

Complete Agenda

CABINET

GWYNEDD COUNCIL

DATE	Tuesday, 13th December, 2016
TIME	1.00 pm
LOCATION	Siambr Hywel Dda, Council Offices, Caernarfon, Gwynedd, LL55 1SH
CONTACT POINT	Sion Owen 01286 679665 cabinet@gwynedd.llyw.cymru

GWYNEDD COUNCIL CABINET MEMBERS

Members	
Dyfed Wyn Edwards	Leader
Dyfrig L. Siencyn	Deputy Leader
Peredur Jenkins	Cabinet Member for Resources
John Wynn Jones	Cabinet Member for the Environment
Dafydd Meurig	Cabinet Member for Planning and Regulatory
W. Gareth Roberts	Cabinet Member for Adults, Health and Wellbeing
Mair Rowlands	Cabinet Member for Children, Young People and Leisure
Gareth Thomas	Cabinet Member for Education
Ioan Thomas	Cabinet Member for Housing, Customer Care, Libraries, Deprivation and Equality
Mandy Williams-Davies	Cabinet Member for Economy and Community

AGENDA

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THE CABINET 22/11/16

Present-

Councillors: Dyfed Edwards (Chairman), Dyfrig L. Siencyn, Peredur Jenkins, Dafydd Meurig, Mair Rowlands, Gareth Thomas, Ioan Thomas and Mandy Williams-Davies. Councillor Aeron M. Jones (for item 10 only).

Also present-

Dilwyn Williams (Chief Executive), Iwan Evans (Monitoring Officer), Morwena Edwards (Corporate Director), Dafydd Edwards (Head of Finance Department), Ffion Madog Evans (Senior Finance Manager), Dewi Morgan (Senior Manager - Revenue and Risk), Rhion Glyn (Senior Executive Officer)

1. APOLOGIES

Apologies were received from Councillor John Wynn Jones and Councillor W. Gareth Roberts; Councillor Roy Owen and Councillor Gethin G Williams (for item 10) and Iwan T Jones, Corporate Director.

2. DECLARATION OF PERSONAL INTEREST

The following members declared a personal interest for the reasons noted:

- Councillor Peredur Jenkins, in item 8 on the agenda, because he owned a personal property and rented business property
- Councillor Dyfrig Siencyn, in item 8 on the agenda, as he owned a second property
- Councillor Mandy Williams-Davies, in item 8 on the agenda, as her husband had inherited an empty property from his parents

The Members were of the opinion that they were prejudicial interests, and withdrew from the Chamber during the discussion on the item noted.

3. URGENT ITEMS

There were no urgent items.

4. MATTERS ARISING FROM OVERVIEW AND SCRUTINY

There were no matters arising from overview and scrutiny.

5. MINUTES OF THE MEETING HELD ON 1 NOVEMBER 2016

The Chairman signed the minutes of the Cabinet meeting held on 1 November 2016, as a true record.

6. REVENUE BUDGET 2016/17 – SECOND QUARTER REVIEW (SEPTEMBER 2016)

The item was presented by Cllr Peredur Jenkins.

RESOLVED

To accept the report on the second quarter review of the Revenue Budget (position as at 30 September 2016) and consider the latest financial situation regarding the budgets of each department/service, and ask the Cabinet Members and the relevant heads of department to take the appropriate steps regarding matters under their leadership/management.

- To transfer (£135k) from a corporate budget to the Adults, Health and Well-being Department to finance the additional costs resulting from the change in charging for the first six weeks of residential and nursing care.
- To allow the Regulatory Department to use (£200k) of its underspend to finance specific plans to improve the condition of car parks.
- To transfer (£300k) from the Regulatory Department to the Corporate Redundancy Fund to assist with the changes facing us as a Council.
- To harvest (£300k) from the favourable Council Tax collections, and (£290k) from the Benefits underspend, together with (£200k) of the underspend included within 'Other', and transfer as follows:
 - use (£20k) of the underspend as a financial contribution to the independent Harlech Swimming Pool as a one-off bridging payment for the period to 31 March 2017, in accordance with the Cabinet decision on 4 October 2016.
 - use (£135k) to finance the financial obligations of the change in the Care Act 2014 by the Adults, Health and Well-being Department.
 - the remainder of (£635k) to be set aside in the Transformation Fund.

DISCUSSION

The Cabinet Member noted that the report included the latest review of the Council's revenue budget for 2016/2017 and a summary for each Department was submitted. Compared with quarter 1, it was reported that the situation had improved and that this derived from good collaboration between Cabinet Members and Heads of Service who have ensured good control.

Comments arising from the discussion:

- That the increase in car park income reflected increased use of car parks in a prosperous year in tourism terms.
- That the financial position was very good given the challenges facing the Council. It appeared that the financial responsibility had cascaded through the Council's departments and that this was now a good foundation for sound planning.
- This was effective control of expenditure by moving and transferring funds.

This allowed investment in different methods of providing services.

- Welcome transfers to corporate funds towards the Council's priorities in order to plan appropriately for the future.

The services were thanked for their financial discipline.

7. CAPITAL BUDGET 2016/17 – SECOND QUARTER REVIEW (30 SEPTEMBER 2016 POSITION)

The item was presented by Councillor Peredur Jenkins.

RESOLVED

To accept the report on the second quarter review (30 September 2016 position) of the capital programme, and to approve the revised financing as shown in part 4 of the report, namely:

- an increase of £1.367m in the use of other borrowing (including unsupported borrowing)
- a decrease of £1.174m in the use of grants and contributions
- an increase of £0.035m in the use of revenue contributions
- an increase of £0.938m in the use of renewal and other reserves

DISCUSSION

Councillor Peredur Jenkins noted that the report was a technical one and was a part of the 2016 budget monitoring procedure. He highlighted the main findings which arose from the situation together with the main changes according to source of funding.

Comments arising:

- that a significant investment had been made in educational buildings across the county and that these included excellent resources which have a significant impact on children's education.
- that capital funding made a difference in all parts of the County.
- that the future of grants was uncertain as a result of the decision to leave the European Union - we must prepare and plan for this gap.

The officers were thanked for the information.

8. COUNCIL TAX PREMIUM ON LONG-TERM EMPTY PROPERTIES AND SECOND HOMES

The report was submitted by Councillor Dyfed Edwards.

RESOLVED

To recommend to the Full Council:
For the 2017/18 Financial Year:

1. That Gwynedd Council allows NO discount for 2017/18 in accordance with

Section 12 of the Local Government Finance Act 1992 to the two classes of second homes (classes A and B), as defined in the Council Tax (Prescribed Class of Dwellings) (Wales) Regulations 1998.

2. That Gwynedd Council allows NO discount in 2017/18 in respect of empty homes (class C).

For the 2018/19 Financial Year:

3. That Gwynedd Council allows NO discount on class A second homes for 2018/19, in accordance with Section 12 of the Local Government Finance Act 1992.
4. That Gwynedd Council allows NO discount and RAISES A PREMIUM OF 50% on class B second homes for 2018/19, in accordance with Section 12B of the Local Government Finance Act 1992.
5. That Gwynedd Council allows NO discount and RAISES A PREMIUM OF 50% on homes that have been empty for 12 months or more for 2018/19, in accordance with Section 12A of the Local Government Finance Act 1992.

DISCUSSION

The Council Leader noted that the report was a result of wide-ranging discussions in a field in which Gwynedd Council had lobbied hard over the years to increase the additional taxation levels on second homes and empty properties. One outcome of the increase would be to invest a sum of money for a fund to support those who have difficulties accessing housing - this was a basic right. It was noted that the Council had consulted with the public and that additional work had been carried out by the Scrutiny Investigation Group (Corporate Scrutiny Committee) to look into the recommendations in detail.

Comments arising from the discussion:

- We must be clear about the impact of implementing any policy.
- When considering empty houses, we must take sensible action. That there was a twofold element here - creating a detrimental impact on the environment visually and devaluing neighbouring houses together with the impact on the condition of the housing stock.
- If action were to be taken, an adequate fund must be created to make a difference to housing schemes.
- To comply, the Finance Department would require funding to carry out inspection work; therefore, the matter must be looked at in detail.
- The change could have a positive impact on those who cannot access housing.

The Head of Finance Department submitted the recommendations of the scrutiny investigation group; the Cabinet accepted the recommendations and the scrutiny members were thanked for the detailed consideration given to the matter.

9. PARLIAMENTARY CONSTITUENCIES

The report was submitted by the Chief Executive.

RESOLVED

- a) To accept the Commission's proposals in respect of the Isle of Anglesey and Arfon parliamentary constituency;
- b) To disagree with the proposals set out by the Commission for South Clwyd and Gwynedd constituency and to present alternative proposals that would keep the County's boundaries intact but by also including similar areas in relation to culture and language to obtain the necessary electorate within the constituency as noted in the report;
- c) To press upon the Commission to adopt Welsh names for constituencies in Wales;
- ch) To present suggestions for appropriate names for the Gwynedd constituencies, such as Gwynedd Uwch Conwy, which is an old historical name.

DISCUSSION

The Chief Executive noted that the matter had been under discussion for some years and that the Boundary Commission for Wales had now announced its proposals for changing parliamentary constituencies in Wales and reconciling the number of people that each constituency would represent. It was noted that the report included other arguments and possible options that the Commission could consider. The observations would be submitted to the Commission by 5 December.

Comments arising from the discussion:

- That there was a lack of understanding by the Commission of 'Traditional Communities' that were very important to Gwynedd
- Concerns were raised about how Gwynedd Council would be able to work effectively
- Concerns about the collaboration element with Members of Parliament who may be representing three counties
- Identity must be safeguarded in vast parts of Gwynedd
- Important to use native Welsh names as new names
- That the response was acceptable and that the proposals made sense
- These were Mathematicians not logical Historians.
- Propose the name Gwynedd Uwch Conwy in the decision

10. CONSULTATION ON THE FUTURE OF THE FIRE SERVICE

The report was submitted by Cllrs Peredur Jenkins and Dyfrig Siencyn. Councillor Aeron Maldwyn Jones was welcomed to the meeting as one of five

Councillors who represented Gwynedd Council on the North Wales Fire and Rescue Authority.

RESOLVED

To propose the observations noted in part 4 of the report in response to the Fire Service consultation.

DISCUSSION

It was noted that the report responded to the consultation by the Fire Service in light of the financial squeeze and the likely threat to the service.

Cllr. Aeron Maldwyn Jones noted that he had been a member of the Authority for a year. He said that the front-line work was excellent but that the management system and the administrative arrangements needed to be looked at. He added that salaries appeared high given the responsibilities compared with management salaries in the Council.

Comments arising from the discussion:

- It did not appear that a thorough process of identifying efficiency savings had taken place before moving on to cuts.
- A suggestion was made to accept the average increase of the settlement until evidence would be provided that further efficiency savings were not possible.
- Who scrutinised the Service's financial strategy?
- The Council, which had an interest as one of the subscribers, must seek to collaborate.
- It must be ensured that there would be no risks for the residents of Gwynedd.
- The Service had robust working conditions, but there were opportunities to look at the situation.
- A suggestion was made to form a Joint Scrutiny Committee (across north Wales) which would have independent expertise to co-ordinate and advise. This would ensure an understanding of the budgets together with broader, less traditional elements.
- There was a need to look at the national position and the possibilities of working with other emergency services.
- A fuller picture must be obtained of the considerations given to the cuts by the Service.

It was proposed and seconded to add the suggestion to form a Joint Scrutiny Committee across north Wales and that this should be added to Gwynedd Council's response to the consultation.

11. PERFORMANCE REPORT: ADULTS, HEALTH AND WELL-BEING DEPARTMENT

The item was submitted by Cllr Dyfrig Siencyn in the absence of Cllr. W Gareth Roberts. The main points were highlighted by Morwena Edwards (Corporate Director).

RESOLVED

To accept and note the information in the report.

DISCUSSION

When referring to Strategic Plan G2 - *Integrated Working Project, focusing on what counts for individuals*, it was highlighted that the work in Eifionydd was going from strength to strength with the number of traditional packages reducing. It was noted that there had been some delay with consultation processes with Health Board staff, but it was hoped that a robust structure would be in place by April 2017.

Strategic Plan G3 - *Restructuring the Adults, Health and Well-being Department* - it was noted that the report on the structure of the Adults Safeguarding Team would be submitted to the Cabinet.

Strategic Plan G5 - *Frondeg* - it was confirmed that Grŵp Cynefin was eager to be a development partner.

Strategic Plan G7 *Capacity and sustainability of the care and health arrangements - New Care Model* - it was noted that the work of developing Llys Cadfan Residential Home continued with the key task of drafting a statement of purpose underway. Having completed this, it would be possible to request that the Care Inspectorate changed the registration of the home. It was noted that this new model was being addressed nationally.

Performance of measure **SCA/001** - *the rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over* - significant concern was noted if the trend were to continue. It was reported that work was being done to get to grips with the problem and that a session facilitated by specialists had been arranged for January to better understand the process of transferring patients.

Deprivation of Liberty Safeguards (DoLS) Assessment - it was reported that a number of staff had now qualified to carry out the assessments, but we continued in a situation of battling against the numbers.

Overspend of £303k - continued to collaborate with the Finance Department to ensure that savings would be realised by transforming services.

Collaboration with the Health Board to understand the process of transferring patients was welcomed - this was considered an important step forward and a good opportunity to better understand the situation.

12. PERFORMANCE REPORT: HOUSING, CUSTOMER CARE, LIBRARIES, DEPRIVATION AND EQUALITY

The report was submitted by Cllr Ioan Thomas.

RESOLVED

To accept and note the information in the report.

DISCUSSION

The Cabinet Member referred to two strategic projects T7 *Working Together against Poverty* and expressed the need to collaborate across departments and hold discussions with Heads to get to grips with the matter. It was noted that, following the announcement of the Cabinet Secretary for Communities and Children to end the Communities First scheme, there was a need to keep an eye on the likely effect on the most vulnerable residents of Gwynedd.

In response, the Cabinet Member for the Economy noted that the Council needed to analyse what the effect would be as the Communities First Scheme had been the foundation for many good projects. There would be a need to look at the make-up and identify which project was associated with each department.

Scheme T9 Housing Supply Strategy - *Establishing Affordable Housing for Gwynedd residents in rural areas* - that we needed to establish our own brand in order to ensure that Gwynedd Council would get recognition. When discussing the provision for homeless people, it was noted that work was being done to look at the current provision in Corris.

In the context of measuring performance - Homelessness Unit, concerns were highlighted that a high number of individuals needed to be housed and that the number of people contacting the unit was increasing. It was noted that work was underway to try to respond to this.

The recent increased pressure on Galw Gwynedd and Siopau Gwynedd Units to respond to calls regarding the changes in the brown bin arrangements was highlighted.

When referring to the four objectives of the Gwynedd Council Strategic Equality Plan, it was highlighted that creating the circumstances for people from different backgrounds to represent the people of Gwynedd by standing for election to be an elected member was challenging, but that good work had been done recently with a video clip released on the Council's website.

In terms of the financial situation, it was noted that 94% of the savings had been realised and the remainder would be realised before the end of the year.

A request was made to look in more detail at establishing a brand for Gwynedd Council in the context of Affordable Housing: an opportunity to consider the public impact and ensure recognition for the Council.

In the context of Communities First, it was noted that though it may not have been the best scheme, it was a robust foundation for many things. There was a need to

look at the effects of this and try to sustain the projects which would be affected significantly.

There was a suggestion for the Council to try to influence the Minister. What was the Government's plan to respond to poverty? Concern that there was no long-term vision.

The Cabinet Member was thanked for the information and for the work and progress with the projects within a very wide-ranging portfolio. The Cabinet Member thanked Rhion Glyn for his support and he was congratulated on his secondment.

The meeting commenced at 1.00pm and concluded at 3.25pm.

CHAIR

REPORT TO CABINET

13 December 2016

Cabinet Member: Councillor Gareth Thomas

Subject: The Future of Education Provision in the Berwyn Catchment Area

Contact Officer: Iwan T Jones – Corporate Director

Recommendation

The recommendation is to consult with the governing bodies of the schools of Y Berwyn catchment-area, on the option to abandon the proposal to establish a Voluntary Controlled 3-19 Learning Campus (VC, Church in Wales) in the town of Bala, in accordance with section 55 (5) of the 2013 Schools Standards and Organisation Act. The intention being to return to the Cabinet in January 2017 and report on the outcome of the consultation and make recommendations on the way forward.

1. INTRODUCTION

- 1.1 The purpose of this report is to seek the Council Cabinet's permission to re-visit the proposal to establish a 3-19 Learning Campus, Voluntary Controlled (VC, Church in Wales) in the town of Bala following the receipt of correspondence from the solicitors of the Diocese of St Asaph stating their lack of support for the proposal in its current form.
- 1.2 In September 2016, a letter was received from the solicitors of the Diocese of St Asaph (**Appendix 1**) stating that the Diocese could not support the proposal to establish the Learning Campus in its current form. The main reason being that they do not accept that it is neither appropriate nor legally possible for the Council, or any other local authority, to act as a promoter of a proposal to establish a voluntary school with a religious character.
- 1.3 As a result of this stance, the matter is being returned to the Cabinet for its consideration.

2. BACKGROUND

- 2.1 The Council has implemented the 'Excellent Primary Education for Children in Gwynedd' Strategy since it was adopted in April 2009. At its meeting on 9 October 2012, the Cabinet decided on a 'Priorities Plan – Reorganisation of Education Provision' based on this strategy. In accordance with the strategy 'Excellent Primary Education for Children in Gwynedd', discussions regarding education provision in Y Berwyn catchment-area have been on-going since 2009.
- 2.2 A report was submitted before the Cabinet on **1 April 2014**, where it was agreed:
 - i. To give permission to extend the work to develop a range of models which will address strategic, managerial, and/or governance arrangements for the entire catchment area, with the aim of presenting to the Cabinet specific recommendations for statutory consultation in accordance with the requirements of Section 48 of the Schools Standards and Organisation (Wales) Act 2013.
 - ii. To authorise the undertaking of an assessment to identify and measure the need within the catchment area for education provision of a specific category and designation, and to meet the requirements of the process of identifying the recommendations as noted in i. above.
 - iii. As one of the schools in the catchment area is a Church in Wales Voluntary Aided School, (VA), to delegate to the Cabinet Member for Education, Children and Young People the right to hold a pre-consultation with the Church in Wales in accordance with the School Organisation Code 2013. Then to submit a further report to the Cabinet with the favoured option and seek permission to hold a period of Statutory Consultation on this option.

