

Complete Agenda

CABINET



GWYNEDD COUNCIL

DATE	Tuesday, 26th November, 2019
TIME	1.00 pm
LOCATION	Siambr Hywel Dda, Council Offices, Caernarfon, Gwynedd, LL55 1SH
CONTACT POINT	Annes Siôn 01286 679490 cabinet@gwynedd.llyw.cymru

GWYNEDD COUNCIL CABINET MEMBERS

Members	
Dyfrig L. Siencyn	Leader
Dafydd Meurig	Deputy Leader, Cabinet Member for Adults, Health and Wellbeing
Craig ab Iago	Cabinet Member for Housing
Gareth Wyn Griffith	Cabinet Member for Environment
Nia Wyn Jeffreys	Cabinet Member for Corporate Support
Dilwyn Morgan	Cabinet Member for Children and Young People
Gareth Thomas	Cabinet Member for Economic Development and Community
Ioan Thomas	Cabinet Member for Finance
Catrin Elen Wager	Cabinet Member for Highways and Municipal
Cemlyn Rees Williams	Cabinet Member for Education

AGENDA

	Item	Submitted by	Officer	Page
1	APOLOGIES			
2	DECLARATION OF PERSONAL INTEREST			
3	URGENT ITEMS			
4	MATTERS ARISING FROM OVERVIEW AND SCRUTINY			
5	MINUTES OF THE MEETING HELD ON 5 NOVEMBER			3 - 7
6	DRAFT STRATEGIC EQUALITY PLAN 2020-24	Cyng/Cllr Nia Jeffreys	Delyth Gadlys	8 - 28
7	ANNUAL REPORT OF THE NORTH WALES REGIONAL PARTNERSHIP BOARD 2018/19	Cyng/Cllr Dafydd Meurig	Morwena Edwards	29 - 52

THE CABINET TUESDAY 5 NOVEMBER 2019

Present:

Councillors: Dyfrig L. Siencyn, Dafydd Meurig, Craig ab Iago, Dilwyn Morgan, Nia Wyn Jeffreys, Gareth Griffith, Gareth Thomas, Ioan Thomas, Cemlyn Rees Williams and Aled Wyn Jones (Local Member)

Also present-

Dilwyn Williams (Chief Executive), Iwan Evans (Head of Legal Services), Dafydd Edwards (Head of Finance Department), Morwena Edwards (Corporate Director) and Annes Siôn (Democracy Team Leader).

Item 5: Garem Jackson (Head of Education Department) and Gwern ap Rhisiart (Dwyfor/Meirion Area Education Officer)

Item 6: Dafydd Wyn Williams (Head of Environment Department)

Item 7: Gareth Jones (Assistant Head of Environment Department) and Rebeca Jones (Joint Planning Policy Unit Manager - Gwynedd and Anglesey)

1. APOLOGIES

Cabinet Members and Officers were welcomed to the meeting.
Apologies had been received from Councillor Catrin Wager.

2. DECLARATION OF PERSONAL INTEREST

It was noted that the changes in item 6 to staff travelling would affect officers present, but they did not need to leave the meeting.

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 15 OCTOBER 2019

The Chair signed the minutes of the meeting held on 17 September 2019, as a true record.

6. YSGOL LLANAELHAEARN

The report was submitted by Cllr Cemlyn Williams

DECISION

It was agreed to begin a period of statutory consultation in accordance with the requirements of section 48 of the School Standards and Organisation (Wales) Act 2013 on the proposed proposal to close Ysgol Llanaelhaearn on 31 August 2020 and to provide places for pupils at Ysgol Bro Plenydd, Y Ffôr, on 1 September 2020.

DISCUSSION

The report was submitted, noting that the proposal was to commence a statutory consultation period on the proposal to close Ysgol Llanaelhaearn. It was reiterated that the reason for the decision to commence the statutory period was that the number of pupils had reduced over the years and that there were only eight pupils currently on the register.

It was expressed that the Council had a duty to ensure a high quality education and experiences for every pupil, and considering the low number of children, they were not given fair opportunities in terms of experiences. It was emphasised that this was a request to consider a statutory consultation period, and not a decision to close the school. It was reiterated that the discussions that had been held locally had been dignified and the local member, the governing body and the stakeholders were thanked for discussing the possible options.

The Dwyfor / Meirion Area Education Officer explained the procedure that had been followed in relation to the discussion that had been held locally. The method of proceeding with the proposed proposal was noted.

