance with the requirements of the Social Partnership and Public Procurement (Wales) Act 2023, Appendix 4 outlines how the Council has complied with the Social Partnership duty.

### **3.2 The reasoning and justification for recommending the decision**

#### **Local Government and Elections (Wales) Act 2021**

Reviewing, reporting and assessment arrangements on the Council's performance has been the subject of legislative change through the arrangements of part 6 of the Local Government and Elections (Wales) Act 2021. This requires the Council to measure its performance against three aspects, namely;

- (a) That it is exercising its functions effectively
- (b) That it uses resources economically, effectively, efficiently and
- (c) That its governing arrangements are efficient in achieving this.

This report responds to these new requirements.

#### **Social Partnership and Public Procurement (Wales) Act 2023**

Since 1 April 2024, the Council has been subject to the Social Partnership Duty, which means it must collaborate with staff representatives or trade unions when setting well-being objectives or making strategic decisions. At the end of each financial year, an annual report must be published showing how the Council has complied with the duty, including evidence of collaboration, the outcomes of the process, and the views of the workforce.

#### **Equality Act 2010**

As part of the process of preparing the 2018-23 Cyngor Gwynedd Plan, an Equality Impact Assessment was prepared (presented to the Cabinet on 20 February 2024 and to the Full Council on March 07 2024). The assessment on the Plan in its entirety does not identify any impact that would justify a departure from the recommendation, and there are elements for which a positive impact is anticipated. Project Leaders are responsible for undertaking a full Equality Impact Assessment on individual projects.

## **The Well-being of Future Generations (Wales) Act 2015**

In order to meet the requirements of the Well-being of Future Generations Act we need to report on what we have done to contribute towards the principles of the Act and specifically the well-being objectives we have adopted. This report has been drawn up based on our well-being objectives (the seven priority areas) outlining what has been achieved in the period in question. For convenience a table will be included at the end of the performance report identifying the objectives to which the projects contribute.

### **3.3 Next steps and timetable**

The Council will discuss and accept the report, or not, at its meeting on 4<sup>th</sup> December 2025. When the Council approves the final report, it will be published on Cyngor Gwynedd's website. Arrangements will be made to inform the public of the report by communicating the report and the main successes visually via social media as well as by printing copies and sharing them via the Council's usual media and locations e.g., libraries.

## **4. Views of the Statutory Officers**

### **4.1 Chief Finance Officer**

The Annual Performance Report and Self-Assessment is a key document that is now a core part of demonstrating the appropriateness of the Council's governance and performance arrangements. I am satisfied that the contents of the document are a fair and accurate reflection of Gwynedd Council's position.

### **4.2 Monitoring Officer**

As noted undertaking a self-assessment is part of the statutory duties placed on the Council in relation to assessing and reporting on its performance. There are a number of statutory steps which relate to reaching this point and these are specifically referenced in the head report and The Performance Report and Self- Assessment as well as how the Council is to have regard to them. These are specifically around consultation and the views of the Governance and Audit Committee. I am satisfied with the propriety of the recommendation.

### **List of Appendices:**

**Appendix 1** - Easy read summary of Gwynedd Council Annual Performance Report 2024/25 (Draft)

**Appendix 2** – Gwynedd Council Annual Performance Report 2024/25 (Draft)

**Appendix 3** – Gwynedd Council Self-Assessment Report (Draft) 2024/25

**Appendix 4** – Annual Social Partnership Report for 2024/25 (Draft)