- 2.3 Following this, various discussions were held between April 2014 and January 2015 to discuss background work based on the entire catchment area. This included discussions on the long list of models, the proposed way forward, (i.e. the current direction), and an explanation of the statutory process.
- 2.4 An equality assessment was undertaken on the long list of possible models paying particular attention to various equality elements such as race, disability, language, religion or beliefs, and age. The assessment referred to the present situation and the policies and arrangements already in place to ensure that the proposal considered and agreed with equal rights requirements.
- 2.5 As a number of models on the long list noted the possibility of impacting on Church primary education provision, a further assessment by an independent consultant was commissioned. The purpose of this assessment was to assess the need for different types of schools in the catchment area in order to ensure that the need at local level would be considered when reaching a decision on the favoured option. The assessment highlighted the fact that the quality of education was the most important factor to parents when choosing a school for their child – with 79% of the respondents stating that this is the most important factor in a school. There were no specific views either way regarding the category of the school. It confirmed that educational matters – quality, good relationship with the school, standard of the resources and the learning environment are the main factors considered as important in a school.
- 2.6 The Council have held regular discussions with Church in Wales representatives from the start of the school reorganisation process in the Berwyn catchment area. In accordance with the School Organisation Code (006/2013) a pre-consultation period was held with the Church in Wales between 15 December 2014 and 19 January 2015. The response of the Church in Wales was received through a letter dated 19 January 2015. The view of the Church was as follows:

“After careful consideration of the options, the Diocese of St Asaph concurs that option 3 to establish a 3-19 lifelong learning campus is the most appropriate for further consideration and consultation. However for the reasons given in this response it is felt that the status of the campus should be voluntary controlled or voluntary aided”

- 2.7 Following the pre-consultation, and the completion of a full options appraisal, the model which included the closure of Ysgol Bro Tegid, Ysgol Beuno Sant and Ysgol Y Berwyn, and establish a 3-19 years Learning Campus Welsh Language, Voluntary Controlled on the current site of Ysgol Y Berwyn was favoured. A further report was submitted before the Cabinet on 19 February 2015 seeking permission to commence a statutory process to complete the process of re-organising schools in the catchment-area. At the meeting, it was resolved:
- i. *To undertake a process of statutory consultation in accordance with the requirements of Section 48 of the School Standards and Organisation (Wales) Act 2013 to close Ysgol Bro Tegid, Ysgol Beuno Sant and Ysgol y Berwyn. The intention is that the schools will close on 31 August 2018.*
 - ii. *To undertake a process of statutory consultation in accordance with the requirements of section 48 of the School Standards and Organisation (Wales) Act 2013 on the preferred option, which is to establish a Welsh Medium 3-19 Lifelong Campus with voluntary controlled (VC) status, on the current Ysgol y Berwyn site. The intention is that the school will open on 1 September 2018.*
 - iii. *To undertake a process of statutory consultation on the federalisation of the three rural schools in the Berwyn catchment, Ysgol Bro Tryweryn, Ffridd y Llyn and OM Edwards.*
- 2.8 In accordance with the statutory requirements of the School Organisation Code (006/2103), and the School Standards and Organisation (Wales) Act 2013, a period of statutory consultation on the proposal was held with relevant consultees between 11 March and 28 April 2015.
- 2.9 On 2 June 2015, a report was presented to the Cabinet which included all the observations received during the consultation period. It was stated in a report to the Cabinet on 2 June 2015 that the Church

“...has confirmed their desire and intention to work closely with the community in order to demonstrate their intention of co-operating in order to establish a Welsh Medium Christian school which will serve the whole community and provide high quality education.”

The same report stated that, in order to alleviate concerns raised regarding the proposed church status, the Church in Wales had agreed to the following:

- i. Representation on the Governing Body reduced to two seats from four, and offering two seats to other denominations in order to reflect the character and traditions of the area
- ii. The Church is completely open to supporting any name that the Shadow Governing Body gives the Campus
- iii. The Church is completely supportive of the development of the Campus as an establishment that will strengthen the Welsh language.

2.10 In its meeting on 2 June 2015, the Cabinet resolved to:

- i. *To approve the proposal for the closure of Ysgol Bro Tegid, Ysgol Beuno Sant and Ysgol y Berwyn on 31 August 2018 and for a Voluntary Controlled (VC) Welsh Medium 3-19 Learning Campus to be established on the existing site of Ysgol y Berwyn to open on 1 September 2018.*
- ii. *To approve the issue of statutory notices on the proposal in (i) above in accordance with the requirements of Section 48 of the Schools Standards and Organisation (Wales) Act 2013.*
- iii. *Following discussion on the comments received during the consultation regarding the importance of appointing a Head teacher and the need to appoint well in advance, to approve the appointment and the funding of the Head teacher for the 3-19 Learning Campus from the savings gained from the scheme, at least one year prior to the opening of the school in September.*

2.11 In accordance with the decision reached by the Cabinet on 2 June 2015, a statutory notice was issued on 17 June 2015 and a statutory objection period was held from 17 June to 15 July 2015. The following is a summary of the content of the Statutory Notice:

- (a) *DISCONTINUE* YSGOL Y BERWYN, Y Bala, Gwynedd LL23 7RU, YSGOL BRO TEGID, Y Bala, Gwynedd, LL23 7BN, YSGOL BEUNO SANT, Y Bala, Gwynedd, LL23 7UU (Voluntary Aided, Church in Wales School), on 31 August 2018.
- (b) *ESTABLISH* a new 3-19 SCHOOL Welsh Medium, (Voluntary Controlled, Church in Wales School) on 1 September 2018. The 3-19 SCHOOL will be on one site, that is the current site of Ysgol Y Berwyn, Y Bala, Gwynedd, LL23 7RU.

2.12 Following the objection period, the Cabinet were asked to consider a formal report on the objections and the responses given prior to reaching a final decision whether or not to implement the proposal. In their meeting on 15 September 2015, the Cabinet resolved:

- i. *To implement the proposal to close Ysgol Bro Tegid, Ysgol Beuno Sant and Ysgol y Berwyn in Bala on 31 August 2018 and establish a 3-19 Learning Campus, Welsh-medium, Voluntary Controlled, (VC, Church in Wales), ("The Campus"), on the existing Ysgol y Berwyn site to open on 1 September 2018*
- ii. *That Gwynedd Council will conduct a review of the school's performance which will include a review of the quality of education provided, educational progress, the pupils' social and cultural experiences, the use of resources, and any effect of the Voluntary Controlled, (VC, Church in Wales), category on the above following two years from the opening date of the Campus. This will include consulting with parents, prospective parents and residents of the area in order to reach an opinion on the suitability of the education and the church status.*

2.13 The Cabinet's decision came into effect on 30 September 2015, and all consultees involved in school organisation in Bala received a letter informing them of the decision. In accordance with the statutory requirements of the Code (2013), the period for referring the proposal to the Welsh Ministers came to an end on 27 October 2015 – the decision was not referred.

3. UPDATE

3.1 On 9 September 2016, a letter was received from the solicitors of the Diocese of St Asaph regarding the Berwyn project (**Appendix 1**). In brief, the letter states that the Diocese cannot support the proposal in its current form as they do not accept that it is neither appropriate nor legally possible for the Council or any

other Local Authority, to act as a promoter for a proposal to establish a voluntary school with a religious character. This followed on from detailed correspondence between Church in Wales and the Welsh Government, with the Church strongly objecting to the concept and provision contained in the 2013 Schools Standards and Organisation Act. It is noted in the letter:

“The diocese of St Asaph will not be able to consider such a school so promoted as a Church in Wales school. Nor does your authority have the power to have it designated as such. Your notice should have made it clear that the diocese would promote the new school.”

3.2 The letter also states that the Diocese is of the view that the only solution would be to issue a revised Notice jointly signed by the Diocese of St Asaph and Gwynedd Council. In the same letter, the Diocese expressed concerns that the Ysgol Beuno Sant site has not been incorporated in the plans for the Campus. Consequently, the Council was asked to agree either to:

- i. Incorporate the Ysgol Beuno Sant site in the new Learning Campus plans; or
- ii. Agree to the sale of the Ysgol Beuno Sant Site prior to the school’s closure

3.3 Following the receipt of the letter, in an e-mail dated 24 October 2016 from the Diocese’s solicitor, the Diocese offered an alternative solution, that would, in their view, avoid the need to re-issue the Notice:

“What I propose is that in view of the timetable for this project we at LBMW draft a short agreement between the diocese and the LA to the effect that despite the fact that the LA has itself purported to promote this project and has alone signed the Statutory Notice, the LA will now proceed as though the diocese had signed the Notice and will in every respect treat the diocese as the effective promoter of the new C in W school.”

3.4 Again, this solution would be conditional on the Council’s agreement to incorporate the Ysgol Beuno Sant site in the plans for the proposed Campus. In addition, in the same e-mail, the Diocese placed a further condition on the alternative solution:

“This proposal is conditional... on your Authority accepting that all future proposals for new Church in Wales schools in your Authority will be taken forward with the diocese being fully involved and a co-signatory with the Authority in publishing a joint Statutory Notice. If your Authority can agree to these conditions then the diocese would be prepared to move forward on this occasion as set out below”

3.5 Correspondence was sent to the Diocese and their solicitors on 15 November 2016 (**Appendix 2**), noting the intention to report on and discuss their position at a Cabinet meeting before the end of the year. A further e-mail was received from the Diocese’s solicitors on 22 November 2016, re-confirming their stance that the only appropriate way forward would be for the Council to re-run the consultation and issue a new statutory notice, jointly with the Diocese. It was also noted that the Diocese would not object to the continuation of the current process, if the Council ensured that the Diocese was treated as the promoter of the proposal and the proposed Campus from this point forward. However, this solution was again proposed on the condition that the Council agree that any future proposal for the establishment of a voluntary Church in Wales school are developed, proposed and promoted by the Diocese rather than the Council.

4. CONSIDERATIONS

4.1 The lack of support from the Diocese to the proposal in its current form causes a significant risk to realisation of the scheme in Bala.

4.2 It is stressed that the scheme and the entire re-organisation process has been developed on the basis of partnership and transparency with the diocese of St Asaph and Bangor. There is no doubt that the Council has acted in accordance with the legislation’s statutory requirements and the associated Schools Organisation Code in developing the proposal. At this juncture, it is noted that the Council does not agree with the Diocese’s stance objecting the clause contained in the 2013 Act that empowers the Council, as a local authority, to promote voluntary Schools with a religious character. In practice, considering the key strategic implications relating to the continuation of primary and secondary education in the area, it was crucial that the Council proposed the scheme.

- 4.3 In the absence of the Church's co-operation, it must be recognised that the Diocese's stance makes implementing a proposal to establish a Voluntary Controlled, Church in Wales, Learning Campus unreasonably difficult. This conclusion is arrived at for several reasons, including the following:
- i. It is stated in the correspondence received from the Diocese of St Asaph's solicitors that the Church is unwilling to treat the new school as a Church in Wales School if the proposal and statutory notice continues in its current form. The statutory notice expressly states that the new Learning Campus will be a Voluntary Church in Wales campus. Without the co-operation of the designated religious body, it is difficult to envisage how the Council could comply with an obligation to establish a voluntary controlled Campus with a religious character.
 - ii. Schedule 3 of the 2013 Act requires the transfer of the school buildings to the Church. Completion of such proceedings would prove difficult without the consent and participation of the Church.
 - iii. The Government of Maintained Schools (Wales) Regulations 2005 requires the appointment of foundation governors to the governing body of the new Voluntary controlled school/Campus. Whilst it would be possible for a shadow body to reach a quorum without such governors, section 50 of the 2005 Education Act requires these governors to nominate an inspector to inspect the standard of religious education at a Voluntary Controlled school.
 - iv. The solution proposed by the Diocese, that they are from this point onwards to be treated as joint proposers, is subject to the agreement that the Beuno Sant site is incorporated in the new Campus plans. It was made clear in the documentation published as part of the statutory process that the Campus would be located on the site of Ysgol y Berwyn only, and that the proposal was being put forward by the Council. The Council would therefore be acting against its own proposal if it were to accept the Diocese's solution. In addition, incorporating the Beuno Sant site would ignore the Council's assessment of the requirements of the new Campus and would probably impact on the building project's budgetary requirements.
- 4.4 It should also be noted, during the statutory process, that included a consultation period and an objection period, that the diocese of St Asaph did not oppose the proposal, nor the manner in which the statutory notice was issued. The Diocese also did not exercise its right under Section 54 of the 2013 Schools Standards and Organisation Act to refer the decision to the Welsh Ministers within 28 days of the Council's decision.
- 4.5 In their letter dated 9 September 2016, the Diocese suggest that the situation could be resolved through the re-issuing of a statutory notice jointly signed by the Diocese and Gwynedd Council as well as incorporating the Ysgol Beuno Sant site in the proposed Campus plans - this would not comply with the statutory requirements of the 2013 Act's nor the associated Schools Organisation Code.
- 4.6 Section 55 (2) of the 2013 Act requires the Council, as the proposer, to implement the proposal in the form in which it was approved or decided upon, unless it determines in accordance with section 55 (5) that implementing the proposal would be unreasonably difficult, or inappropriate due to a change in circumstances since the proposal was approved. Such a determination, in accordance with section 55 (8), would equate to deciding not to implement the proposal at all, and therefore it would not be possible to close Y Bala schools or open the new Campus, without a full statutory process, including a statutory consultation being re-commenced and new proposals published following such a consultation. It would not be possible to guarantee that the current proposal would be the subject of the second consultation.
- 4.7 Considering the Diocese's stance and the alternative proposals put forward by them within the context of the 2013 Act and the associated Schools Organisation Code, it has been concluded that the Cabinet has two options in deciding the way forward for the project, namely:
- i. Either the current proposal to establish a Learning Campus on the site of Ysgol y Berwyn only, that is, without incorporating the site of Ysgol Beuno Sant in the plans, is implemented in full by the Council, despite the risk and potential difficulties caused by the diocese's lack of support; or

- ii. Subject to the outcome of a consultation with the governing bodies of the schools effected by the proposal, the Council may conclude that implementing the proposal would be unreasonably difficult or inappropriate. If that conclusion is reached, the current proposal would be abandoned and a new statutory process would have to be re-commenced to re-organise the provision in Y Berwyn catchment-area.
- 4.8 In practice, and due to the matters outlined in this section of the report except for 4.7(i) above, proceeding in a different direction, whether or not it complies with the wishes of the Church, would mean reviewing the confirmed proposal and following the process set out in Section 55(5). However, before concluding on how to proceed, the 2013 Schools Organisation Code makes it a requirement that a consultation is held with the governing bodies of schools affected.

5. OTHER FACTORS

- 5.1 In this section of the report, the factors and other risks that the Cabinet need to be aware of are noted:
- i. Welsh Government Capital Funding: The current scheme invests £10.27m in the Bala area, with £5.3m of this amount being a grant from the Welsh Government. The Welsh Government grant has been approved following the submission of a full Business Case to the Government. The statutory processes and the application process for the capital grant were scheduled so that they would be completed and approved well in advance of the commencement date of the construction work. Although we do not anticipate any impact on our ability to complete the construction project which is now under way, the report in January 2017 will have to evaluate and address any possible impact any change in direction may have within the context of the terms and conditions of the grant.
 - ii. Continued choice of church provision in South Meirionnydd: The need to determine the school's legal status was a matter that received detailed consideration during the consultation period, the objection period, and in the Cabinet Report dated 15 September 2015. One of the reasons and factors for consulting on a Voluntary Controlled status (VC, Church in Wales) for the proposed Campus was the joint provision that currently exists in the catchment area, that is, there is already Voluntary Aided provision (VA) at Ysgol Beuno Sant, as well as the strategic decision to ensure a continued choice of provision within a wider area in the south of the County. These factors will remain considerations as the Council considers the way forward.

6. NEXT STEPS

- 6.1 If the Cabinet decides to approve the recommendation presented in this report, it is envisaged that:
- i. A consultation with the governing bodies of schools in the Berwyn catchment-area, on the option to abandon the proposal to establish a Voluntary Controlled 3-19 Learning Campus (VC, Church in Wales) in the town of Bala, will be held between **14 and 29 December 2016**
 - ii. A further report will be presented to the Cabinet on **17 January 2017** to report on the outcome of the consultation and to decide whether or not to abandon the proposal. Subject to the decision, the report will also seek approval to hold a statutory consultation on the preferred model (alternative).

7. SUMMARY

- 7.1 Considering the Diocese's stance and the alternative proposals put forward by them within the context of the 2013 Act and the associated Schools Organization Code, it has been concluded that the Cabinet has two options when deciding the way forward, namely:
- i. Either the current proposal to establish a Learning Campus on the site of Ysgol y Berwyn only, without incorporating the site of Ysgol Beuno Sant in the plans, is implemented in full by the Council, despite the risk and potential difficulties caused by the diocese's lack of support; or,

- ii. Subject to the outcome of a consultation with the governing bodies of the schools effected by the proposal, the Council may conclude that implementing the proposal would be unreasonably difficult or inappropriate. If that conclusion is reached, the current proposal would be abandoned and a new statutory process would have to be re-commenced to re-organise the provision in Y Berwyn catchment-area.

7.2 Therefore, in seeking Cabinet's approval to the recommendation to consult with governing bodies of schools in Y Berwyn catchment-area, on the option to abandon the proposal to establish a Voluntary Controlled 3-19 Learning Campus (VC, Church in Wales) in Bala, the following matters should be considered;

- i. The correspondence from the solicitor of the diocese of St Asaph stating their lack of support for the proposal in its current form;
- ii. Apart from continuing with the current proposal if there was a wish to accept the solutions offered by the Diocese or not, it cannot be implemented without withdrawing the current proposal and commencing the process of re-consulting on an alternative proposal.

8. RECOMMENDATION

The recommendation is to consult with the governing bodies of the schools of Y Berwyn catchment-area, on the option to abandon the proposal to establish a Voluntary Controlled 3-19 Learning Campus (VC, Church in Wales) in the town of Bala, in accordance with section 55 (5) of 2013 Schools Standards and Organisation Act. The intention being to return to the Cabinet in January 2017 and report on the outcome of the consultation and make recommendations on the way forward.

Views of the Local Members'

Any observations by the Local Members will be presented at the meeting.

OPINION OF THE STATUTORY OFFICERS

The Chief Executive:

"This latest development by the Church in Wales makes it extremely difficult for us to continue with the current proposals especially given that we rely on their co-operation to do so, and they have placed the Council in an unfortunate position.

The report outlines our choices and the recommendation seems to be reasonable given the circumstances."

The Monitoring Officer:

"This report has been prepared in close consultation with the legal service and I am satisfied that its content and recommendations are appropriate."

The Head of the Finance Department:

"The current situation regarding the school which is to be established in Y Berwyn should be resolved without delay, by following the appropriate procedures. We should aim to minimise the financial risk, by claiming and using the capital grant on time, avoiding any slippage in the capital project's schedule."

OUR REF: 7145/HJD/DW/301301393

9 September 2016

Mr Arwyn Thomas,
Head of Education,
Cyngor Gwynedd
Swyddfa'r Cyngor
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Dear Mr Thomas,

Proposal to close Y Berwyn, Brio Tegid and Beuno Sant Schools

I write on behalf of our client the Diocese of St Asaph consequent on your publication of a statutory notice to close Beuno Sant School and other schools, and purporting to establish a new VC Church in Wales school on the site of Ysgol Y Berwyn, and in the light of correspondence with our client subsequent to the decision taken by your authority to move forward with these proposals. This is in part a response to the email sent on your behalf to my client on August 15th. The Diocese has attempted to address with you the issues in respect of the site of Beuno Sant on a number of occasions and has concluded that our formal intervention on its behalf is now necessary.

Our client is supportive of your policy intention to close the listed schools and to have established a new all-age VC Church in Wales school. Indeed it is eager to work with you to achieve this.

However it has consulted us in respect of your authority's Notice, its decision and the subsequent correspondence and I am consequently writing under instruction from the Diocese to alert you to serious issues that arise from the manner of your publication and from what

M J G Fletcher
B D Clarke
R Cottingham

S D C Dean
H J Dellar
N Gudka

E J C Henderson
E J Macey-Dare
J Reed

A Vlachos
K E W Wallace
C D Woodroffe

Consultants:
P F B Beesley
M Dunn
J P G Randel
S Z Reisman

J P Sergeant
D Sills
N D Urwin



Ecclesiastical Manager: S J Borton *Education Advisers (not admitted):* Tricia Pritchard, D Whittington OBE

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appear to be your present intentions in implementing the proposal. I also make some proposals as to a positive way forward.

As background I should say that we advised all the Church in Wales' dioceses last year on the matter of the promotion of new Church in Wales Voluntary schools under the provisions of the Schools Standards and Organisation (Wales) Act 2013 and had correspondence at that point with Welsh Government officials in respect of our concerns. I attach the technical paper that I prepared at the time in order to set out for you the details. In this letter I simply summarise the position.