The Local Members expressed concern and disappointment at the school's situation, and added that the level of education there reached an exceptional standard. He noted that he accepted that the numbers were dropping and consequently, that the cost per child was much higher than the county percentage. He emphasised that closing the school would have a long-term impact on the community but that the consultation held to date with the community had been fair and thorough.

Observations arising from the discussion

- Enquiries were made about the steps that had been taken to date in terms of consulting with local people. It was expressed that discussions had taken place but that the statutory process was slightly different; however, there would be an element of repetition. It was emphasised that many options had been considered before the current proposal had been reached.
- It was noted that there was no necessity to hold the previous discussion to discuss options with the community as the numbers had dropped to fewer than 10 pupils; however, the department had felt that it had a duty to discuss with staff, parents, governors and stakeholders to ensure that the discussions were transparent.

7. GWYNEDD COUNCIL STAFF TRAVEL SAVINGS

The report was submitted by Cllr Gareth Griffith

DECISION

It was agreed to adopt an alternative travel scheme for staff, and reduce the departmental budgets as follows to reflect the agreed levels of the relevant savings (total £117,998) -

- Education £9,775
- Environment £8,772
- Corporate Support £7,064
- Finance £2,379
- Economy and Community £6,526
- Adults £33,183
- Children £31,463
- Highways and Municipal £3,463
- Leadership Team £1,159
- Consultancy £13,130
- Housing and Property £1,084

DISCUSSION

The report was presented and it was noted that this scheme would be led by the Environment Department but that it affected the work of the entire Council. The background of the item was noted, explaining that it derived from a consultation with specialist consultants called Edge Public Solution in 2014. It was reiterated that the report in 2014 expressed that the 15% saving was possible on the staff travel budget and that the Council had started to plan on this basis.

It was emphasised that the Report in 2014 had not been based on thorough work and consequently that further work had been done by the Council. It was expressed that the department had been looking at different ways of communicating and to emphasise that the most obvious way to make a saving was for staff not to make the journey at all. The various different ways of travelling to different meetings was highlighted, including public transport and pool cars.

It was noted that work had been done to communicate with the departments and there were examples where departments had managed journeys better and had ensured a cost of 35p per mile through pool cars. Attention was drawn to the table in the report which noted the departments' targets. It was explained that some jobs were exempt, such as Home Carers, and that these had been considered in the equation. Therefore, it was expressed that the saving would be approximately £120,000, which was lower than the figure seen in the report in 2014.

Observations arising from the discussion

- It was noted that it was important for some jobs to be exempt, such as home carers, as they were the backbone of the Council and were jobs that could not be done through technological means.
- The members expressed their thanks for the report and it was accepted that the saving was much lower than the original amount. It was asked why the Council had used external consultants. It was noted that experiences with external consultants were mixed as they sometimes came from a financial approach and thus they provided a more mathematical result which was not a reality in Gwynedd due to its geography. It was added in other cases that external consultants had made the Council think in a different way and had provided new ideas. There was a need to consider the balance between the likely benefit and the cost when considering commissioning consultants as using someone external could, at times, reap benefits, but this was not always the case.
- It was expressed that the Council had planned these savings, but that they would not be achieved, therefore, it was asked whether there would be a need to plan for this. It was noted that reducing the value of this saving would add to the Council's financial deficit by 2020/21; however, it was healthy to plan on a sound financial basis. Furthermore, it was noted that reports were in the pipeline for submission to scrutiny committees with the departments' proposals for potential savings to be realised in 2020/21; however, if the Welsh Government settlement passed on the resources received from the Westminster Government, it was possible that not all of the savings would be required. It was added that the amended savings targets were reasonable and that there would be an actual saving from staff travelling costs, once the correct steps would be in place.

8. NATIONAL DEVELOPMENT FRAMEWORK: CONSULTATION

Presented by Cllr Gareth Griffith

DECISION

Resolved to:

- Approve the draft response to the consultation on the National Development Framework
- Authorise the Assistant Head in consultation with the Cabinet Member to undertake any amendments arising from the Cabinet's discussions, including editorial and administrative changes
- Authorise the Assistant Head in consultation with the Cabinet Member to create a cover letter highlighting the Cabinet's main points and for this to be submitted with the response by 15 November 2019.

DISCUSSION

The report was submitted and it was noted that a discussion had been held after receiving a copy of the first draft of the Framework from Welsh Government. It was added that discussions had also been held with the Isle of Anglesey County Council and that its response to the Framework was essentially the same as

Gwynedd Council's response.

