CYNGOR GWYNEDD - Report to Cyngor Gwynedd Cabinet

Title of item:	Annual Performance Report and Self-assessment 2025/26
Cabinet Member:	Cllr. Nia Jeffreys
Relevant officer:	Dewi Wyn Jones, The Council's Business Support Service Manager
Date of meeting:	10th November 2026

1. Decision Sought:

To approve Cyngor Gwynedd's Performance and Self-Assessment Report 2025/26 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 2025/26 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 2023-28 during 2025/26. 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 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 2025/26 **(Appendix 1 and 2)** 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 projects and the day-to-day work while the second part includes the Self-Assessment. As in 2024/25 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.

To demonstrate the impact of the Council's work on the people of Gwynedd, a selection of case studies, chosen with your input as Cabinet Members, will be included at the end of each priority section, with further case studies published on the website. We will also publish an easy-read version or a separate easy-read document to ensure that the information is as accessible as possible.

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.

In developing the 2025/26 Self-Assessment, the Council considered feedback gathered through surveys, consultations and engagement activity. Residents' feedback highlighted the need to strengthen trust, demonstrate value for money and ensure that their views influence decision-making. Businesses highlighted cost pressures and recruitment challenges, as well as the need for practical and financial support. Staff feedback was positive about the Council as a place to work, while also highlighting workload pressures and the need for greater appreciation. The Council continued to engage with trade unions on strategic and workforce matters, although no formal response was received to the specific request for feedback on the Self-Assessment. This evidence has shaped the strengths, risks and improvement priorities identified within the Self-Assessment. (Further detail on the feedback and findings arising from this work is set out on pages 7–9 of the Self-Assessment).

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. As in 2024/25, the main potential issues for inclusion in the 2025/26 Self-Assessment were presented for the Committee's consideration at its meeting on 9 July, and a number of recommendations and comments were received.

A draft of the Self-Assessment document was presented to the Governance and Audit Committee at their meeting on the 22nd October, where it was agreed to accept the draft report while offering the following comments:

- Recommend that the Council consider consulting Gwynedd residents on Council Tax.

- Recommend that 'staff sickness absence' be added to the list of challenges/risks within the Self-Assessment document, in response to the increase in sickness absence.

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 3 outlines how the Council has complied with the Social Partnership duty. A draft of this document was discussed with trades unions representatives at a Trades Unions Liaison Group meeting on 21 October, and no comments or recommendations were received.

A Panel Assessment was undertaken in March 2026 as part of the Council's arrangements for reviewing its performance and governance. The findings of the 2025/26 Self-Assessment are aligned with the findings and recommendations of the Panel's report, providing further assurance that the key issues have been consistently identified and are being addressed through the next steps

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 trades 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 2023-28 Cyngor Gwynedd Plan, an Equality Impact Assessment was prepared and this assessment is adapted as the Plan is reviewed annually. 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 Full Council will discuss and accept the report, or not, at its meeting on the 3rd of December 2026. When the Council approves the final report, it will be published. 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 Cyngor Gwynedd's position.

4.2 Monitoring Officer

As noted, undertaking a self-assessment is part of 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 – Gwynedd Council Annual Performance Report 2025/26 (Draft)
Appendix 2 – Gwynedd Council Self-Assessment Report (Draft) 2025/26
Appendix 3 – Annual Social Partnership Report for 2025/26 (Draft)