Officials appear to have taken the view that the SSOWA enabled local authorities to promote new voluntary schools with a religious character. The attached paper sets out the reasons why this cannot or should not be so. Mary Davies for the Assembly agreed at that point that (while reserving her position on the substantive legal issues) it should as a matter of practice be for the relevant diocese to propose any new voluntary school that was going to have a Church in Wales religious character. However in this case your Notice makes it clear that you propose to establish such a school. This is not acceptable or within your powers. The diocese of St Asaph will not be able to consider such a school so promoted as a Church in Wales school. Nor does your authority have the power to have it designated as such. Your notice should have made it clear that the diocese would promote the new school. Indeed the practice heretofore has been for such notices (which are frequent across England/Wales as a whole) to be issued and signed jointly by the Local Authority and the local diocese. The technical reasons for this are all set out in the attached paper and I therefore will not repeat them here.

I do not myself see any solution to this other than the issuing of a revised Notice correctly worded and jointly signed. However, I would be very willing to consider some other solution if you have one to propose.

In addition, I understand that you are proposing that the existing site of Beuno Sant, despite being as I understand it within the same complex as Y Berwyn and (while having its own access) being to a considerable degree embedded within it, will not form part of the new school site.

If this is so then I think I should advise you as to the consequences and propose a solution.

The consequence will be that the site of Beuno Sant will revert to the heirs of the original donors (who I believe are a local family) who will in turn be immediately free to deal with it or dispose of it as their private property. The consequence (if my information is correct) is that you could come to have private housing or some other development intermingled with your new school. This seems most undesirable. Also this course of action would mean that the value of the existing Beuno Sant site would be lost both to the trustees and to you as a local authority. The latter seems remiss: the former is unacceptable. For a local authority to force site trustees into a position where their private value is unnecessarily reverted is most improper. My clients would have to insist that your authority recompensed them for the charitable value lost through your deliberate and unnecessary action.

There are two ways forward that remove this problem. The first is that you simply take advantage of the fact that the Beuno Sant site is already contiguous to the Y Berwyn one and include it in the site of the proposed new school. The rest of the new site would then be transferred (as will be your statutory obligation) to the trustees and no reverter will be triggered. The asset remains in use for its proper charitable purpose.

The second option is that (if you are clear that the Beuno Sant site really is surplus to the needs of the new school) you agree that the trustees may sell the existing site on the open market with a sale agreed before the school moves. This defeats reverter and when you convey the new site to the trustees you will become entitled to those proceeds of sale (less costs). This will give your authority a capital receipt to set against the costs of the new school. It is also exactly in accord with statute.

The diocese would prefer the first of these options and it surely seems the most sensible given the local geography.

I note that your authority has also decided to review the new school arrangement two years after it opens. That is a matter for your authority but I feel that I should point out:

- (1) that your authority will none the less have an immediate statutory duty to transfer the new site of Y Berwyn to the diocesan trustees as soon as the school opens. There can be no question of this being delayed for two years; and
- (2) should any decision be taken at the 2-year review to remove the Church in Wales character of the school it would have to be closed and another new school opened.

Statute prevents any school gaining or losing a religious character. It must close and a new school be opened. If that happened, the trustees' land could not be used for a future non-church school and although it would be open to Ministers to direct that the Y Berwyn site could be used for a non-church school (since it will be publicly funded land) the existing Beuno Sant site cannot be directed since it is not publicly funded land under the statutory provisions.

I am sorry that this letter brings you problems. However my clients are very anxious to offer solutions and I have drafted above what I believe them to be. The diocese will work with you to solve the problems but it cannot allow the proposal as set out in the Notice and your apparent intentions in respect of the existing Beuno Sant land to stand.

My clients would be very willing to discuss a way forward and I should be very glad to discuss the technical issues with your legal advisers if you wish to challenge the interpretation set out in this letter and in its attachment. I understand that the provincial Church in Wales officer for

schools is taking up the issues set out here with Assembly officials. No doubt they will be in touch with you in due course.

Yours faithfully,

PP.



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LEE BOLTON MONIER-WILLIAMS
Email: david.whittington@lbmw.com

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Legal Services
Pennaeth Gwasanaeth/Head of Service
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Ein Cyf / Our Ref: **YGL-0110 IE1**

Eich Cyf / Your Ref: **7145/HJD/DW/301301393**

Lee Bolton Monier-Williams
DX: 145940
WESTMINSTER 4

14/11/16

Dear Sirs,

RE : SCHOOL ORGANISATION BERWYN CATCHMENT AREA

Thank you for your letter of 9th September and subsequent e-mails of 20th and 24th October which have been passed to me with instructions to reply. I understand that you have been pressing for a response but the issues you have raised have required detailed consideration.

At the outset I am clear that the Council has acted in accordance with its powers School Standards and Organisation (Wales) Act 2013 and the Schools Organisation Code 2013. The act and guidance clearly permit us to take forward the proposal for a VC school in Berwyn. The Act is explicitly clear on this point. We have obviously done so in close and active co-operation with the diocese who participated and supported the proposal. This approach was not challenged at the time. In our view the notice as confirmed therefore stands.

Giving consideration to your position and proposals on the Berwyn project and the context with in which this proposal was taken forward we have concluded that the response must be formally considered at member level including consideration of whether Section 55(5) of the Act applies. As you will appreciate from your understanding of the legislative and other requirements relating to school organisation the implications of your correspondence are significant. The process in Wales is governed by prescriptive statutory requirements and guidance which extend to reviews or amendment of confirmed proposals. We therefore intend to report on this matter to Cabinet in December.

Yours faithfully,

Iwan G D Evans
Head of Legal Services



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REPORT TO THE CABINET

13 DECEMBER 2016

Cabinet Member: Councillor Dafydd Meurig

Subject: Matter arising from the scrutiny committee - Further Efficiency Savings

Contact Officer: Dafydd Wyn Williams - Head of Regulatory Department [acting]

Decision sought

Approval to the timetable for implementing the Efficiency Savings submitted to the Cabinet on 12 July 2016 as matters arising from the Scrutiny Committee regarding Efficiency Savings.

Local member's views

Not a local matter.

1. BACKGROUND

- 1.1 A report was submitted to the Cabinet on 12 July 2016 outlining the matters raised by the Scrutiny Committee regarding Efficiency Savings that had been referred to the Scrutiny Committee for further work.
- 1.2 A report was provided on the progress achieved on the Savings to undertake further work on them. Upon considering the observations of the Scrutiny Committee as required, the Cabinet gave approval to the Regulatory Department to proceed with the following steps:
 - To commit to make the Pest Control Unit as financially self-sufficient as possible by increasing income by approximately £40,000 per annum, rather than abolishing the Pest Control Service in its entirety.
 - To abolish the post of Senior Public Protection Manager and adapt the current post of the Senior Planning and Environment Manager to include responsibility for the Public Protection Service also, in order to meet the Phase 2 Public Protection saving (£69,000).
 - To proceed to meet a saving of £278,440 as detailed in 5.2 of the report submitted, by implementing an alternative scheme. The alternative scheme would focus on increasing income (deriving mainly from the efforts to establish a new Parking Order), changing structures and reducing the risks that prevent approved savings from being realised.

2. PURPOSE OF THE REPORT

- 2.1 The purpose of this report is to outline the timetable for realising Efficiency Savings in the Pest Control field, along with the Phase 2 Public Protection Saving.
- 2.2 There is also a requirement to meet an amount of £278,440 within the alternative scheme. When the report was submitted to Cabinet on 12 July 2016, the exact headings and figures were relatively ambiguous, therefore, the Department has prepared a firm programme for the alternative scheme, with the intention for this to be adopted in the Department's Savings scheme.

3. OPERATIONAL PROGRAMME

Pest Control

- 3.1 Considerable progress has been made in terms of the Pest Control Unit working towards being self-sufficient. If a decision had been made to abolish the Unit, the Council would have saved £28,440; however, by deciding to retain the Unit, a figure of £56,290 needed to be reached in order to be completely self-sufficient. As this was not realistic, an estimate of £39,620 was set as a realistic figure that could be met through a combination of the following:

Review of Internal Contract Fees	£16,500
Review of External Contract Fees	£6,500
Review of Responsive Service Fees	£7,500
Attracting new work through more effective marketing	£9,120
Total	£39,620

- 3.2 I am glad to report that the figures have now been reviewed and that progress has also been made with marketing what the unit offers. Also, some managerial changes have been made as the unit has been moved to the Property Service rather than sitting in the Public Protection Service. Consequently, robust work programming and back-office provisions have been established. The Department is confident that this deficit can be met, and that the figure shown will be realised in full at the beginning of the 2017-18 financial year.

Phase 2: A further 10% cut in the Public Protection Service budget

- 3.3 At the Cabinet meeting on 12 July 2016, it was decided that this saving would be met by abolishing the post of Senior Public Protection Manager and adapting the current post of the Senior Planning and Environment Manager to include responsibility for the Public Protection Service.

- 3.4 These arrangements are now in place, and the structural change paperwork is being prepared; therefore, it is reasonable to programme this saving for the first quarter of the 2017-18 financial year.

Alternative Scheme

- 3.5 You may recall that the intention of the alternative scheme was to address a likely deficit in approved savings that were at risk of not being realised. These schemes are outlined in table 1 below.

Table 1: Savings which need to be considered in alternative schemes;

SCHEME	SUM
Phase 3: A further 10% cut in the Public Protection Service budget	£ 43,150
Advertising Planning Applications	£ 15,000
Approved savings - amber risk level	£ 85,290
Approved savings - red risk level	£ 35,000
Desire to find savings to address the deficit from two collaboration schemes disregarded.	£100,000
Total	£278,440.00
Total not including the desired saving	£178,440.00

- 3.6 It was agreed to meet the deficit by acting as follows:
- Increasing income (deriving mainly from efforts to establish a new Parking Order).
 - Reducing the risks that prevent approved savings from being realised.
 - Structural changes

Increasing Income

- 3.7 **Additional Parking Income [New Order]:** The Council has now adopted the new Parking Order for the county in its final form. This was a long and complex process; however, following a comprehensive consultation process, the Order has now been published and we are putting practical arrangements in place such as the installation of machines, signage and general improvements to the car parks that will become party to a pay and display system for the first time. As a consequence of this, as reported to the Cabinet on 24 November last year, the new income will be approximately £158,000.
- 3.8 Therefore, the Department is comfortable to programme this saving for quarter 1 of the 2017-18 financial year.

- 3.9 **Additional Parking Income [Extra Effort]:** As well as generating additional income by introducing new pay and display arrangements, the Parking Unit has also been undertaking work to increase the use of car parks that have been party to these arrangements for some years. After receiving observations from the users of the car parks, we identified that we needed to improve the condition of some locations, parking bays needed to be more clearly marked, signage needed to be improved and we needed to ensure that the appearance of the car parks were welcoming and safe. We are aware that many customers have referred to this when we questioned them over the past months. These efforts have led to a general increase in income from car parks and we are comfortable that approximately £35,000 can be contributed towards this alternative scheme. There is room to believe that we may see a further increase in the future if we can continue with these efforts.
- 3.10 The Department is also working on establishing a procedure similar to that in the Planning Service by charging a fee for advice in the Public Protection field where practicable to do so. This is a field where Public Protection services in nearby counties (such as Conwy) are also in the process of introducing arrangements for charging for advice in order to recover the Council's costs for non-statutory services. Authorities in other parts of Wales, such as Monmouth County Council, Powys Council and the joint Public Protection Service between Cardiff, Vale of Glamorgan and Bridgend Councils, has already adopted a procedure for charging a fee for advice, and mainly so in the field of food safety. The intention is to have an agreement to the principle of charging a fee in place so that the arrangements for charging a fee are operational from 1 April 2017 in order to charge a fee for offering advice on relevant matters in Public Protection's work fields. It is expected for this arrangement to generate approximately £5,000 per annum in additional income.

Reducing Risks

- 3.11 Work has been done in an attempt to realise as much of the savings as possible from the headings that were at risk. The amber risk level elements submitted on 12 July 2016 (outlined in table 1 of the report), came to a total of £85,290. By now, the Department has managed to reduce the risks in the risk category "likely there will be a problem in reaching the expected saving"**[Amber]** to a figure of £23,290 which releases £62,000 for the alternative scheme.

Structural Change

- 3.12 Considerable work has been done by the Department on addressing the structure, and more specifically, to look at establishing larger teams/units, but fewer of them.
- 3.13 Having looked at the possible savings from restructuring, the Department is of the opinion that £18,000 can be saved from this.

3.14 The Department is of the opinion that these savings can be realised in two phases by meeting a saving of £9,000 in quarter 1 of the 2017-18 financial year and a further £9,000 in quarter 3.

Summary of the programme

3.18 A table outlining a summary of the savings implementation programme discussed in this report is shown in table 2. It can be seen that the total of the proposals is **£387,000**

Table 2: Implementation programme for the savings discussed at the Council's Cabinet on 12 July 2016

Saving	2017/18 Financial Year				Total
	Quarter 1	Quarter 2	Quarter 3	Quarter 4	
Pest Control Unit	£40,000				£40,000
Phase 2 Public Protection	£69,000				£69,000
Sub-total	£109,000				£109,000
Alternative Schemes					
Additional Parking Income [New Order]	£158,000				£158,000
Additional Parking Income [Extra Effort]	£35,000				£35,000
PP additional income	£5,000				£ 5,000
Reducing Risk	£62,000				£62,000
Structural Change	£ 9,000		£9,000		£18,000
Alternative scheme sub-total	£269,000		£9,000		£278,000
Final total	£378,000		£9,000		£387,000

4. RECOMMENDATION

4.1 To accept the implementation programme for the savings discussed at the Council Cabinet on 12 July 2016, and to monitor the programme by means of the approved savings monitoring procedure.

Views of the statutory officers

The Chief Executive:

"The attached report is to be approved. Obviously this is a case of realizing some efficiency savings in a different manner from what was originally planned, but the revised proposals are clear, acceptable and also consistent with the discussions held by the Cabinet in its meeting last July last."

The Monitoring Officer:

Any comments with regard to propriety will be given at the meeting.

The Head of Finance Department:

Any comments with regard to financial propriety will be given orally at the Cabinet Meeting

Appendices

Agenda Item 8

REPORT TO CABINET

13.12.2016

Cabinet Member: Councillor Dafydd Meurig

Subject: Co-locating services

Contact officer: Dafydd Gibbard – Corporate Property Senior Manager

Decision required

Commission the Corporate Property Service to assess the Property portfolio in specific locations across the County, with the aim of trying to identify opportunities for co-locating services in order to make the most efficient use of our buildings.

Local member's opinion

Not a local matter

Background

1. As part of the Corporate Asset Strategy (2009) a buildings' disposal programme was set following a comprehensive prioritising process. In subsequent years it proved possible to dispose of a substantial number of these buildings, together with a number of other buildings as opportunities arose and as Departments had to make efficiency savings and cuts. A list of all the buildings that have been disposed of since establishing the Corporate Asset Strategy is shown in Appendix 1.
2. It was possible to reduce the area of the Council's building stock by 24% following these disposals. A number were in poor condition and their disposal has been one of the factors that has contributed to our ability to improve a proportion of our buildings in good or satisfactory condition, from 78% in 2009 to 97% today. The Strategy has, therefore, been a great success which means that the users of our schools, residential homes, leisure centres, libraries etc. are in much better buildings today than they were a few years ago.
3. In addition, the disposal created almost £12 million of capital receipts, which, in

turn were diverted to realise the Council's capital spending priorities.

4. As can be seen in Appendix 1, a number of the buildings that have been disposed of were not operational and were, possibly, easier to dispose than operational buildings in use to deliver services.
5. However, we have also been able to dispose of a substantial number of operational buildings. The fact that office buildings are under the direct control of the Property Service has meant we could to be proactive in their disposal and today we have 8 fewer office buildings in use than in 2009. We have also been able to empty half of the Penrallt office which has created a new annual income of £150,000.
6. The changes in the education and care fields has also reduced much of the buildings' portfolio and the requirement to make further savings and cuts has driven the efficient use of buildings' agenda as never before.

Next Step

7. The purpose of this report is to consider whether we should go even further in this field by challenging whether buildings in specific locations are being efficiently used. Though we considered the whole buildings' portfolio individually in 2009, it was done on the basis of individual Services rather than on geographical areas. Full consideration was not given at that time to the opportunities that may exist to co-locate services in fewer buildings in individual towns and villages.
8. A few similar exercises have been held in some areas in the past e.g. Dolgellau, Pwllheli and Barmouth and, at that time, it proved possible to work jointly and successfully with other public bodies to rationalize our use of buildings.
9. Having said that, the results of a number of formal collaboration projects with other public bodies consider property across the county have been disappointing. Although the Council has had a clear Asset Strategy for many years, it seems that other bodies in the area are not totally clear about their middle term property needs and this has been one factor that has restricted the ability to rationalize assets on a wide scale.

10. There is reason to believe that we could be successful in this if the Council leads on the work of considering the rationalization of buildings in a series of specific locations across the county. Following an initial assessment of the likely opportunities, it is suggested that we should try to concentrate mainly on the locations listed in Appendix 2 where the best opportunities are to realise co-location plans.

Considerations

11. Whilst considering opportunities, health and safety risks appear as a possible obstacle to inviting other users into some buildings. Adaptation works and changes in managerial organisation can overcome a number of these, but it must be emphasised that School sites will be more difficult with where much effort has been spent recently to prevent the general public gaining entrance.

12. A number of our buildings exist for a very specific use e.g. leisure centre or residential home. This means that they can be inflexible at times and may need considerable expenditure before spaces can be adapted for different uses.

13. Having said that, there are a number of recent examples of services being relocated to other buildings in our ownership e.g. Porthmadog library has now been relocated to Glaslyn Leisure Centre and Dechrau'n Deg relocated to Plas Ffancon Leisure Centre, Bethesda. Work is also underway to relocate a number of different users from Canolfan Frondeg, Pwllheli to other buildings in the town.

14. The Council has already disposed of a substantial number of buildings and therefore the obvious opportunities to make substantial savings have already been used up. Although we believe there is room for us to go a step further, as our portfolio is now a good deal smaller it is likely to be a matter of taking advantages of opportunities as they arise rather than a host of opportunities presenting themselves in every area we look at.

Next steps and timetable

15. Even though we will need the help of other Departments to consider our relocation options, it will be possible to achieve the first steps of this work within the Property

Service's present resources By the beginning of the summer 2017 we will have assessed the initial options in the locations which are listed in Appendix 2. It is possible that more detailed feasibility work will be required at that time before being able to establish whether some of the opportunities are practical and if there is a sensible business case for co-location. Any opportunities identified will help in establishing the Council's new Assessment Management Plan for the next decade.

16. Our ability to move the work forward promptly will depend on the co-operation and support of other area public bodies at times, as well as the various Council Departments themselves.

Statutory officers' opinion

Chief Executive:

"It is good that the report reminds us of the progress the Council has made recently in rationalising its property assets. However, in this period of shrinkage when ensuring value for money in all our work is key, continuing with this effort is key. I commend this work recognising that it could take some time to realise but it will, I hope, also be able to pull in our other partners in the public sector as there is a responsibility on us all to ensure the best value from the public pound."

Monitoring Officer:

The report identifies opportunities to rationalise the Council's property estate and a reasoned plan for moving ahead. No further observations from a propriety perspective.

Head of Finance:

As the report notes, there is an ongoing programme in place to assess the Council's property portfolio needs, and Appendix 1 shows the rationalisation that has occurred over a number of years. Underutilised property can lead to unnecessary costs to the Council and I therefore support efforts to seek further opportunities to improve efficiency. However, because of the steps that have already been taken since the establishment of the current Corporate Assets Strategy in 2009, with the most obvious rationalisation having now been implemented, finding further efficiencies will be increasingly difficult.