The importance of the framework was emphasised, noting that it dealt with a 20 year period, and therefore it deserved much attention.

Observations arising from the discussion

- It was noted that the document showed economic growth in the Wrexham and Deeside area but showed a lack of understanding of rural areas and disappointment was expressed regarding the Framework and it was noted that a strong response was needed.
- Attention was drawn to the way the language was being portrayed. It was noted that Welsh Government's lack of understanding of the language was disgraceful, along with the feeling in the Framework that the Welsh language was not a living language.
- It was explained that when the Framework was read, it had sounded like a joke, considering the inconsistencies in the regions of Wales and that this was supposedly the vision for Wales for the coming 20 years. Attention was drawn to a map in the Framework, noting the various projects and regional links that had been omitted from it, and it was noted that the Government needed to restart the work of creating the Framework.
- It was expressed that the Framework had been created to look at the regions and not at the nation. It was added that there was no reference to how to create a nation or how to ensure that each region was connected. Attention was also drawn to the fact that Leeds University had assisted with the creation of the Framework and the question was asked as to why they had to seek help from outside Wales when Universities were available here.
- Questions were asked regarding the response of other counties, and it was noted that the response was similar across the country.
- Sadness was expressed at Welsh Government's lack of vision and that the Framework was preventing the country from achieving its potential. It was added that no reference was made to the rural economy in terms of agriculture, energy and tourism and that there was a need to redraft with a clear vision and ambition.

The meeting commenced at 1.00pm and concluded at 2.00pm

CHAIR

GWYNEDD COUNCIL CABINET



Report to a meeting of Gwynedd Council Cabinet

Date of meeting: 26 November 2019
Cabinet Member: Councillor Nia Jeffreys
Contact Officer: Delyth G Williams, Policy and Equality Officer
Contact Telephone Number: 01286 679708
Title of Item: Draft Strategic Equality Plan 2020-24

1 THE DECISION SOUGHT

The Cabinet is asked to approve the document as a draft for public engagement

2 THE REASON FOR THE NEED FOR A DECISION

In order to ensure agreement on the content of the Gwynedd Council Strategic Equality Plan 2020-24. The Purpose of the Plan is to reduce inequality between people with protected characteristics and those without those characteristics in line with the duty under the Equality Act 2010 and the Cabinet's wishes.

3 INTRODUCTION

This is the Council's third Strategic Equality Plan. The first was published in 2012 and the following one in March 2016. The 2020-24 Plan builds on these previous plans and recognises that there is still core work to do to ensure equality for people with the nine characteristics protected by the Act.

We believe, if this core work is done properly, it will provide a strong foundation for ensuring that equality becomes more deeply embedded in all the Council's work.

To this end the Council intends working on the following five objectives:

- Strengthening awareness among Gwynedd Council Staff and Elected Members of the field of equality, and ensure they know how to operate appropriately.
- Improve the information we have from and about people with protected characteristics.
- Build on the work already achieved to embed Equality Impact Assessments as a tool to ensure better decision making.

- Act to reduce the pay gap between genders and identify any pay gap based on any other characteristic.
- Act to increase the diversity of our workforce.

Our aim in doing so is to take a step back and identify things that will make a genuine difference to improving the lives of people with protected characteristics. Our starting point with every objective is to gather information, and focus on engaging with people with protected characteristics in order to ensure we do the right thing. Only through doing the right thing, and considering fairness to all, will we be able to put the people of Gwynedd at the centre of everything we do.

4 THE RATIONALE AND JUSTIFICATION FOR RECOMMENDING THE DECISION

This plan had been prepared in line with the duty to produce and publish the Strategic Equality Plan. The work of including the representatives of people with protected characteristics was done from the outset, but we are now eager to engage more widely, which will give everyone who wishes to do so the opportunity to express their views on the proposed plan. We will take steps to ensure we reach people who do not usually respond to engagement exercises.

6 NEXT STEPS AND TIMETABLE

Consultation period from December 2019 to February 2020.

Final draft for approval by the Cabinet in March 2020.

7 ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION

We included the Equality Core Group from the beginning of the process. We will engage widely if the draft Plan is approved.

An Equality Impact Assessment is attached.

Statutory Officer's Comments:

i) Head Finance Officer

I support the report, and the intention to consult the public on the content of the draft Strategy.