Appendix

Appendix 1 – Buildings disposed of

Appendix 2 – Possible locations

Appendix 1

Buildings disposed of since 2008

PROPERTY
Swyddfa Ardal Tywyn
Gweithdai Felinheli
Gweithdfai Glanypwll, Blaenau Ffestiniog
Ty Meirion, Dolgellau
Lawnt, Dolgellau
Unedau A9 - A12 Unedau Diwydiannol Penygroes
Hen Ysgol Tanygrisiau
Ysgol Gynradd Carmel
Ysgol y Parc, Bala
41 Pool Street, Caernarfon
Uned 3 & 4 Aberamffra, Bermo
Toiledau Princess Avenue, Bermo
Plas Cae'r Pwsan, Clynnog
Hen Glwb Rygbi Caernarfon
Uned 3 Glan y Don, pwlheli
Uned 1 - 4 Gweithdai Llanystumdwy
Hafod y Gest, Porthmadog
Noddfa Madog, Porthmadog
Bron y Graig, Bala
Ysgol Bryncrug
Ysgol Coed Menai, Bangor
Tai Ysgol Coed Menai, bangor
Hen Ysgol Dinorwig (Canolfan Dinorwig)
Hen Llyfrgell Deiniolen (Clwb Snwcer)
Trefeddyg, Tywyn
Adeiladau Parc & Lawnt Bowlio Aberdyfi

Toiledau Llanuwchllyn
Toiledau Llandderfel
Toiledau Penhelig, Aberdyfi
Depo Priffyrdd Llan Ffestiniog
UnedaU 7, 8, 9, Llandygai
Uned A6, Cibyn, Caernarfon
Unedau A1 - A4 Cibyn, Caernarfon
Gweithdai Llandwrog - Hen Fecws
Pant yr Eithin, Harlech
Ysgol Croesor
Hen Ganolfan Ieuenctid Abermaw (Llys Talbot)
Theatr y Ddraig, Bermo
Brown Horse, Dolgellau
Bwthyn Penybryn, Dolgellau
Uned 1 Aberamffra, Bermo
Ty Gwyn, Llwyngwrl
Toiledau Cyhoeddus Waunfawr
Tolldy Friog
Unedau 5-8 Parc Padarn, Llanberis
Bryn Llewelyn, Blaenau Ffestiniog
Ysgol Gynradd Abergynolwyn
Neuadd Ogwen, Bethesda
10 Heol yr Wyddfa, Porthmadog
Neuadd y Farchnad, Blaenau Ffestiniog
Toiledau Cyhoeddus Llanfachraeth
Toiledau Llanegryn
Ty Manddaliad Nantporth, Bangor
Toiledau Tyddyn Callod, Abersoch
Unit 6 Stad Diwydiannol Llandygai, Bangor
Uned A5, Cibyn, Caernarfon

Uned 2 Gweithdai Glan y Don, Pwllheli
Hen Ysgol Llanfair, Harlech
Swyddfa Ardal Abermaw
Hen Ysgol Rhydyclafdy
Hen Ysgol Llawr y Betws
Ty Ysgol Segontiw, Caernarfon
Neuadd Pendre Tywyn
Canolfan Cymunedol Glasinfryn
Sied 1 Harbwr Abermaw
Depo West End, Bangor
Hen Doiledau Cae Hendy, Llanbedrog
Hen Doiled Arenig Y Bala
Fflat 2a Ty Ysgol Coed Menai, Bangor
Uned 5 Siediau Aberamffra, Abermaw
Uned 6 Siediau Aberamffra, Abermaw
Uned 2 Siediau Aberamffra, Abermaw
Hen Depo'r Cyngor, Penrhyndeudraeth
Depo Bwrdeistrefol Cae Marian, Dolgellau
Adeilad y Goleuad, Caernarfon
Gweithdai Hen Ysgol Dinas
Plas y Coed, Bangor
Bristol House, Dolgellau
11 Stryd y Castell, Caernarfon
Hen Llyfrgell Ffordd y r Aran, Dolgellau
Clwb Henoed Caernarfon
Sied 4 Harbwr Abermaw
Sied 5 Harbwr Abermaw
Sied 6 Harbwr Abermaw
Sied 2 Harbwr Abermaw
Pwll Nofio Harlech

Toiled Stryd Fawr Deiniolen
Toiledau Llanaelhaearn
Toiledau Manod
Stad Diwydiannol Felin Fawr, Bethesda
2 Well Street, Llanberis
Ysgol Jos Bach, Caernarfon
Liverpool House, Pwllheli
Ysbyty Bron y Garth, Minffordd
1 a 2 Bron y Graig, Corris
Neuadd Dyfi, Aberdyfi
Mardwdy a Thoiled Tywyn
Shed 3 y Cei, Bermo
Toiledau Talybont
Hen Stesion Felinheli
Gweithdai Trefor
Ddepo Maestyingelaist, Cricieth
Llys y Goron, Caernarfon
Pendref, Mynytho
Hen Olchdy Afonwen, Chwilog
Hen Weithdy Llechi, Pwllheli
Porth Mawr, Caernarfon
23a Pool Hill, Caernarfon
27A Pool Hill, Cadernarfon

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Ref	Property	Building Type	Department/Service	Area m2
	Abermaw			
6443	Leisure Centre y Pafiliwn	Leisure Centre	Leisure	2617.00
2181	Ysgol y Traeth	Primary school	Education	1308.90
1350	Hafod Mawddach	Residential Home - Elderly	Adults, Health and Wellbeing	1296.00
B813	Depo Bwrdeistrefol Bermo	Depo	Highways and Municipal	241.00
L0231	Canolfan Twristiaeth Gorsaf Abermaw	TIC	Economy and community	165.00
4670	Library Abermaw	Library	Economy and community	161.00
5847	S.S Dora	Harbour/maritime building	Economy and community	149.00
5872	Swyddfa'r Harbwrfeister Abermaw	Harbour/maritime building	Economy and community	140.00
A034	Borthwen - Ty Tollddy Bermo	House	Highways and Municipal	100.00
6203	Adeiladau Parc Abermaw	Park	Economy and community	87.00
6999/2	Store Tunnel Gardens	Store	Economy and community	25.00
A916	Bridgefield	House	Highways and Municipal	20.00
5622	Marwdy Llanaber	Store	Regulatory	16.00
	Bala			
4033	Ysgol y Berwyn	Secondary school	Education	5241.50
6442	Leisure Centre Penllyn	Leisure Centre	Economy and community	2721.00
2180	Ysgol Bro Tegid	Primary school	Education	815.10
L3305	Ysgol Beuno Sant	Primary school	Education	622.10
B522	Beudy Halen Bala	Salt store	Highways and Municipal	594.00
4952	Neuadd Buddug	Theatre/Cinema	Economy and community	510.00
0486	Swyddfa Ardal Bala	Office	Finance	383.00
B812	Depo Priffyrdd Bala	Depo	Highways and Municipal	332.00
5508	Canolfan Bro Tegid	Community Centre	Economy and community	224.70
0230	Canolfan Groeso Bala	TIC	Economy and community	137.00
4851	Capel Plase	Museum	Economy and community	90.00
5621	Marwdy Bala	Store	Highways and Municipal	25.00
	Bangor			
4036	Ysgol Friars Eithinog	Secondary school	Education	10395.00

4037	Ysgol Tryfan	Secondary school	Education	5278.00
L0416	Intec	Enterprise Centre	Economy and community	2109.00
3030	Ysgol Cae Top	Primary school	Education	2092.30
6404	Pwll Nofio Bangor	Swimming pool	Economy and community	1955.00
2116	Ysgol Glan Cegin	Primary school	Education	1638.90
1345	Plas Hedd	Residential Home - Elderly	Adults, Health and Wellbeing	1629.20
2123	Ysgol y Garnedd	Primary school	Education	1316.40
4808	Storiol	Museum	Economy and community	1177.00
L3009	Ysgol Faenol	Primary school	Education	1087.50
2227	Ysgol Hiracl	Primary school	Education	1075.30
L0411	Mentec	Enterprise Centre	Economy and community	841.00
5637	Bangor Crematorium	Crematorium	Highways and Municipal	793.70
L3301	Ysgol Ein Harglwyddes	Primary school	Education	776.50
2118	Ysgol Babanod Coed Mawr	Primary school	Education	695.80
4607	Library Bangor	Library	Economy and community	650.80
U R S K N 20	Depo Bwrdeistrefol Llandegai	Depo	Highways and Municipal	609.00
2051	Ysgol Glanadda	Primary school	Education	605.20
4280	Canolfan Ieuenctid Maesgeirchen	Youth Club	Economy and community	585.00
NE 20	6B, 6C a 7, Llys Onnen	Office	Regulatory	462.00
3849	Ty Cegin	Office	Education	368.00
5443	Canolfan Gymunedol Coed Mawr	Community Centre	Economy and community	250.00
5505	Canolfan Gymunedol Penrhosgarnedd	Community Centre	Economy and community	250.00
5514	Clwb Hiracl	Community Centre	Economy and community	250.00
5515	Canolfan Gymunedol Garth Hill	Community Centre	Economy and community	250.00
1451	Canolfan Lôn Abaty	Office	Adults, Health and Wellbeing	190.00
L5027	Swyddfeydd Llys Gwynedd	Office	Economy and community	180.00
6008	Pafiliwn Bowlio Bangor	Leisure facilities	Economy and community	94.00
6005	Pafiliwn Chwaraeon Beach Road	Leisure facilities	Economy and community	58.00
6007	Ystafelloedd Newid Tan y Bryn	Leisure facilities	Economy and community	44.00
6783	Swyddfa Tan y Fynwent	Office	Highways and Municipal	30.00
	Blaenau Ffestiniog			
4031	Ysgol y Moelwyn	Secondary school	Education	6736.00
2221	Ysgol Maenofferen	Primary school	Education	1315.40

L6444	Neuadd Chwaraeon Blaenau Ffestiniog	Sports Hall	Economy and community	1023.00
0201	Gweithdai Glan y Pwll	Enterprise Centre	Economy and community	885.00
6445	Pwll Nofio School y Moelwyn	Swimming pool	Education	663.00
4672	Canolfan Maenofferen	Library	Economy and community	654.00
L1416	Canolfan Ddydd Blaenau Ffestiniog	Residential Home - Elderly	Adults, Health and Wellbeing	367.00
1666	Uned Stiniog (Coach House)	Residential Home - Learning Diffic	Adults, Health and Wellbeing	245.00
5502	Neuadd Bentref Llan Ffestiniog	Community Centre	Regulatory	190.00
B816	Depo Bwrdeistrefol Blaenau Ffestiniog	Depo	Highways and Municipal	78.00
6204	Adeiladau Parc Blaenau Ffestiniog	Park	Economy and community	59.80
1355	Bryn Blodau	Residential Home - Elderly	Adults, Health and Wellbeing	1882.30
LA01B	Depo Halen Rhiwbryfdir	Depo	Highways and Municipal	2100.00
	Caernarfon			
LA013	Stuart House, Cibyn	Store	Highways and Municipal	202.50
4039	Ysgol Syr Hugh Owen	Secondary school	Education	9673.90
5002	Bloc B Pencadlys	Office	Regulatory	8910.00
4054	Multi Storey Car Park, Caernarfon	Multi Storey Car Park	Regulatory	8187.50
5018	Multi Storey Car Park Doc Fictoria	Multi Storey Car Park	Regulatory	7185.00
5465	Multi Storey Car Park Penrallt	Multi Storey Car Park	Regulatory	5781.10
5051	Swyddfa Penrallt	Office	Regulatory	5467.70
L3005	Ysgol Maesincla	Primary school	Education	3977.30
6401	Leisure Centre Arfon	Leisure Centre	Economy and community	3785.70
2119	Ysgol Newydd yr Hendre	Primary school	Education	3446.50
B810	Depo Bwrdeistrefol Cibyn	Depo	Highways and Municipal	3425.00
6402	Canolfan Tennis Arfon	Tennis Centre	Economy and community	3008.00
3502	Ysgol Newydd Pendarar	Special school	Education	2689.20
5001	Bloc J Pencadlys	Office	Regulatory	2591.50
0134	Gweithdai Cibyn	Industrial Units	Economy and community	1438.00
4604	Library Caernarfon	Library	Economy and community	1400.00
5025	Bloc A Pencadlys	Office	Regulatory	1368.20
4881	Archifdy	Archive	Economy and community	1349.00
1333	Plas Maesincla	Residential Home - Elderly	Adults, Health and Wellbeing	1321.80
1367	Fron Deg	Residential Home - Learning Diffic	Adults, Health and Wellbeing	1113.00
B506	Swyddfeydd Depo Cibyn	Office	Highways and Municipal	1067.00

2026	Ysgol y Gelli	Primary school	Education	976.30
4281	Canolfan Ieuenctid Penrallt	Youth Club	Economy and community	676.60
6176	Caeryglchu	Waste Disposal Site	Highways and Municipal	660.00
L3300	Ysgol Santes Helen	Primary school	Education	583.90
B507	Depo Priffyrdd Cibyn	Depo	Highways and Municipal	556.00
1406	Canolfan Dydd Maesincla	Residential Home - Elderly	Economy and community	520.00
5004	Gwesty Mona	Office	Regulatory	516.30
1461	Canolfan Noddfa	Community Centre	Economy and community	444.00
B662	Gweithdy Cibyn	Depo	Highways and Municipal	427.00
5005	Oriel Pendeitsh	Office	Regulatory	379.00
L1465	Manton	Day Centre - Learning Difficulties	Adults, Health and Wellbeing	358.00
1301	Drws y Nant	Residential Home - Children	Children	304.10
5462	Bron Hendre, Caernarfon	Health Facilities	Regulatory	300.00
6003	Ystafelloedd Newid Coed Helen	Leisure facilities	Economy and community	206.00
6180	Safle Gwastraff Cilgwyn	Waste Disposal Site	Highways and Municipal	200.00
6102	Gweithdai Maesincla	Industrial Units	Economy and community	188.00
6111	Hen Ffreutur School Syr Hugh Owen	Leisure facilities	Economy and community	172.10
L6185	Swyddfeydd Bwrdeistrefol	Office	Highways and Municipal	100.00
A92	Eryri Park Lodge	House	Highways and Municipal	90.00
A031	Pont Aber Cottage	House	Highways and Municipal	66.00
5876	Doc Fictoria a Swyddfa'r Harbwrfeistr	Harbour/maritime building	Economy and community	33.90
	Dolgellau			
4030	Ysgol y Gader	Secondary school	Education	4977.30
5151	Cae Penarlag	Office	Regulatory	3896.90
6446	Leisure Centre Glan Wnion	Leisure Centre	Economy and community	2548.00
B527	Depo Priffyrdd Dolgellau	Depo	Highways and Municipal	1196.00
1356	Cefn Rodyn	Residential Home - Elderly	Adults, Health and Wellbeing	1004.00
5504	Neuadd Idris	Community Centre	Regulatory	1000.00
3041	Primary school Dolgellau (Iau)	Primary school	Education	925.90
1439	Dolfeurig	Day Centre - Learning Difficulties	Adults, Health and Wellbeing	743.00
L3041	Primary school Dolgellau (Babanod)	Primary school	Education	697.80
B526	Beudy Halen Dolgellau	Salt store	Highways and Municipal	594.00
4676	Library Dolgellau	Library	Finance	519.50

4883	Archifdy Meirionnydd	Archive	Economy and community	438.00
4259	Drill Hall, Dolgellau	Youth Club	Economy and community	337.00
2197	Ysgol Llanelltyd	Primary school	Education	252.30
2182	Ysgol y Clogau	Primary school	Education	246.10
2215	Ysgol Ieuan Gwynedd	Primary school	Education	241.90
3037	Ty'r School Machreth	Primary school	Education	205.20
2191	Ysgol Ganllwyd	Primary school	Education	202.10
L3037	Ysgol Machreth	Primary school	Education	195.80
2183	Ysgol Brithdir	Primary school	Education	179.20
4304	Uned Glanwnion	Special school	Education	175.00
6205	Hen Doiledau'r Parc Dolgellau	Park	Economy and community	100.00
	Harlech			
4034	Ysgol Ardudwy Harlech	Secondary school	Education	6204.00
0203	Gweithdai Tanycastell	Industrial Units	Economy and community	1256.00
6153	Ffridd Rasmus	Waste Disposal Site	Highways and Municipal	975.00
2019	Ysgol Tan y Castell	Primary school	Education	959.10
6253	Canolfan Ieuenctid Harlech	Community Centre	Economy and community	343.00
4675	Library Harlech	Library	Economy and community	337.00
4806	Las Ynys Fawr	Museum	Economy and community	300.00
	Penrhyndeudraeth			
L3505	Ysgol school Meirion Dwyfor	Special school	Education	3807.90
2208	Ysgol Cefn Coch	Primary school	Education	1380.80
L5170	Galw Gwynedd - Canolfan Alwadau	Office	Corporate Support	983.20
0208	Gweithdai Safle Cookes	Industrial Units	Economy and community	395.00
2198	Ysgol y Garreg	Primary school	Education	244.80
L4679	Library Penrhyndeudraeth	Library	Economy and community	220.00
	Penygroes			
4007	Ysgol Dyffryn Nantlle	Secondary school	Education	5023.59
6405	Leisure Centre Plas Silyn	Leisure Centre	Economy and community	1850.00
1344	Plas Gwilym	Residential Home - Elderly	Adults, Health and Wellbeing	1199.00
2089	Ysgol Bro Lleu	Primary school	Education	983.70
5023	Drill Hall, Penygroes	Office	Regulatory	441.00

0132	Gweithdai Penygroes	Industrial Units	Economy and community	382.00
4282	Canolfan Ieuencid Penygroes	Youth Club	Economy and community	182.27
L4605	Library Penygroes	Library	Economy and community	181.00

REPORT TO THE CABINET

13.13.2016

Cabinet Member: Councillor Dafydd Meurig

Subject: To lease the former Bron y Foel School, Y Fron

Contact officer: Dafydd Gibbard – Corporate Property Senior Manager

The decision sought

To use powers under the General Disposal Consent (Wales) 2003 to lease the former Bron y Foel School site, directly to Canolfan y Fron for less than market rent, to ensure the provision of social, economic or environmental benefits.

Local member's views

Councillor Dilwyn Lloyd:

“No objection”

1.0 Introduction

- 1.1 As part of the Schools Re-organisation process, Bron y Foel school was closed during July 2015, with children from Y Fron now attending Ysgol Bro Llifon; a new area school located in Y Groeslon. As a result, Bron y Foel school lies empty, and is surplus to the Council's requirements.
- 1.2 An application by Canolfan y Fron (a community group) is in hand, to take a lease of the site for a nominal sum in order to create a community resource. Canolfan y Fron have been successful in securing grant funding, and now wish to proceed to realise the community project.

2.0 Reasons for recommending the decision

- 2.1 In its meeting on the 15.09.2009, the Council Board adopted a Post-Use Policy pertaining to the re-organisation of Primary Schools.
- 2.2 The Policy recognises that the re-organisation of primary schools is likely to result in schools being disposed of in accordance with the usual property disposal principles, policies and statutory requirements. The policy also grants

communities affected by school closures, the opportunity to formulate a business plan to support a community asset transfer.

- 2.3 The Council received a business plan from Canolfan y Fron, together with an application to lease Ysgol Bron y Foel for a period of 99 years, in order to develop a community resource and bunkhouse. The application was subject to the community group's success in obtaining grant funding from the Lottery's CAT 2 fund.
- 2.4 Confirmation was received during early October that the community group had been successful in their bid for £945,000 of CAT 2 funding, to renovate the building, and for the initial cost of funding the community project.
- 2.5 A core condition of the CAT funding is that it can not be used to fund the acquisition /lease of the building. The application has succeeded on the basis that the council will support the project by providing the building.
- 2.6 By the powers granted in the General Disposal Consent (Wales) 2003, the Council have the legal right to dispose at less than market rent in a case where economic, social or environmental benefits are provided.
- 2.7 It is considered that letting directly to Canolfan y Fron would facilitate the following benefits:-
 - Provide new services to residents of Y Fron and the vicinity.
 - Potential job creation.
 - Potential to encourage tourists to visit the area
 - Potential to support small business development.
- 2.8 Acceptance of the recommendation, and use of the powers under the General Disposal Consent (Wales) 2003, to vary from the General Disposal Policy and Section 123 of the Local Government Act 1972, would result in waving the opportunity to sell the site and producing a capital receipt.
- 2.9 Should the property be sold on the open market, we believe that the property's open market value is in the region of £70,000.
- 2.10 Cabinet members must therefore carefully evaluate the social, environmental and economic benefits against the potential financial loss.
- 2.11 It should be noted that the intention is to lease the property. Canolfan y Fron intend to invest heavily in the property, and should the community project fail for any reason, the property will remain in the Council's ownership. It would then be possible for the Council to dispose of the property on the open market.

3.0 Next steps and timetable

3.1 The property service will instruct the legal service to prepare and complete a lease without delay. This will enable the Lottery to release the grant funding to Canolfan y Fron, in order to enable them to adapt the school and realise the community project during 2017/18.

Views of the statutory officers

Chief Executive:

It's good to see a community group venture to develop resources in the light of the Council's decision to close the school. Obviously, this would mean a loss of potential income on sale to the Council but I obviously wish them every success in this venture and am pleased to support the recommendation in this report.

Monitoring Officer:

"Section 123 of the Local Government Act 1972 places a statutory duty on the Council to secure the best reasonably available consideration when letting on a long lease. The General Disposal Consent (Wales) 2003 permits such a letting without compliance with the requirement if the Cabinet is of the opinion that the conditions in the Order have been satisfied. The Cabinet should therefore, if it supports the proposal conclude that it is likely to achieve one or more of the following objectives namely promote or improve the economic, social or environmental well-being of the area of the Council or any part of it. The report identifies the benefits which are anticipated from permitting the proposal and these fall within the criteria."

Head of Finance Department:

"The General Disposal Consent (Wales) 2003 allows the Council to dispose of property for less than best consideration under certain circumstances. If the Cabinet wishes to dispose of this asset for less than best consideration (i.e. for a price that is less than the best that can be obtained), the Cabinet will need to satisfy itself that a robust methodology has been used to conclude that the economic, environmental and/or social advantages of this option outweigh the reduction in income.

In this case, I am satisfied that there are clear advantages in proceeding with establishing a lease for less than the best consideration on the open market."

Appendices

Location Plan

1:1,250



Bro Arfon

Penrhyn

Bryn Rhydd

Goiseddfa

Bodalaw

Noddfa

Tai Eryr

Tai Uwchllifon

Ty'r Ysgol

Playground

Cae Fron

Ffridd-Iwyd

Ysgol Gynradd Bron y Foel

Y Fron

Tan-y-ffon

Plas Llew

Bryn Ifor

Bron Eryri

Garthewin

Gwylfa

Bron Meillon

Glanaber

Path (um)

Cattle Grid



Agenda Item 10

REPORT TO CABINET

13 December 2016

Cabinet Member: Councillor Dyfed Edwards and Councillor Gareth Thomas

Subject: Budgetary Priorities and Secondary School Budgets

Contact officer: Dilwyn Williams, Chief Executive

The decision sought:

- i. That the Cabinet commission a plan for inclusion in our 2017/18 Strategic Plan to assess where the protection line should be for the Secondary Sector so as to use this information when setting the budget for 2018/19.
 - ii. Accepting that discussions have started with stakeholders on assessing the problem, it should be underlined that the new Council needs to consider the results of these discussions early on in the Council's lifetime so as to establish a long term sustainable solution for the Secondary sector.
 - iii. So as to buy time for this to happen, that the Cabinet Member for Resources be asked to try and bridge for two years the £298,990 that the Secondary sector is expected to find to be financed from balances.
 - iv. In order to avoid wasting resources through redundancy and re-employment, that the Cabinet Member for Resources also be asked to consider including bridging finance in his budget for 2017/18 for those schools that would lose money because of the reduction in pupil numbers and to also consider the use of individual school balances in any proposed scheme.
-

Local member's opinion

Not a local matter

Background

1. Back at the beginning of 2014, as part of the preparatory work for coping with the substantial financial gap we anticipated for the forthcoming period, the Council agreed to set a saving target of £4.3m for the schools over a period of 4 years as their contribution towards the financial gap we faced.

2. The idea was that the remainder of the Council's services would shoulder the remaining burden.
3. Every year we compare our expenditure per pupil on schools with other councils in Wales and at that time, the primary sector was the 4th highest in Wales whilst the secondary sector was also the 4th highest throughout Wales.
4. The Schools' Budget Forum was asked to advise us on the best way to share £4.3m between Primary and Secondary.
5. We had concerns at the time regarding the Secondary Sector's ability to cope with the reduction whilst trying to improve standards, and we noted that it would be the Council's wish to see any distribution between Primary and Secondary being made so as to have the least impact on pupils' educational attainment.
6. After a great deal of discussion, it is fair to say that the Schools' Budget Forum found it difficult to differentiate between Primary and Secondary. The Council therefore decided to adopt a formula that would reduce the resource 2.3 in the primary for every 1 in the Secondary in respect of any reduction that would have to be made outside the obvious painless savings.
7. The implication for this was that Primary would face £3.0m of the savings whilst Secondary would face savings of £1.3m. However, in the past three years, we now know that Primary has gained £937,270 because of the increase in the number of primary school age children whilst Secondary has lost £1.78m because of the reduction in the number of children.
8. At the same time, we knew that there was one specific secondary school that was very vulnerable at that time and the then Head of Education was asked to note the minimum budget needed to sustain the curriculum. He supplied the figure and since then we have been implementing a protection scheme within the Secondary sector.
9. By now two schools have reached this criteria.

Financial Context

10. Everyone now knows what has happened with the financial situation since 2014/15.
11. The budget for the next year will be the last year in respect of the original 4 year plan. By looking at what has happened over the past three years, and presuming what needs to be done next year, we can picture the following:-

- Because of inflation and additional demands on our services our unavoidable costs will have increased by **£25m** over the 4 years, and on top of that the grant we receive from the Government will have reduced by **£15m**.
 - We have been able to address some of the problem by increasing the Council Tax (**£10m**) but we will have had to find the remainder (**£30m**) through the target given to schools (**£4m**); other Council service efficiency savings (**£21m**) and cuts to services (**£5m**).
12. Looking back, the only way we could have avoided giving the schools a target would have been to increase cuts, but we know from the Gwynedd Challenge that we would have had to implement groups 4.5 and 6 of the list of cuts the Council considered at its meeting on 3 March 2015. (You can see details of these schemes at:
<https://democracy.cyngor.gwynedd.gov.uk/documents/g284/Public%20reports%20pack%2003rd-Mar-2016%2013.00%20The%20Council.pdf?T=10>)
13. We know that it was difficult enough to implement the cuts that we had to make and that there would have been substantial implications in having to make even further cuts.
14. The £4.3m represents approximately 5.6% of the schools budget whilst the efficiency savings and cuts that the rest of the Council's department have had to shoulder represents on average 20% of the budget.
15. On the whole therefore, looking back, it seems that the strategy we implemented was a balanced one.

Secondary School Budgets

16. The comparison of school expenditure for 2016/17 shows that the primary sector has improved to be the second highest in Wales (which suggests that other authorities have certainly taken firmer steps within the sector than we have), but the Secondary sector has now slipped to the 7th highest.
17. This causes some concern and raises the question as to whether the original distribution between primary and secondary was appropriate.
18. Implementing the third stage of the £4.3m reduction results in a loss of £298,990 to the Secondary sector for 2017/18.
19. On top of this we also know that the sector faces a further budgetary reduction of £383,000 next year because of the reduction in the number of children (with 8 schools losing a total of £544,000 and 6 schools gaining £166,000).

20. Our projections show however that these figures will increase by a similar figure in 2018/19 and again in 2019/20.
21. At a recent meeting of the Schools' Budget Forum, an application was made to bridge the financial reduction caused by the reduction in the number of children in view of the increase projected in 2018/19 and 2019/20. It was also noted that it would be fair to consider school balances in any bridging scheme.
22. Whilst the effects differ from school to school, this application makes sense, as quite often any financial reduction is implemented by a reduction in staffing levels and it would not make sense to make teachers redundant only perhaps to re-employ the following year.
23. Obviously, this underlines the need to reach a long term sustainable solution for the Secondary sector and we know that a dialogue is currently taking place between the stakeholders which will enable the new Council to consider what should be done about the situation.
24. In view of this recent information on relative funding, perhaps there is also room to freeze some of the £4.3m savings that the Secondary sector is expected to face next year in order to allow us to buy some time to develop a more sustainable response (accepting that we will not have a choice but to implement it if a solution is not agreed).
25. In the short term, there is also a question as to whether the "protection line" is in the correct place and we should revisit this before setting the budget for 2018/19.

Recommendations

26. In view of all this, it is recommended
 - i. That the Cabinet commission a plan for inclusion in our Strategic Plan for 2017/18 to assess where the protection line should be for the Secondary sector so as to use this information when setting the Budget for 2018/19.
 - ii. Accepting that discussions have started with stakeholders on assessing the problem, it should be underlined that the new Council needs to consider the results of these discussions early on in the Council's lifetime so as to establish a long term sustainable solution for the Secondary sector.

- iii. So as to buy time for this to happen, that the Cabinet Member for Resources be asked to try and bridge for two years the £298,990 that the Secondary sector is expected to find to be financed from balances.
 - iv. In order to avoid wasting resources through redundancy and re-employment, that the Cabinet Member for Resources also be asked to consider including bridging finance in his budget for 2017/18 for those schools that would lose money because of the reduction in pupil numbers and to also consider the use of individual school balances in any proposed scheme.
-

Views of Statutory Officers

The Chief Executive

Author

Monitoring Officer:

The report develops a rational plan to address a short term situation with a long term direction based on the Strategic Plan. No further comments from a propriety perspective.

Head of Finance:

I have worked with the author in providing the financial content of this report which I can confirm is correct.

It is anticipated that by the end of this financial year (by 31/03/2017) the Council will have general balances of £5.5m, which represents approximately 1.5% of the Council's gross revenue expenditure. In the 2016/17 budget, I recommended keeping a minimum of £4.4m of general balances. These recommendations would not endanger these levels, although it would of course reduce the balances after the Council has considered their use for any other purpose.

The Cabinet should therefore be convinced of the relevant secondary schools' priority needs – those facing a reduction in the number of pupils and the resultant reduction in budget allocation in 2017/18, as well as the effects of the savings. If the Cabinet support the recommendations, then I will work with the Cabinet Member for Resources to provide the necessary provision when setting the proposed budget for 2017/18.

Generally, I would not plan to finance continuous regular spending from the Council balances. However, these recommendations do not propose that we do so. The one-off use of balances, so as to bridge a unique situation in the secondary sector in 2017/18, would be good practice so as to avoid unnecessary redundancies, giving the secondary sector an opportunity to reach a more sustainable position in the medium term.

REPORT TO A MEETING OF GWYNEDD COUNCIL CABINET

Date of Meeting:	13 December, 2016
Cabinet Member:	Councillor Mair Rowlands Cabinet Member for Children, Young People and Leisure
Contact Officer:	Morwena Edwards, Corporate Director
Contact Telephone Number:	01286 679468
Title of Item:	Performance Report of Children, Young People and Leisure

1. INTRODUCTION

- 1.1. The purpose of this report is to update you on what has been achieved in the field I am responsible for as the Cabinet Member for Children, Young People and Leisure. This will include outlining the latest with the pledges in the Strategic Plan; where the performance measures have reached; and the latest in terms of the savings and cuts schemes.
- 1.2 I will remind you that all matters have already been the subject of discussions and have been scrutinised at meetings of the relevant management team, which also included a representation from the scrutiny committee.
- 1.3 On the whole, I am satisfied with the performance of most projects and measures for which I am responsible. Nevertheless, a number of the performance measures in the children field represent a general increase in work pressure as a result of a high number of looked after children.

2. DECISION SOUGHT

- 2.1 To accept and note the information in the report.
- 2.2 The Cabinet is requested to approve the re-profiling of a section of the efficiency savings scheme 'HAM4 - More effective running of leisure facilities' (a total of £256,500), from the 2017/18 to 2018-19 financial year. (Further information in part 6.1 of this report).

2015/16	2016/17	2017/18	2018/19	Cyfanswm
40,000	267,500	75,758	256,500	639,758

3. REASONS FOR RECOMMENDING THE DECISION

- 3.1 In order to ensure effective performance management and that we achieve efficiency savings in accordance with the financial strategy.

4. STRATEGIC PLAN PROJECTS

- 4.1. P8 - Early Intervention for groups of vulnerable children and young people in Gwynedd.

4.1.1. The purpose of this project is to set a direction and to establish priorities for the preventative agenda in Gwynedd, working on a multi-agency basis to ensure that we focus our efforts on doing the right things in the right places. The project will ensure early intervention and will emphasise that the appropriate support should be made available at the right time. The intention here is to ensure that a clear programme of preventative activities is available for young people in Gwynedd, and that it has cross-sector ownership, including the third sector.

- 4.1.2 Since I last reported to you, the department has concentrated on confirming a preventative action plan, by focusing on:

- Speech and Language Delay
- Parenting
- Teenagers
- Access to mental health services

4.1.3 The work has been done jointly with external agencies including Health, CAMHS (Child and Adolescent Mental Health Services) and the Third Sector. I believe that these agencies have a definitive role when putting the plan into practice in order to ensure cross-sector ownership of what needs to be achieved. It is proposed to submit the final plan to the Children and Young People Partnership Board in December. This will then form a firm foundation on which to commission the priorities and financial resources of Families First for 2017/18.

4.1.4 By now, we have been given to understand that the Families First budget will not be cut for 2017/18 and we await a grant confirmation letter in the coming weeks.

4.1.5 In addition, correspondence was recently received from Welsh Government's Children and Families Department inviting Authorities interested in piloting flexibility between various pots of funding as part of the preventative/early

intervention agenda. In addition, information was received regarding the vision of the Cabinet Secretary for Children and Communities to develop Children's Zones in specific communities that will respond to the needs of vulnerable children by getting organisations to work together. I am eager for us to express an interest in these two pilots.

ACTIONS FROM THE LAST CYCLE:

It was agreed that the Cabinet Member for Children, Young People and Leisure would give an urgent summary regarding our current position with Plans while the Corporate Director would attempt to see what the government's position was on this.

We have since received confirmation that the Families First budget will not reduce for next year. The Corporate Director has held discussions with Welsh Government and a letter confirming the grant is expected in the coming weeks. We are aiming to commission work by October 2017.

5. MEASURING PERFORMANCE

- 5.1 In terms of the youth service measures, I am glad to see a further increase in the **number of young people who receive accreditations through the service**. 135 young people are working towards completing the Duke of Edinburgh Award. Thus far, 21 have completed the bronze award, 3 have completed the silver and 2 have completed the gold, which is a very good result. The service has expressed concern about staff capacity with regards to conducting the accreditations in the future, noting that there was a risk that the accreditation figure would reduce during the year. I have requested that the Service considers options to overcome the situation.
- 5.2 The service is going through the remodelling process at present, and the engagement programme with young people has commenced. What is becoming apparent is that we need to manage the expectations of the people of Gwynedd in terms of what the service we will be able to provide in the future will be. The timetable is progressing, and the consultation will commence early in the new year.
- 5.3 The **level of use made of leisure centres** has increased since the previous report. This has happened despite the pleasant weather, which often leads to a reduction in the use. Improving the offer in terms of fitness classes and installing new fitness equipment has had a marked positive influence on the performance. This is also underlined as those aspects scored well in the customer satisfaction survey. Also, the Service has developed a new procedure for **measuring customer satisfaction**. The figure of 89% stating that they are satisfied is very encouraging as a starting point with 354 responses received. Upon analysing the data, it was noted that aspects of cleanliness, the quality of facilities such as lockers and parking spaces needed to be improved at some facilities if we were to meet the users' expectations in full.
- 5.4 The **Flying Start Unit** has been drawing national attention to the fact that the performance measures are not necessarily the most effective way of measuring child development. In particular, the following measures:

BC01 - Schedule of Growing Skills (SOGS) Assessment 2 years old - percentage of Flying Start children that have reached their norm or above their developmental norm

BC02 - Schedule of Growing Skills (SOGS) Assessment 3 years old - percentage of Flying Start children that have reached their norm or above their developmental norm

BC03 - Percentage of attendance of two year old Flying Start children

BC04 - Number of advanced parenting assistance packages which result in travelling a positive distance

An example of this is that, although **BC01** is completed when the children are aged 2 and **BC02** is completed when the children are aged 3, no consideration is given to the child's development between the two assessments undertaken by the health visitor. Despite the fact that this is now given national recognition and that work is underway to develop new measures, the Unit will consider developing local measures that are suitable for measuring their purpose - although it may initially be in the form of a pilot in a restricted area.

- 5.5 I can confirm that the trend is continuing in terms of the increase in the number of looked after children (217 children). In comparison with the same period last year, this is an increase of 17%. There has been a recent increase in the number of children placed for the first time when younger than 1 years of age - currently, 26% of the looked after children are under 1 years of age and 48% are under 5 years of age. The preventative work of the Edge of Care Team is continuing and it is anticipated that the number of looked after children would be substantially higher without this investment. Despite the substantial increase in numbers, we are yet to see this being fully reflected in terms of the overspend of the Children and Supporting People Department as a number of the children have been placed with their families.
- 5.6 In terms of those measures that measure 'Safeguarding' specifically, I am glad to report that **the rate of children who were discussed in supervision, where significant harm had been considered** was 100%. I would like to draw attention to the fact that **the percentage of case conferences where the voice/views of the child were heard** has reduced from 85% in 2015/16 to 75% to date in 2016/17. Agreement has been reached that team managers will investigate this and remind Social Workers of the need to note the views of the child clearly in any documentation. Although the views or the voice of the child is key, it should be noted that the main focus of these meetings is the need to safeguard the child.
- 5.7 Another local measure that is used for this safeguarding children element is the **percentage of risk assessments considered as exhibiting quality in decision making**. The Chair of the conference makes the decision on this and the performance to date this year is 91% compared with 97% last year. It was agreed at the previous Departmental Management Team that it would be useful for the chair's views on this to be shared immediately with relevant Team Managers and Social Workers so that lessons can be learnt for next time.
- 5.8 Specifically, in relation to 'Children's Well-being', 100% of children have **an agreed pathway plan for looked-after children**. Despite the performance, consideration is being given to further investigating the pathway plans to see whether or not the quality of the plans respond well to the requirements.
- 5.9 There has been some decline recently since the last time I reported to you (73% to 67%) in terms of the **percentage of looked after children during the year who have a Personal Education Plan within 20 school days of being admitted to care or joining a new school during the year ending 31 March**. The arrangements between the Children and Supporting Families Department and the Education Department continue to be robust in terms of sharing information; however, it is believed that there is further work to be done with some schools in order to ensure full understanding of the importance of the Personal Education Plan.

5.10 Those measures that measure the statutory reviews (**SCC021**) and the statutory visits (**SCC025**) that have been conducted on time represents the increasing pressures that have been placed on the service recently, e.g. the number of looked after children (part 4.5 of the report). A 27% increase has been seen in the number of statutory visits this year during the same period in 2015/16. Specifically, in relation to the measure **SCC025** it was reported at the Departmental Management Team that 12 visits had not been recorded; however, I can confirm that the Service is confident that these visits have taken place and that it is merely a failure to record the information. I can confirm that work is progressing in terms of discussing options to address this, e.g. considering access to the relevant IT system outside the Council's main offices.