It is noted that there is no cost to two of the objectives in the Strategy, and I am comfortable that the cost of the other three objectives will be comparatively low. I expect that it will be possible to meet these costs within existing revenue budgets but if not, additional funding will need to be sought through the normal arrangements.

ii) **Proprietary Officer**

In accordance with the Council's duties under equalities legislation the Council needs to review its Equalities Objectives at least every four years. Undertaking an engagement process meets the statutory requirements and principles in relation to the holding of a review. I have nothing further to add in relation to propriety.

Gwynedd Council's Strategic Equality Plan 2020-24

1. Introduction

- 1.1 Gwynedd Council is keen to ensure that an awareness of equality is deeply rooted within the Council's work in order to secure complete equality for everyone.
- 1.2 Although much of the Council's work involves people with protected characteristics; for example, the work of the Adults, Health and Well-being Department, the Children and Families Department and the Education Department, further work is required to ensure that every member of staff and every elected member is fully aware of how to ensure fairness for all.
- 1.3 One of the ways in which Gwynedd Council does this is by drawing up a Strategic Equality Plan which satisfies the duties of the public sector under the 2010 Equality Act (the Act).
- 1.4 The Act has been prepared in order to reduce inequalities between specific groups by asking public bodies to give due attention to the need to:
 - eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
 - advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
 - foster good relations between people who share a protected characteristic and those who do not.

Here are the characteristics protected under the Act:

- Age
- Gender reassignment
- Gender
- Race – including ethnic or national origin, colour or nationality
- Disability
- Pregnancy and maternity
- Sexual Orientation
- Religion or belief - including lack of belief
- Marriage and civil partnership

As a Council, we are committed to the principles within the Well-being of Future Generations Act (2015) in order to improve the economic, social, environmental and cultural well-being of communities in Gwynedd. Gwynedd Council's Strategic Equality Plan 2020-24, the Council's day-to-day work and the improvement priorities identified in the Council Plan 2018-23 will contribute to our well-being objectives (Gwynedd Council Well-being Statement 2019-20). When carrying out our work, we will seek to ensure that we work in accordance with the five sustainable development principles which have been adopted nationally; namely the long-term, prevention, integration, collaboration and inclusion. The two additional principles adopted by the Gwynedd and Anglesey Public Services Board, namely the Welsh language and Equality, will also be central to our work.

2. How are these characteristics relevant to Gwynedd?

- 2.1 If we were to consider Gwynedd as a village of only 100 people, half would be women, 23 out of the 100 would be of pensionable age (based on 65 years old and over), 17 would be young people under 16 years old, and four would be from a black or ethnic minority background. 21 individuals would have a long-term illness or impairment which restricts them, 12 households would earn less than £10,000 a year, and 9 of the 60 in working age would claim unemployment benefits. 59 people would be Christians, 30 people would have no religion and two of them would worship another religion.
- 2.2 Language is not a specific protected characteristic within the Act; however, 65% of Gwynedd's population are Welsh speakers, and the Welsh language has been identified as a priority in terms of the well-being of the county's residents. Therefore, the Welsh language is also considered as a protected characteristic as we plan and provide services, alongside the protected characteristics of the Act. Additionally, the Welsh Language Promotion Plan for Gwynedd (2018) states our objectives for this field up to 2023.

3. Creating the Equality Plan 2020-24

- 3.1 The Equality Plan 2020-2024 builds on the Strategic Equality Plan 2016-2020 and endeavours to protect each of the above characteristics by promoting equality and diversity for the benefit of our staff and the people of Gwynedd. It states the key fields that we will be focusing on over the next four years in order to improve our services for the residents of Gwynedd, and it ensures that our own internal arrangements promote equal opportunities among our workforce.
- 3.2 It should be borne in mind that the Council remains in a difficult financial period and, although we want to be ambitious, we do not want to include any action which we are unable to progress. Of course, this Plan is drawn up during a time of great uncertainty and, therefore, it is important to ensure that the basics are done right. In order to do this, we have taken a step back in order to ensure that we focus on the right things.
- 3.3 This includes ensuring that any changes the Council could make to services will not affect people with protected characteristics in a different way to the rest of society. In doing so, it is necessary for us to include the people's voice when making decisions.
- 3.4 In order to improve the way the Council engages with people who have protected characteristics, the Equality Core Group was developed in 2018. This Group includes members from other groups who represent people with protected characteristics, and the Group has been part of the work of creating this new Plan from the outset. There are also other forums and partnerships that undertake wider work such as the Older People's Council. Forums such as these are essential to provide input and advice on equality matters and to analyse the impact of decisions on specific groups of people. We have also undertaken an engagement exercise with the North Wales Public Sector Equality Network on the fields which we are collaborating on for North Wales. A number of operational matters relevant to Gwynedd were raised, and we will give these due attention over the period of this Plan.
- 3.5 In addition to engagement, whilst drawing up the plan we gave full consideration to relevant data, for example the valuable data on equality in Wales which was presented in the Equality and Human Rights Commission's latest state of the nation report, 'Is Wales Fairer?' 2018, and the Equality and

Human Rights Commission's report on the response of Welsh Authorities to the General Duty. We have also compiled a document of regional information which contains information on Gwynedd.