6. SAVINGS/FINANCIAL POSITION

6.1 **Youth and Leisure** - All of the relevant savings schemes for 2016/17 in the Economy and Community Department have been realised, and the Department is also making very acceptable progress towards realising the 2017-18 schemes. However, one scheme, namely "More effective running of leisure facilities" is a substantial scheme, with a relatively challenging solution. It is very likely that the Leisure Service will have achieved £796,653 of savings by 1 April 2017, this over a period of three years, including £307,500 of savings from this scheme. A further £332,258 is needed to realise the scheme in full and unless the delivery period can be extended in accordance with the decision sought in part 2.2 of this Report, the Economy and Community Department will have to bridge the deficit and consequently, overspend £256,500 in 2017/18.

Current Profile:

2015/16	2016/17	2017/18	2018/19	Cyfanswm
40,000	267,500	332,258		639,758

Revised Profile:

2015/16	2016/17	2017/18	2018/19	Cyfanswm
40,000	267,500	75,758	256,500	639,758

6.2 **Children and Supporting Families Department** - Savings schemes in two fields are being delivered as expected; however, as a result of an increase in the demand for service, and thus an overspend in these fields in particular, the financial savings anticipated cannot be confirmed. The analysis at the end of Quarter 2 suggests an overspend of £168,000 at the end of the financial year.

6. NEXT STEPS AND TIMETABLE

6.1. None to note.

7. ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION

7.1. **Views of the Statutory Officers:**

i. The Chief Executive:

Obviously, the Council has considerable experience in acting on preventative programmes and I am pleased to see the possibility in benefiting from national resources to pilot new initiatives in the field. What is important to this end is that we monitor the implications of bringing this preventative work, if successful, into the Council's main work flow.

In terms of performance measures, it is good to see that the Flying Start Unit is looking for more meaningful measures instead of historical measures. On the whole, measures provide a positive picture but it is fair to note that work needs to be done on Personal Education Plans for looked after children and also the concern about emphasis on statutory reviews and visits.

Finally, in terms of delivering savings, the likely profile of implementing savings in Leisure and Children and Families are obviously areas that cause concern and a decision must soon be reached on this over the coming months.

ii. The Monitoring Officer:

No comments from a propriety perspective.

iii. The Head of Finance Department:

Part 6.1 of the report gives an explanation of the slippage of the timetable in implementing part of the "Running facilities more effectively" scheme - a slippage which is linked with a scheme to deliver £500,000 of savings in addition to the £640,000 originally planned. Part 6.1 of the report notes the need for an amended profile (post 2017/18) for harvesting £256,000 of the savings originally planned.

I assume that the Cabinet will accept the explanation for the slippage with the extended scheme, and that it will ask me and the Cabinet Member for Resources to reflect the amended savings profile in the Council's financial strategy for 2017/18. However, members will doubtless be eager for the Cabinet Member and the Head of Economy and Community Department to secure these savings of £256,000 + £500,000 at the first opportunity.

7.2. Views of the Local Member:

7.2.1 Not a local matter.

7.3. Results of Any Consultation:

7.3.1 None to note.

Appendices:

Appendix 1 Performance Measures

APPENDIX 1 – Measures of Children and Supporting Families, Youth and Leisure

Ref.	Achievement Measure	2013-14	2014-15	2016-17	Latest information
Youth Service					
IEU05	Number of accreditations that young people receive through the Youth Service	2323	2049	2807	703
	<p>Comments:</p> <p>2016/2017 - April 2016 onwards - 703 accreditations can be confirmed at present. Of these, 135 are working towards a bronze Duke of Edinburgh Award, 3 towards the silver and 1 towards the gold.</p>				
Leisure Service					
LCS/002b	Number of leisure centre visits per 1,000 of the population	1206	13,790	10,278	5,784
DADH.42	Percentage of 11 year old children who have attained the National Curriculum Standard for swimming	79%	82%	78%	No information available prior to Quarter 3 2016/17 when the Service will hold its swimming tests for the year
Ifanc02	Percentage of Gwynedd Secondary School children who have attended any activity arranged by the Active Young People Officers at least twenty times during the year as part of the 5x60 scheme	22.57%	19.16%	Awaiting results from Sports Wales	The target for the year is 20%
	Customer Satisfaction Survey	-	-	-	89%
	<p>Comments:</p> <p>LCS/002b: Attendance levels at leisure centres have increased since the previous report. This is despite the fine weather which often leads to reduced use. Improving the offer in terms of fitness classes and also installing new fitness equipment has clearly had a positive influence on performance. This is also underlined as those aspects score well in the customer satisfaction survey.</p> <p>DADH.42: There was a fall in the performance at the end of the 2015/2016 academic year. This was mainly due to the fact that the swimming test had changed across Wales. It was anticipated that this would happen as the test is now more challenging for children but the fall is less than anticipated. The main obstacles for improving the performance is i) a lack of funding in schools in order to send children to lessons regularly during the school year and ii) a reduction in the</p>				

	<p>free swimming grant which means that fewer teachers are trained in order to teach swimming to the required standard.</p> <p>Ifanc02: The Sport Wales budget for holding sports activities has been reduced once again this year. Maintaining the same level of performance will therefore be challenging and consequently the target set is not too ambitious. Maintaining the same level of performance will be a good result under the circumstances.</p> <p>Customer Satisfaction Survey: The Service has developed a new system to measure customer satisfaction. This figure is very encouraging as a starting point and 354 responses have been received. When analysing the data, it was noted that there was a need to improve cleanliness aspects and the quality of facilities such as lockers and parking spaces in some facilities if users' expectations are to be reached in full.</p>				
Children and Supporting Families Department					
Diogelu 7	Percentage of case conferences where the voice/views of the child were heard (except children under 7 years old)	81%	83%	85%	75%
LLes PMG1	Transition plan has been agreed for disabled children at 16 years of age	100%	100%	100%	100%
LLes PMG 2	Clear pathway plan has been agreed for looked-after children	100%	100%	100%	100%
PMC33/SCC004	The percentage of looked-after children at 31 March who have had three or more placements during the year	4.9%	6.2%	7.7%	1%
SCC/041(b)	The percentage of eligible, relevant and former relevant children that have been allocated a personal advisor	100%	100%	100%	100%
SCC/024	Percentage of looked-after children during the year who have a Personal Education Plan within 20 school days of being admitted to care or joining a new school during the year	86.5%	82.1%	37.9%	66.7%
SCC/025	The percentage of statutory visits to looked-after children that were supposed to be held during the year that were held in accordance with the regulations.	83.7%	89%	86.9%	88.5%
SCC/041 (a)	The percentage of eligible, relevant and former relevant children that have pathway plans as required	91.2%	100%	100%	100%
Diogelu 1	The rate of children who were discussed in supervision, where significant harm had been considered	100%	100%	100%	100%
BC01	Schedule of Growing Skills (SOGS) Assessment 2 years old - percentage of Flying Start children that have reached their norm or above their developmental norm	-	-	56%	Reports every term
BC02	Schedule of Growing Skills (SOGS) Assessment 3 years old - percentage of Flying Start children that have reached their norm or above their developmental norm	-	-	51%	Reports every term
BC03	Percentage of attendance of two year old Flying Start children	-	-	83%	86%
BC04	Number of advanced parenting assistance packages which result in travelling a positive distance	-	-	48%	83%
Diogelu 2	Percentage of risk assessments submitted to a Case Conference which were considered as exhibiting quality in decision making	-	98%	97%	91%

CPS3	Percentage of progress made by families following intervention by Team Around the Family (on average)	-	-	25.3%	22%
CPS3 - local	Percentage of families who have reported 'progress' after receiving a service from the TAF (Team Around the Family)	-	-	-	91.4%
SCC021	Percentage of reviews of looked-after children held within the statutory timetable during the year.	-	93.8%	90.8%	90.4%
PMC32`	The percentage of looked-after children on 31 March, with experience of moving school once or more during their period or periods of receiving care and if that move was not because of transition arrangements in the 12 months up to 31 March.	22.8%	16.10%	18.1%	12.6%
	<p>Comments:</p> <p>Diogelu 7 - 198 children have been discussed at case conferences (13 pre-natal). Of these, 77 were aged seven or older. 58/77 children gave their views at a case conference between April and September 2016.</p> <p>LlesPMG1 - Cohort was 0 during the period (no looked after disabled child and aged 16)</p> <p>PMC33 (SCC004) - Three children have been in at least three placements during the period. 217 looked after children at the end of September 2016.</p> <p>SCC024 - During the second quarter, 9 children had not received an education plan within 20 days. Of these, 5 children attended out of county schools. In September 2016, 10 children had transferred from primary to secondary schools - 7 of these had an education plan which was completed on time.</p> <p>SCC025 - 1091 statutory visits completed since April 2016 with 966 undertaken within the statutory time-scale. 54% of the late visits were carried out between 1 and 10 days of the target.</p> <p>SCC021 - 301 statutory reviews completed since April 2016. 39% of the late reviews were carried out between 1 and 10 days of the target.</p> <p>PMC32 (SCC002) - 17 children have moved schools since April 2016. 56% of children had moved schools due to positive reasons for the child.</p>				

REPORT TO A MEETING OF GWYNEDD COUNCIL CABINET

Date of Meeting:	13 December 2016
Cabinet Member:	Councillor Gareth Thomas, Cabinet Member for Education
Contact Officer:	Iwan T. Jones, Corporate Director
Contact Number:	01286 679685
Title of Item:	Education Department Performance Report

1. INTRODUCTION

- 1.1. The purpose of this report is to update you on what has been achieved in the field for which I, as Cabinet Member for Education, have responsibility. This will include outlining the latest with the pledges in the Strategic Plan; where the performance measures have reached; and the latest in terms of the savings and cuts schemes in the Department.
- 1.2. I will remind you that all matters have already been the subject of discussions and have been scrutinised at meetings of the relevant management team, which also included a representation from the scrutiny committee.
- 1.3. On the whole, I am comfortable with the performance of the Strategic Plan projects, with good progress made on the majority of them. In addition, the performance is generally good across the key stages; however, some fields require further attention in order to ensure improvement:
 - **Primary Sector** - I have asked the Department to place a magnifying glass on performance in the Foundation Phase as results have been static over the past years. By addressing the barriers that prevent us from improving, the department is focusing on three specific fields. I have also asked for further consideration on how to raise the attendance percentage in our primary schools.
 - **Performance in specific subjects** - There is a need to reconcile performance in specific subjects such as Mathematics and English and the Authority is working with schools to offer them further support. Further work will be done with the University to target the problem of recruiting local teachers with the relevant skills and qualifications in these subjects.

2. THE DECISION SOUGHT

2.1 To accept and note the information in the report.

2.2 The Cabinet is asked to approve revised profile figures for the re-profiling of Scheme P7 Transformation of Additional Learning Needs:

2016/17	2017/18	2018/19	2019/20	Cyfanswm
26,238	98,356	436,004	247,863	808,461

See further information in part 6.1 of this report.

3. REASONS FOR RECOMMENDING THE DECISION

3.1. In order to ensure effective performance management and that we respond pro-actively to the need to achieve efficiency savings as expected.

4. STRATEGIC PLAN PROJECTS

4.1. P1 Improve and Standardise Education Standards

4.1.1 The purpose of this project is to improve and reconcile education standards across Gwynedd in order to ensure that children and young people attain the highest standards so that they may gain qualifications and skills.

4.1.2 A new procedure has been established to monitor performance and quality on all levels in Gwynedd schools through the County Quality Board (BAS). The BAS enables the Authority and GwE to obtain a full picture of the performance and quality of the schools, so that under-performing schools can be targeted.

4.1.3 The implementation of the new model of supporting schools in order to see key stage improvements is continuing. Evidence can be seen of the impact that this project has by looking at the recently published schools categorisation list for 2016-17. **(Appendix 1)**. This list highlights improvements in the secondary and primary sector. This year again, 11 out of 14 secondary schools have received the highest ruling (A or B). In the primary sector, the profile shows that 89.2% of the schools received the highest ruling. This list shows an improvement since last year.

4.2. P2 Improving Leadership and Management

4.2.1 The purpose of this project is to improve the conditions for leaders in order to raise standards. We will implement proposals to improve leadership and management with the aim of moving toward the goal of having schools with non-contact headteachers, i.e. who do not teach children.

4.2.2 Gwynedd Council Cabinet has already supported the recommendation to consult with schools and governors on the core principles upon which the system of 'Education for Purpose for Gwynedd' will be founded. Since I last reported to you, the project has concentrated on designing a new leadership structure, and the concept of 'Ysgol Gwynedd'.

4.2.3 The Council is eager to develop the principles jointly with the profession, governors and parents. Consequently, a series of drop-in sessions will be held across

Gwynedd over the coming weeks for governors, parents and the wider community. The final one will be held before Christmas. The public consultation period will continue until the Spring term 2017, and will ultimately feed into the new vision for the education system.

4.2.4 The work of developing leadership is progressing at a good pace, with work having been commenced on developing a programme to support future leaders and identify suitable individuals. In addition, an additional development programme has been introduced for middle Leaders where there is an element of concern regarding its implementation.

4.2.5 I believe that the status of the recent inspections shows that the work being done to develop leadership has taken hold and has made a difference at our schools. The inspections profile is positive - see **Appendix 2**. By now, no school is in a statutory category and only two schools are in the Estyn Monitoring category. In November 2015, 14.8% of schools were in a follow-up category. By now, in November 2016, the figure has dropped to 3.6%.

4.3. Programme for a network of viable schools for the future

4.3.1 P3 Ysgol Hafod Lon

The purpose of this project is to provide a special school for Meirionnydd and Dwyfor pupils following the decision to close the existing Ysgol Hafod Lon building.

The new school has now opened. The Residential Unit will open early in the new year.

4.3.2 P4 Ysgol Bro Idris

The purpose of this project is to establish an All-through Welsh-medium Catchment Area School for 3-16 year olds in the Gader catchment area.

The construction work is progressing in line with the timetable set. The members of the Ysgol Bro Idris shadow board is continuing to consider the appropriate staffing structure for the establishment and various arrangements associated with establishing the new school.

The Shadow Body has been considering the possibility of placing Year 5, 6, 7 and 8 pupils on the same site in order to ensure the best possible collaboration, and enable an effective follow-on from primary education to secondary education. As part of the process, the Shadow Body has been engaging with parents and teachers on how to realise the plan through recent drop-in sessions and one-to-one sessions. As a result of the feedback received from these sessions, it was decided at the previous meeting of the Body that year 5 and 6 pupils will receive their education on the primary sites when the new school opens in September 2017.

4.3.5 P5 Ysgol Glancegin

The purpose of this project is to secure an investment to provide a new building for Ysgol Glan Cegin, which is located in Maesgeirchen, Bangor.

The construction work is progressing in line with the timetable noted. We had a ministerial visit on the site on 11 November. Discussions are continuing with key partners for the possibility of establishing an Integrated Family Centre on the site.

4.3.4 P6 Y Berwyn Catchment Area

The new 3G pitch in Bala was opened on 8 October, and we will work closely with the schools of the catchment area over the coming months to ensure that we make full use of the resource. Further details are included in the report 'Bala Learning Campus'.

4.4 P7 Transforming the Provision of Additional Educational Needs and Inclusion

After receiving approval to the Additional Learning Needs Strategy submitted to the Cabinet in September 2016, the consultation process with the workforce has now formally commenced. The process of adapting the strategy and structures has commenced with the intention of reporting to the workforce on the final structure in December.

It is fair to note that the plan's timetable has slipped from what had been planned originally, due to the fact that discussions on coming together in a formal partnership with Anglesey Council to implement the strategy took longer than originally expected. This has affected the savings profile associated with this plan; however, I will expand on this in section 6 - Savings.

5. MEASURING PERFORMANCE

5.1. Education Performance Measures (including the results of Summer 2016)

Action point from the last cycle

A request was made for a report noting all of Gwynedd's A Level results (including the results of Grŵp Llandrillo Menai - Meirion Dwyfor Site).

The analysis of the A Level results of the County's Secondary Schools has been completed; however, the department is awaiting further information about the results of the Further Education Sector.

5.1.1 I attach a copy of the department's measures in **Appendix 3**.

5.1.2 The measures show that Gwynedd's performance is generally good across the key stages. These figures will be confirmed in their final version in December; however, the main messages are as follows:

- **Primary Sector** : As the figures suggest, performance in the **Foundation Phase** has been static over the past three years. In an attempt to respond to the situation and improve the results, the department has commissioned a Foundation Phase Challenge Advisor to address three fields, namely: **improve the quality of leadership and teaching; tracking performance and progress** in order to ensure that every school introduces challenging and attainable targets for the Foundation Phase; **and establish groups of lead practitioners for the Foundation Phase** and produce further guidance for the schools.
- **Secondary Sector**: The **Key Stage 3** percentage has once again been successful this year (92%), with the performance surpassing the National figure for the past five years. Gwynedd has performed best out of all the Welsh authorities for four years consecutively.

- The authority has also seen improvement in the performance of **Key Stage 4**, with a substantial increase in the percentage that manages to reach the Level 2+ threshold (the equivalent of five GCSE grades A - C, including Welsh or English or Mathematics).
- **Reconciling performance in specific subjects:** There is recognition that there is a need to reconcile and improve performance in the subjects of Mathematics and English. Further support and guidance is being offered to those schools that are showing a weakness in these subjects.

5.2. Attendance

5.2.1 Last time, I reported upon the excellent progress in the attendance percentage of our secondary schools with Gwynedd being the first authority to reach an attendance level higher than 95% for secondary and special schools.

5.2.2 We have now received confirmation of the attendance figures of primary schools, which has been 95.4% for Summer 2016. This is an increase from last year's figure; however, we still need to continue to ensure that we improve the performance. Every school with a percentage lower than 94% has now received an attendance challenge visit in September and has received advice and suggestions on how to improve the performance.

6. SAVINGS/FINANCIAL POSITION

6.1. Since I last reported to you, it can be seen that some progress has been made in terms of the Ffordd Gwynedd scheme - Payroll and Contracts Unit in 2016-17, with the timetable of establishing the new system to commence in April 2017 and for the saving to be implemented in full in the 2017-18 year. As I have already noted, the savings timetable attached with scheme P7 Additional Learning Needs, has slipped due to it being extended to collaborate with the Isle of Anglesey Council. This has led to the need for the Department to introduce a revised profile in terms of realising the savings, as noted below. It is important to note that these figures are continuing to develop:

Current Profile:

2016/17	2017/18	2018/19	2019/20	Cyfanswm
26,238	445,364	336,859		808,461

Revised Profile:

2016/17	2017/18	2018/19	2019/20	Cyfanswm
26,238	98,356	436,004	247,863	808,461

6.2 Work is continuing to achieve the £4.3m of schools savings that were part of the financial strategy approved in February 2016. A discussion and agreement will be needed on the exact way of realising some of the savings in 2018-19.

7. OTHER MATTERS

7.1. A situation has arisen recently where Huw Foster Evans, the GwE Managing Director has accepted a post with the Welsh Government. Local Authorities in North Wales commissioned a report on the strengths weaknesses of the current

arrangement so that we take the opportunity to ensure effective and sustainable arrangements for the future.

7.2 Arwyn Thomas, our Head of Education was asked to undertake this piece of work, and to also carry out some of the more critical Managing Director's functions on a part time basis until the report is ready and the future direction established. It was a decision for the Chief Executive to agree to the request, and both of us are satisfied that this will not prohibit our ability to drive forward with the challenging programme we are undertaking here in Gwynedd. Arwyn Thomas has already started on this work since October half term, and we are expecting a report early in the New Year.

7.3 I believe that this is a sign of respect other local authorities have to the educational arrangements in Gwynedd.

8. NEXT STEPS AND TIMETABLE

8.1 None to note.

9. ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION

9.1. Views of the Statutory Officers:

i. The Chief Executive:

"The report is to be welcomed, not only because it notes good general progress but as it is also open about fields that require attention:-

- The Foundation Phase, where no improvement was seen for three years and where work is needed to analyse why this is the case and what can be done to change the situation.
- Reconcile Performance in specific subjects (Mathematics and English); a problem that has been known for some time but where it appears that steps are now being taken that could help with the situation in the short and longer term.
- A Levels, where a request was made for an analysis of the results of the entire county.

It is obvious, for the future, that there will be a key role for the new County Quality Board and the focus on quality, which was raised a while ago by the Education Quality Scrutiny Investigation, is to be welcomed. The Cabinet Member will be able to report again on the impact of that Board's work in due course."

ii. The Monitoring Officer:

"Nothing to add from a propriety perspective".

iii. The Head of Finance Department:

"Part 4.4 of the report gives an explanation of the slippage of the timetable in implementing the Additional Learning Needs and Inclusion Provision Transformation scheme - a slippage which is linked with discussions to join in a formal partnership with Anglesey Council. Furthermore, part 6.1 of the report sets out the amended profile for realising the £808,460 of savings and by now we will be harvesting £347,000 less savings than originally planned in 2017/18.

I assume, if the Cabinet accepts the explanation for the slippage, that I and the Cabinet Member for Resources will be required to reflect the amended savings profile in the Council's financial strategy, and this can be coped with for 2017/18.

However, members will remember that there has been significant investment (£1.38m from the Transformation Fund) in order secure these savings of £808,460; therefore, it is reasonable to expect the Cabinet Member and the Head of Education Department to keep the Additional Learning Needs and Inclusion project on the amended timetable from now on, and to consider whether the partnership with Anglesey Council should harvest more savings than the Gwynedd scheme alone offered."

9.2. Views of the Local Member:

8.2.1 Not a local matter.

9.3. Results of Any Consultation:

8.3.1 None to note.

Appendices:

- Appendix 1** Schools Categorisation List 2016
- Appendix 2** School Inspections Data
- Appendix 3** Education Department Measures

Background Documents: None

APPENDIX 1 – GWYNEDD SCHOOLS CATEGORISATION LIST 2016

	Gwynedd : Primary	Cat: Estyn	Step 1	Step 2	Step 3
Dyffryn Ogwen					
1	Bodfeurig		2	A	
2	Penybryn, Bethesda		1	A	
3	Llanllechid		2	A	
4	Rhiwlas, Bangor		2	B	
5	Abercaseg, Bethesda		1	A	
6	Tregarth		1	A	
Brynrefail					
1	Gwaun Gynfi		2	B	*
2	Llanrug		2	B	*
3	Bethel		2	A	
4	Cwm y Glo		2	B	
5	Dolbadarn		2	B	*
6	Penisarwaun		3	B	*
7	Waunfawr		3	B	*
Dyffryn Nantlle					
1	Bro Llifton		3 [D/B]	B	*
2	Brynaerau		2	A	
3	Llanllyfni		2	B	
4	Baladeulyn		1	C	
5	Nebo		2	B	
6	Bro Lleu		1	A	
7	Talysarn		1	A	
Friars/Tryfan					
1	Glanadda		2	D	
2	Glancegin		1	B	*
3	Coedmawr Infants		2	C	
4	Garnedd		2	A	*
5	Felinheli		2	B	
6	Hirael		3	B	
7	Faenol		1	A	
8	Llandygai		1	B	*
9	Cae Top		1	A	
10	Our Lady		4	B	? ?
Syr Hugh Owen					
1	Gelli		1	B	
2	Felinwnda		2	B	*
3	Rhosgadfan		3	D	
4	Rhostryfan		3	B	
5	Hendre		2	B	
6	Bontnewydd		3	A	*
7	Maesincla		1	B	*
8	Llandwrog		3	B	*
9	Santes Helen		4	C	
Tywyn					
1	Ysgol Craig y Deryn:	MA	4	B	
2	Dyffryn Dulas		2	B	
3	Penybryn		3	B	*
4	Pennal		3	B	
Gader					
1	Brithdir		2	A	
2	Dinas Mawddwy		1	B	*
3	Ganllwyd		4	B	? ?
4	Llanelltyd		3	B	
5	Ieuan Gwynedd		3	B	
6	Friog		3	A	*
7	Dolgellau		2	B	
Moelwyn					
1	Bro Cynfal	ME	3	C	
2	Edmwnd Prys		3	B	
3	Manod		1	B	*
4	Tanygrisiau		2	B	
5	Bro Hedd Wyn		4	B	

APPENDIX 1 – GWYNEDD SCHOOLS CATEGORISATION LIST 2016

6	Maenofferen		2	A	
Berwyn					
1	Bro Tegid		3	B	*
2	O.M.Edwards		1	A	
3	Bro Tryweryn		1	A	
4	Ffridd y Llyn		2	A	
5	Beuno Sant		3	A	*
Ardudwy					
1	Traeth		3	B	*
2	Dyffryn Ardudwy		4	B	
3	Llanbedr	ME	3	C	
4	Garreg		3	B	*
5	Cefn Coch		1	A	
6	Talsarnau		2	B	#
7	Tan y Castell		2	B	*
Glan y Môr					
1	Abererch		2	A	
2	Chwilog		1	B	
3	Bro Plenydd		2	B	*
4	Llanaelhaearn		2	C	
5	Llanbedrog		3	B	*
6	Llangybi		2	C	
7	Pentreuchaf		3	A	*
8	Eifl		2	C	
9	Cymerau	MA	1	B	*
Botwnnog					
1	Nefyn		2	A	*
2	Abersoch		3	B	
3	Crud y Werin		3	B	
4	Ederm		2	B	*
5	Morfa Nefyn Infants		2	A	
6	Sarn Bach		2	A	*
7	Tudweiliog		1	B	*
8	Pont y Gof		2	B	*
9	Foelgron		2	B	
Eifionydd					
1	Beddgelert		1	B	*
2	Borth y Gest		2	B	*
3	Trefferthyr		3	B	
4	Garndolbenmaen		1	B	*
5	Eifion Wyn		1	A	
6	Gorlan		3	B	
7	Llanystumdwy		3	B	*
Special Schools					
1	Pendalar		-	B	*
2	Hafod Lon		-	A	

	Gwynedd : Secondary	Cat: Estyn	Step 1	Step 2	Step 3
1	Ardudwy		2	B	
2	Berwyn		2>3	B	
3	Botwnnog		2	B	
4	Brynrefail		1	B	*
5	Dyffryn Nantlle		3	C	
6	Dyffryn Ogwen		1	A	
7	Eifionydd		2>3	C	
8	Friars		1	B	*
9	Gader		1	C	
10	Glan y Môr		1	B	
11	Moelwyn		2>3	B	*
12	Syr Hugh Owen		1>3	B	
13	Tryfan		1	B	*
14	Tywyn		1	B	

APPENDIX 2 – GWYNEDD SCHOOL INSPECTION DATA (SINCE JANUARY 2015)

School	Sector	Date of Inspection	Key Question 1	Key Question 2	Key Question 3	Current Performance	Prospects for Improvement	Sequence>Current situation
Coedmawr	Primary	Spring 2015	Adequate	Adequate	Adequate	Adequate	Adequate	Estyn Monitoring>out of category
Dolgellau	Primary	Spring 2015	Adequate	Adequate	Unsatisfactory	Adequate	Unsatisfactory	Special Measures>out of category
Bro Plenydd	Primary	Spring 2015	Good	Good	Good	Good	Good	No follow up
Tanygrisiau	Primary	Spring 2015	Good	Good	Good	Good	Good	No follow up
Ffridd y Llyn	Primary	Spring 2015	Good	Good	Good	Good	Good	No follow up
Traeth	Primary	Spring 2015	Good	Good	Good	Good	Good	Authority Monitoring>out of category
Llanaelhaearn	Primary	Summer 2015	Adequate	Adequate	Adequate	Adequate	Adequate	Estyn Monitoring>out of category
Llanrug	Primary	Summer 2015	Good	Good	Good	Good	Good	Authority Monitoring>out of category
Llanelltyd	Primary	Summer 2015	Good	Good	Good	Good	Good	Authority Monitoring>out of category
Beddgelert	Primary	Summer 2015	Good	Good	Good	Good	Good	Authority Monitoring>out of category
Hirael	Primary	Summer 2015	Adequate	Adequate	Adequate	Adequate	Adequate	Estyn Monitoring>out of category
Morfa Nefyn	Primary	October 2015	Outstanding	Outstanding	Outstanding	Outstanding	Outstanding	Authority Monitoring>out of category
Rosigrön	Primary	October 2015	Good	Good	Good	Good	Good	No follow up
Gondolbenmaen	Primary	October 2015	Good	Good	Good	Good	Good	No follow up
Pent y Gof	Primary	October 2015	Good	Good	Good	Good	Good	No follow up
Cynerau	Primary	Spring 2016	Good	Good	Good	Good	Good	Authority Monitoring>
Nefyn	Primary	Spring 2016	Good	Good	Good	Good	Good	No follow up
Manod	Primary	Spring 2016	Good	Good	Good	Good	Good	No follow up
Llanllechid	Primary	Spring 2016	Good	Good	Outstanding	Good	Outstanding	No follow up
Ysgol Craig y Deryn:	Primary	Spring 2016	Good	Good	Good	Good	Good	Authority Monitoring>
Waunfawr	Primary	Summer 2016	Good	Good	Good	Good	Good	No follow up
Bro Cynfal	Primary	Summer 2016	Adequate	Adequate	Adequate	Adequate	Adequate	Estyn Monitoring>
Cae Top	Primary	Summer 2016	Outstanding	Outstanding	Outstanding	Outstanding	Outstanding	No follow up
Bodfeurig	Primary	October 2016	Good	Good	Outstanding	Good	Outstanding	No follow up
Llanbedr	Primary	October 2016	Adequate	Adequate	Adequate	Adequate	Adequate	Estyn Monitoring>
Maenofferen	Primary	October 2016	Good	Good	Good	Good	Good	No follow up
Rhiwlas	Primary	October 2016	Good	Good	Good	Good	Good	No follow up
Borth y Gest	Primary	October 2016	Good	Good	Good	Good	Good	No follow up
Penybryn, Tywyn	Primary	October 2016	Good	Good	Good	Good	Good	No follow up
Dyffryn Nantlle	Secondary	Spring 2015	Unsatisfactory	Adequate	Unsatisfactory	Unsatisfactory	Unsatisfactory	Special Measures>out of category

APPENDIX 2 – GWYNEDD SCHOOL INSPECTION DATA (SINCE JANUARY 2015)

School	Sector	Date of Inspection	Key Question 1	Key Question 2	Key Question 3	Current Performance	Prospects for Improvement	Sequence>Current situation
Gader	Secondary	Spring 2015	Adequate	Adequate	Adequate	Adequate	Adequate	Substantial Improvement>out of category
Syr Hugh Owen	Secondary	Spring 2016	Adequate	Good	Good	Adequate	Good	Estyn Monitoring>out of category

APPENDIX 3 - EDUCATION DEPARTMENT MEASURES

				2013-2014	2014-15	2015-16	2017-18
Reference			Performance Measure	Performance Summer 2014	Performance Summer 2015	Performance Summer 2016	Direction of ambition
CB	CS ESTYN	National					
1	P1 A2	EDU/017	Percentage of pupils who were 15 years old (on 31 August of the previous year) at schools maintained by the local authority who achieved 5 GCSE grades A* to C, including Welsh first language or English, and Mathematics - Threshold Level 2+.	61.1%	63.3%	68.6%	Improvement
1	P1 A2	DANS08	Percentage of 16 year old pupils who gain 5 GCSE grades A* - C - Threshold Level 2.	87.7%	88.9%	88.6%	Improvement
1	P1 A2	DANS07	Percentage of 16 year old pupils who gain 5 GCSE grades D - G - Threshold Level 1.	97.2%	97.9%	98.7%	Improvement
1	P1 A2	DANS06	Percentage of 16 year old pupils who achieve the Core Subjects Indicator, Grade C or above, in Welsh or English, Mathematics and Science.	60.5%	62.4%	67.4%	Improvement
1	P1 A2	EDU/011	Average point scores for pupils who were 15 years old on the 31 August of the previous year in schools maintained by local authorities.	615.8	617.2	590.0	Improvement
1	P1 A2		Average capped point scores for pupils who were 15 years old on the 31 August of the previous year in schools maintained by local authorities.	362.2	362.0	355.8	Improvement
	P1	DGD17	Percentage of young people aged 16-18 who are not in education, employment or training	1.7%	1.8%	To be confirmed	Improvement
1	P1	EDU/004	Percentage of pupils assessed at the end of Year 9 (KS3), and who reach the expected level in Welsh or English,	89.11%	91.3%	92.0%	Improvement

			Mathematics and Science (CPI).				
5	P1	EDU/006ii	Percentage of pupils assessed in schools maintained by the local authority, and who receive a Teacher Assessment in Welsh (as a first language) at the end of Key Stage 3.	81.20%	83.2%	83.7%	Improvement
5	13	GY06	Percentage of pupils who achieved a Level 3 good or above in KS2 who received a Welsh First Language teacher's assessment at the end of KS3.	87.4%	89.5%	88.7%	Improvement
1	P1	-	Percentage of pupils assessed at the end of Year 6 (KS2), and who reach the expected level in Welsh or English, Mathematics and Science (CPI).	86.0%	89.5%	89.8%	Improvement
2	P1	-	Percentage of pupils assessed at the end of the Foundation Phase (FP), and who reach the expected level (CPI).	85.2%	86.8%	86.8%	Improvement
6	P7	EDU/008a	Number of permanent exclusions in primary schools during the academic year.	0	3	0	Maintain
6	P7	EDU/008b	Number of permanent exclusions in secondary schools during the academic year.	4	3	3	Improvement
4	P1	EDU/016a	Percentage of attendance at primary schools during the academic year.	95.10%	95.19%	95.45%	Improvement
4	P1	EDU/016b	Percentage of pupil attendance at secondary schools during the academic year.	94.20%	94.6%	95.16%	Improvement



Report to a meeting of Gwynedd Council Cabinet

Date:	13 December 2016
Title of Item:	Cabinet Member for Resources Performance Report
Purpose:	To accept and note the information in the report
Cabinet Member:	Councillor Peredur Jenkins
Contact Officer:	Dilwyn Williams, Chief Executive

1. INTRODUCTION

- 1 The purpose of this report is to update my fellow members on what has been happening in the fields within my remit as Cabinet Member for Resources. This includes outlining the latest developments against pledges within the Strategic Plan; where we have reached with the performance measures; and the latest in terms of savings and cuts schemes.
- 2 I will remind you that all matters have already been the subject of discussions and have been scrutinised at meetings of the relevant management teams (which, for this cycle, also included representation from the Scrutiny Committee as an experiment).
- 3 On the whole, I am comfortable with the performance of the Strategic Plan and the performance measures for which I am responsible, or that relevant steps have been taken to improve performance.

2. THE DECISION SOUGHT

- 2.1 To accept and note the information in the report.
- 2.2 The Cabinet is asked to send a letter to Welsh Government requesting that they ensure that any Apprenticeship Levy payments made be returned to the Council in order to employ apprentices. See further information in 5.7, 5.8 and 5.9 of this report.

3. THE REASON FOR THE NEED FOR A DECISION

- 3.1. In order to ensure effective performance management.

4. STRATEGIC PLAN PROJECTS

Effective and Efficient Council

- 4.1. **C1 Implementing Ffordd Gwynedd - The purpose of this project is to lead service teams to reflect on their current working arrangements, to challenge whether they are putting the people of Gwynedd at the centre, and whether there is room for improvement.**

By the end of March 2017, 12 service reviews will have been completed and the Ffordd Gwynedd principles will have been promoted amongst the Council's managers.

- 4.1.1 As reported at the previous meeting the work within the Highways and Municipal Department is ongoing and this review has since reached stage 3, the stage at which the Review Team reports back on its findings. A full and separate report will eventually be submitted on this topic.
- 4.1.2 The rest of the ongoing reviews (Responsive maintenance, Homelessness, Support Services, Social Care (Alltwen), programmed maintenance, Education, and Highways and Municipal) are either at the phase where they report on the results of the experimental phase to the Unit/Units management team and the relevant Cabinet Member, or have reached the implementation phase where the remainder of the workforce transfers to the new way of working.
- 4.1.3 Training and changing the culture of Members and staff is a key part of the project and the first series of training sessions for Heads of Department and Senior Managers with Vanguard has now been completed and the initial feedback is positive.
- 4.1.4 In addition, sessions have been held over the past weeks for Managers across the Council in order to find out what their understanding is of Ffordd Gwynedd and to assess the progress. This work will continue over the next weeks and I will report on the issues raised in the next report. A number of points have so far been raised and, in response, I have asked that the team look at how we can conduct learning by doing sessions for every manager in order to ensure that they understand the principles.
- 4.2 **C2 Leaders development programme - The purpose of this project is to ensure that leaders within Gwynedd Council understand the principles of Ffordd Gwynedd, that they are aware of what they need to do in order to reinforce the Ffordd Gwynedd principles through all tiers of the establishment, and that there is a system in place to ensure that this is done consistently.**

By the end of March 2017, we will have held a programme of personal development for every member of the Council's Management Group and the Cabinet to equip them to lead and reinforce the working culture within the Council.

- 4.2.1 The work of developing leadership among the senior officers is ongoing. As you are aware the emphasis of the new appraisal procedure is based on an ongoing discussion with individuals throughout the years rather than it being an "annual event". We have yet not succeeded in addressing this aspect and, consequently, I have been collaborating with the Management Group to adopt a framework.
- 4.2.2 The framework will mean that ongoing evaluation will take place between the Head of Department and the member of the Management Team throughout the year (Corporate Director with the Chief Executive) whilst the two relevant Cabinet Members, in future, attend one of the annual appraisal meetings.
- 4.2.3 In order to try to assess whether leadership has improved within the Council over the past few years I have asked that the Project Leader arrange a session for the Leadership Team soon to assess whether the leadership has improved. This will enable us to take a step back and assess our position and, if there has been an improvement, to identify the steps taken to bring us to this current position.
- 4.2.4 I have also requested that the Leader consider defining what Leadership means to us as a Council so that we can measure progress and set a direction for the future.

4.3 C6 Information Technology (IT) Strategy - The purpose of this project will be to implement the Information Technology Strategy that was drawn up in 2016.

- 4.3.1 Since I last reported, there has been further progress in the work of the Strategy. At the end of October, Gwynedd residents were able to apply to pay for the garden bin service through the digital channel and during the first three days, 391 applications were made.
- 4.3.2 In addition, work has been undertaken to facilitate the public's ability to contact the Council and by now we are able to communicate with residents via text messages. The ban on officers using social media has also been lifted.
- 4.3.3 We have also extended the face to face support available to internal users with a member of the Help Desk Team present in the Dolgellau and Pwllheli offices once a week to provide support. Obviously, telephone support is available the rest of the time.

4.4 C7 Electronic document and records management system (EDRMS) - The purpose of this project is to establish the EDRMS system which will ensure that the Council's information sharing arrangements are much easier and more effective.

By the end of 2017, at least five of the Council's departments will use the EDRMS system.

- 4.4.1 Since I last reported, 75% of the Education Department has transferred to using the system and preparatory work has begun with the Finance Department with the aim of starting the transfer at the end of November/beginning of December.
- 4.4.2 There is some concern that all that is happening with the system is the transfer of information from one place to another, reproducing files that already exist

instead of clearing and weeding out existing files and folders and setting up a corporate structure. The Corporate Management Team will look at this in order to ensure that the project delivers what it is supposed to and I will report back on the findings in the next report.

Financial Planning

- 4.5 **CA4 Further efficiencies and service provision models - The purpose of this project is to find further efficiency schemes in order to reduce the amount of cuts required in addition to researching fields where it is possible to change the current model of provision and, thus, make savings.**

By the end of March 2017, we will have found further efficiency schemes to be achieved.

- 4.5.1 The situation remains relative to how it was when I previously reported with £7.6m worth of efficiency schemes receiving focus and being honed so that the target of £7.25m of further efficiencies could be met and which has been laid out as part of the 2016/17 to 2019/20 Financial Strategy.
- 4.5.2 Some slippage is possible before the 2017/18 schemes have been implemented but it is anticipated that the efficiency savings will be sufficient to meet the needs of the Financial Strategy.
- 4.5.3 There was some slippage in the work to examine **An Alternative Adult Care Model** due to the Leadership Team's decision to postpone a decision until details on how the Department intends to deliver its savings has been seen.
- 4.5.4 In the case of the **Alternative Leisure Model** you will remember that we considered the interim case and approved an investment to undertake further work with the intention to submit a draft business case in March 2017.

5 PERFORMANCE

- 5.1 **Appendix 1** provides a full report on the performance measures related to my portfolio.

5.2 FINANCE DEPARTMENT

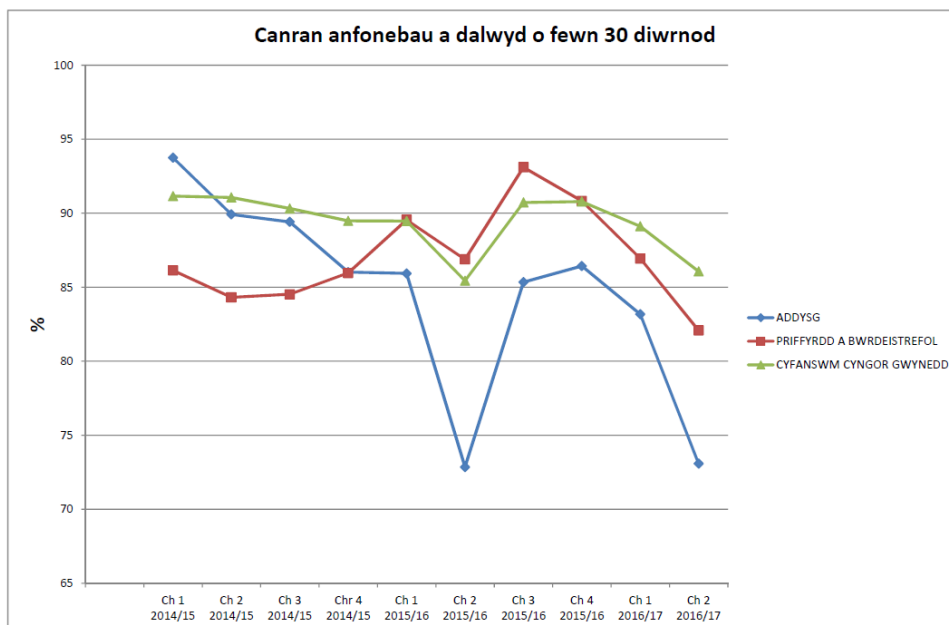
- 5.2.1 There are 11 Services in the Finance Department. I have challenged the measures of the **Risk and Insurance Service, Internal Audit, Investment and Treasury Management, Income, Tax and Benefits** and performance is currently acceptable.
- 5.2.2 The **Finance and Accounting Service** provides a service and aids and supports services to be effective and efficient. During the previous performance challenge meeting I asked that they consider whether it would be possible to measure **CD5.01 Success in keeping within the budget** (which is measured annually at present) more frequently (such as every quarter) so that the situation can be anticipated for the rest of the year and compare with previous years. This is done anyway by means of regular reporting and it is only a case of including it in the measures.
- 5.2.3 As a Council, we have a role to ensure that we pay our creditors correctly and on time and it is the **Creditors' Payments Service** that is responsible for this. It can be seen that the performance measure: **Percentage of invoices paid within 30**

days (across the Council) (CD6.01) has remained fairly stable during the April to September period compared with previous years (89% compared with 89% in 15/16 and 91% in 14/15 and 13/14.)

5.2.4 As you will remember from my previous reports, the Education Department's figures have been affecting the Council's performance against this measure and, as can be seen from the graph below, the case remains. It is noted that school summer holidays tend to have an effect on the figures for the second quarter.

5.2.5 Steps have now been introduced to record performance at every school in turn in order to identify those that are under-performing and target them. There is no evidence, however, that this had yet made a difference. It is also hoped that the additional support available to schools as a result of setting up the Area Offices will improve the performance of the measure over time and I will continue to monitor the situation.

5.2.6 I am also a little concerned that the performance of the Highways and Municipal Department seems to be in decline and I have asked the Unit to contact the Department in order to establish the reason why and to put steps in place if necessary.



5.2.7 The purpose of the **Payroll Service** is to pay staff correctly and on time, whilst maintaining relevant accounts for paying external bodies such as HMRC. Some progress has been seen in the **Number of cases which lead to further adaptations in salary (CD8.07)** with 147 cases during the period in question compared with 100 during the same period in 2015/16.

5.2.8 Despite noting that this figure is low considering the number of payments made (19,854 payments) I have asked the Service for an analysis of the cases in question in order to try to establish whether anything can be done and whether any steps can be taken to respond.

5.2.9 The **Information Technology Service** supports and enables all the Council's services to serve the residents of Gwynedd in an effective, flexible and safe way. It is seen that the **Percentage of network availability (TG01)** has remained fairly stable, the performance during the period in question being at 99.93% compared with 100% in 15/16, 99.87% in 14/15, and 99.9% in 13/14.

- 5.2.10 Likewise, the **Percentage of Public Website availability (TG02)** is at 99.64% compared with 99.98% for the same period in 15/16 and 99.94% in 14/15 and 13/14.
- 5.2.11 However, I am not of the opinion that the existing set of measures covers all the areas of work within the Service. I have asked them to look at ways of measuring those work elements that are not currently being measured and I will update you on any developments.
- 5.3 **CORPORATE SUPPORT DEPARTMENT**
- 5.4 I am responsible for the remit of five Units within the **Corporate Support Department** and having challenged the performance measures for the **Organisation Development, Learning and Development, and Support** departments, I am content with the performance of the relevant measures.
- 5.5 It is important that we manage absences at the Council in order to ensure that we provide the best service for the people of Gwynedd. Responsibility for gathering this information lies with **Human Resources Advisory Service** and I am a little concerned that the figure for the measure **Number of days of sickness absence (CHR/002)** has increased to 4.00 for the two first quarters of 2016/17 compared with 3.73 for the same period in 15/16, 3.63 in 14/15 and 3.76 in 13/14.
- 5.6 In order to establish the actual situation, I have asked the Service to split up the long term and short term sickness when reporting on the measure in future in order for us to be able to look at how to reduce short term sickness. I have also requested that they look at the possibility of re-framing what is expected of officers in respect of illness and the environment of trust that we are attempting to create whilst emphasising the implications of betraying that trust and I will report back on any developments.
- 5.7 Another thing that the Service has been recently considering is the **Apprenticeship levy** which will be rolled out by the UK Government on 6 April 2016. It is estimated that Gwynedd Council will be required to pay an annual levy of approximately £600,000.
- 5.8 Though the issue of apprenticeships is devolved, employers will need to pay the levy to the Westminster Government coffers. It is not clear what proportion of that funding will come from Welsh Government but it is understood that the intention will be to distribute this via the Barnett funding procedures.
- 5.9 Considering the Welsh Government's commitment to create 100,000 new apprenticeships before the end of the current Assembly I **suggest that we** write to the Government in Cardiff, requesting them to ensure that all the money we pay as apprenticeship levy be returned to the Council to be allocated to employing apprentices. Otherwise, this will be a tax on services for the people of Gwynedd without any benefits deriving from it; and, assuming that the Government does not depend on this resource, giving it back to authorities will enable us to benefit from it.
- 5.10 The **Health, Safety and Well-being Service** is responsible for advising how to protect the health and safety and well-being of staff and the people of Gwynedd and monitoring quality. Though the performance of the **Number of Health and Safety inspections** shows that it is low level risk that exists; looking at the list of shortcomings it was noted that no risk assessments were in place and in

some cases they had not been revised. In discussing the issue, the need for a Manager to take responsibility for Health and Safety issues was emphasised. And, I have asked that the Service consider how to raise awareness and ensure that this takes place.

6 FINANCIAL POSITION / SAVINGS

- 6.1 76% of the **Finance Department's** savings schemes for 2016/17 have been delivered with a further 6% on the right track. This suggests that 82% of the schemes will be delivered on time. Only two schemes spanning more than one year are not on the right track or are slipping. In September, it was reported that a solution regarding the C27 scheme (Re-acquire the PSBA network) was the subject of national discourse, and the recent outlooks suggest a likelihood that the savings will be delivered but that slippage will occur until 2018/19. A slight slippage was also seen in delivering part of the C1 scheme (Revenue restructuring). With regard to 2017/18 schemes, no delivery problems have been foreseen.
- 6.2 The **Corporate Support Department** has delivered all of the 2016/17 efficiency and cuts schemes, and is making very decent progress towards delivering the schemes of the next two years. Only one of these plans is not on track and it is anticipated that an alternative means of delivering the saving will need to be found but the Department is dealing with this.

7 NEXT STEPS AND TIMETABLE

- 7.1 None to note.

8 ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION

8.1 Views of the Statutory Officers:

i. The Chief Executive:

As the report states, there are no major issues of concern but the following elements are noteworthy: -

- The Apprenticeship Levy - Although the exact implications of this are not completely clear yet, there is a possibility that its impact could be very significant.
- Ffordd Gwynedd - As the Cabinet Member states, we have been holding meetings with staff recently to assess the extent to which Ffordd Gwynedd has progressed across the Council. Naturally enough, the diversity can be seen across the Council but overall the signs are encouraging bearing in mind that it is a long-term task to embed a new culture in any organization
- EDRMS - As the report notes, the Management Team has sought an assessment of the results of the project and there will be report back on this in due course.

ii. The Monitoring Officer:

Nothing to add from a propriety perspective.

iii. The Head of Finance Department:

I confirm the accuracy of the budgetary elements of the report, and I will support the Cabinet Member to achieve the relevant objectives.

8.2 Views of the Local Member:

- 8.2.1 Not a local matter.

8.3 **Results of Any Consultation:**

8.3.1 None to note.

Appendices

Appendix 1 - Performance Measures

PERFORMANCE MONITORING - FINANCE DEPARTMENT

Finance and Accounting Service

Cyf.	Measure	16/17	15/16	14/15	13/14
CD5.01	Succeeding to stay within the budget		-0.0013	-0.0018	-0.0014
CD5.2a	Satisfaction of Departments and Services with the financial and accounting service and support received		4.90	4.32	4.30
CD5.2b	Satisfaction of the Corporate Management Team with the finance and accounting service provided to the Council on a corporate level		4.50	4.00	4.10

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Cyf.	Measure	Q 2 16/17	Q2 15/16	Q2 14/15	Q2 13/14
CD5.3	Financial monitoring including producing quarterly reports for the Budget Managers, the Leadership Group, the Portfolio Leaders, the Cabinet and the Audit Committee, as well as monitoring the performance of the Council's savings and cuts schemes.	Yes	Yes	Yes	Yes
CD5.04	Formulate and distribute the Council's Budget annually and in line with the specific and designated timetable to achieve the necessary essential steps	Yes	Yes	Yes	
CD5.5	Completion of the Final Accounts (Accounts of Gwynedd, 3 Joint Committees and the 4 Harbours) and the relevant requirements to produce a Draft Statement of the Accounts and to ensure approval of the final Statement of the Accounts.	Yes	Yes	Yes	

Creditors' Payments Service

Cyf.	Measure	Q2 16/17	Q2 15/16	Q2 14/15	Q2 13/14
CD6.01	Percentage of invoices paid within 30 days (across the Council)	86%	85%	94%	94%
CD6.02	Percentage of invoices paid locally within 30 days (across the Council)	90%	90%		
CD6.03	Adaptation to previous payments by the Council	0			

Payroll Service

Cyf.	Measure	Q 2 16/17	Q2 15/16
CD8.07	Number of cases which lead to further adaptations in salary.	147	100
CD8.08	Number of employees who contact regarding the salary process within the Council.	77	67
CD8.09	Ensure accurate payments within the time limit for external bodies (such as HMRC).	100%	100%

Comments

CD8.07 147 adaptations out of 19,854 payments (0.74%)

CD8.08 77 calls following 19,854 payments which equates to 0.39%

Information Technology Service

Cyf.	Measure	Q2 16/17	Q2 15/16	Q2 14/15	Q2 13/14
TG01	Percentage of network availability	99.93%	100%	99.87%	99.9%
TG02	Percentage of Public Website availability	99.64%	99.98%	99.94%	99.94%
TG05	Average Help Desk user satisfaction score	Not measure d	4.80	4.80	4.74

Income Service

Cyf.	Measure	Q2 16/17	Q2 15/16	Q2 14/15	Q2 13/14
CD7.02	Total value of various debts over six months old (with the exception of deferred payments and debt referred to other services for further action).	901,156	978,668	1,020,744	923,375
CD7.05	Rate of various debt collection within the quarter - Value	90.17	86.37	91.76	74.02
CD7.06	Percentage of debts where a payment agreement was made with the debtor	13.80%	12.13%	10.59%	2.73%

Tax Service

Cyf.	Measure	Q2 16/17	Q2 15/16	Q2 14/15	Q2 13/14
CD11.01	Council Tax Collection Rate	58.06%	58.15%	58.12%	57.96%
CD11.02	Non-Domestic Tax Collection Rate	62.80%	63.60%	63.00%	63.92%
CD11.04	Number of council taxpayers who contacted the recovery team and who were referred to the CAB organisation for further debt advice	68			

Benefits Service

Cyf.	Measure	Q2 16/17	Q2 15/16	Q2 14/15	Q2 13/14
CD12.03	Average time taken to process a new benefit application (days)	17.34	16.84	22.78	24.22
CD12.04	Average time taken to process a notice of change in circumstances (benefit) (days)	5.78	5.22	6.94	8.79
CD12.05	The percentage of cases in a random sample where the calculation must be modified following an internal check				

Risk and Insurance Service

Cyf.	Measures	Q2 16/17	Q2 15/16	Q2 14/15	Q2 13/14
CD4.01	Protecting the taxpayer's financial benefit: percentage of public accountability claims refused (settled for £0) by the Unit	90.9%	73.1%	78.2%	71.6%
CD4.02	Protecting the taxpayer's financial benefit: percentage of public accountability claims refused (settled for £0) by the Insurer	92.3%	80.8%	79.1%	73.4%

Comments
CD4.01 1 claim out of 11 settled at cost. 10 claims defended successfully.
CD4.02 1 claim out of 13 settled at cost. 12 claims defended successfully.

Internal Audit Service

Cyf.	Measure	Q2 16/17	Q2 15/16	Q2 14/15	Q2 13/14
CD2.02	Percentage of Internal Audit progression reports that received an "Acceptable" or better opinion (corporate measure)	100.00	100.00	71.43	80.00
CD2.03 2014	Percentage of Audits in the Auditing Plan which have either been closed or have a published final Report.	32.53	28.79	26.80	28.04
CD2.09a	Percentage of internal audits that received a category "B" opinion or better	88.5	73.68	72.73	76.67
CD2.09b	Percentage of internal audits that received a category "B" opinion or better (Quarterly Total)	90.9	75.00		

Pensions Service

Cyf.	Measure	Q2 16/17	Q2 15/16	Q2 14/15	Q2 13/14
CD9.03	Average number of work days taken to send a letter notifying the value of retirement benefits - estimate.	9.70	11.80	11.50	7.20
CD9.04	Average number of work days taken to send a letter notifying the value of retirement benefits - true value.	2.20	4.20	5.80	5.80
CD9.05	Average number of work days taken to complete dependants' accounts and payments following the death of a member of the scheme.	5.80	8.57	4.90	7.80

Investment and Treasury Management Service

Cyf.	Measure	Q2 16/17	Q2 15/16	Q2 14/15	Q2 13/14
CD13.05	Pension Fund - Portfolio managers' investment performance compared with the specific benchmark set for it.		-5.50	3.50	2.30
CD13.06	The Council's funding's security in relation to bank deposits - quarterly analysis by Arlingclose of the credit score (1 being highest, namely a credit status of AAA, 2 is AA+, 3 is AA, 4 is AA-, 5 is A+, 6 is A and 7 is A-).	3.00	3.44	3.21	4.60
CD13.07	Interest income on bank deposits to be measured against the 7 day non-compounded LIBID rate	0.58	0.62	0.66	0.70

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Comments

CD13.05 Performance of the pension fund not received yet.
 Average percentage is starting to reduce following the reduction in the Bank of England rate from 0.5% i 0.25%

* = Lower figure is an improvement

Appendix I - Measures

Corporate Support Measures (fields of Human Resources and Savings)

Measure - definition	2013-14	2014-15	2015/16	Direction of Ambition	Latest Information
Human Resources Advisory Service					
1. CHR/002 in the Strategic Plan Number of days of sickness absence per head	3.76	3.63	3.73	Maintain	4.00 (end of May)
2. Number of employment cases referred to the Employment Appeals Committee, and the number of appeals approved by that Committee (i.e. contrary to the employer's original decision).	-	-	4 appeal cases. 3 appeals approved by the Committee.	Improvement	2 appeal cases held since August and both were refused by the Committee.
3. Opinion of a sample of Council managers who state that the Service contributes positively towards their ability to deliver. (Score out of 10)					9
Comments					
2. Since April 2016 4 appeals have been held and all have been refused.					
Health, Safety and Welfare Human Resources Service					
1. Number of RIDDOR incidents (figures for the quarter in brackets)	76(24)	63(19)	44(12)	-	11 (Q. 2)
2. Number of H&S inspections (and the resulting number of lack of compliance cases)	-	-	-	-	Low Risk
3. Satisfaction questionnaires (score out of 10)	-	-	-	-	9
4. Number of Occupational Health interventions that have been targeted based on absence figures (what will be the impact of those interventions in due course?)	-	-	-	-	4 clinics held
5. Number of HSE interventions and the number of material deficiencies	-	-	-	-	No interventions in Q. 2

* = Lower figure is an improvement

Comments					
2. Many examples of good practice have been identified and some shortcomings and attention has been given to those defects. 3. Attention has been given to suggestions for improvement.					
Support Unit					
CG15 Satisfaction percentage of applicants regarding the experience of applying for a post with the Council and to identify whether there are any barriers which have created unnecessary problems (and therefore if it is possible to abolish them)	-	-	-	Improvement	100%
CG16 Satisfaction percentage of Managers and relevant staff within the Council regarding the service and to identify the barriers they may experience which create problems for them while servicing the people of Gwynedd (and therefore if it is possible to abolish them)	-	-	-	Improvement	90%
Comments					
Steps put into place in order to respond to the lack of satisfaction cases where we have an influence over the situation.					
Organisational Development Service					
CG06 Percentage of staff on a sample basis who feel that the benefits they can take advantage of have a positive impact on their satisfaction with the Council as an employer	-	62%	64%	Progress	73%
Learning and Development					
CG01 Staff satisfaction with the learning provision that helps them to provide a better service for the people of Gwynedd. (Score/10)	-	-	7.8	-	8.4
CG02 Managers' satisfaction with the learning provision that helps their staff to provide a better service for the people of Gwynedd. (Score/10)	-	-	7.6	-	8.1
CG03 Satisfaction of Members who feel that the learning provision helps them to achieve their role effectively to provide a better service for the people of Gwynedd (Score/10).	-	-	-	Setting a Baseline	9.8
Comments					
Steps put into place in order to respond to the lack of satisfaction cases where we have an influence over the situation.					
Savings Team					
Arb01 Efficiency savings amount achieved as a percentage of the total savings	-	-	-	Improvement	84%
DT3.1b Savings amount achieved	-	-	-	-	£7,733,442