4. The Period of the Previous Plan (2016-2020)

- 4.1 The [Gwynedd Council Strategic Equality Plan 2016-20](#) had identified long-term objectives in order to improve our service for the residents of Gwynedd who share protected characteristics, and to improve participation and opportunities for our staff. As a result, there is enough left to do and those objectives can therefore be seen in some of the actions below.

Having said that, many actions were completed during the four years. We believe that setting up the Equality Core Group, and the fact that the voice of people with protected characteristics are heard, will improve our services. The same is true for equality impact assessment arrangements - an example of this is seen with the refuse and recycling collection arrangements where it was identified that bins left on the streets caused problems for disabled people. Additionally, a work programme was completed to create the circumstances for people from various backgrounds to represent the people of Gwynedd by standing in an election to become an Elected Member. One of the things that was identified was that people did not have sufficient information about the support available for women as Elected Members, and therefore the information was provided. A questionnaire was also prepared in order to monitor the protected characteristics of our staff which will enable us, once enough people have completed it, to identify the make-up of our staff. Following this, we will be able to see whether anything prevents people with specific characteristics from applying for jobs.

A full analysis of the work completed during the four years will be published in the 2019-20 Annual Report.

- 4.2 Improving our internal systems so that all residents of Gwynedd receive appropriate services that fulfil their requirements.**

It must be borne in mind that much of the Council's work is specifically for people with protected characteristics, particularly in the Adults, Health and Well-being Department, the Children and Families Department and the Education Department. It should be noted that the Council has protected these in a time of hardship, taking a public consultation into consideration. Other Departments within the Council have also done specific projects involving equality as part of their everyday work, e.g. establishing LBGT (Lesbian, Bisexual, Gay, Transsexual) sections in Bangor and Caernarfon libraries in order to make them easier to find and to raise the publications' profile. We have also kept up to 63 public toilets open with the support of Town and Community Councils and other partners, which will be very important to enable older people and people with specific conditions to be part of their community. All the work the Council undertakes can be seen by viewing the Council Plan 2018-23.

Council policies, e.g. Pay Policy, ensure that we protect our staff from any illegal discrimination, harassment and persecution. Additionally, we promote equal opportunities and develop a good relationship between people who share a protected characteristic with those who do not, within our workforce, e.g. through our 'Women in Leadership' project, which attempts to eliminate any obstacles that could prevent women from reaching lead jobs within the Council. We also have internal projects which include raising awareness and encouraging a discussion on mental health and stress issues, to ensure that our staff identify symptoms within themselves or others and can respond appropriately.

4.3 We have a duty to prepare Equality Impact Assessments, which is a process of assessing how our services and policies affect different people, especially when changing them or creating new ones. The Cabinet considers Impact Assessments on every relevant matter in order to help them with the decision-making process, including financial decisions. This gives them better information on how their decision will impact people with protected characteristics - which will lead to better decisions.

It is also important to carry out Equality Impact Assessments on matters that are not submitted to Cabinet. It is fair to say that progress has been made with the numbers that have been completed since the beginning of the Plan in 2016. However, this process needs to be improved further, and we have an Objective below to ensure this.

5. Action Plan for the Strategic Equality Plan 2020-24

- 5.1 Although the Plan for 2020-24 builds on the previous Plan, we also see an opportunity here to change our way of thinking. Our intention is to ensure that equality is fully rooted in the Council in order to ensure that it is a natural part of our work across the organisation, and that it does not sit as a separate project.
- 5.2 This Action Plan will outline **how** we are going to realise our objective of creating a more equal Gwynedd. In presenting the Objectives and the Action Plan below, our aim is to focus on ensuring that the arrangements to consider protected characteristics are rooted, with the aim of leading to an improvement in the way we do things. Therefore, the Action Plan focuses on changing the Council's internal culture in order to lead to improvement in services, rather than looking at operational matters alone, in order to then improve services for the people of Gwynedd. Every objective is expected to meet the requirements of each characteristic.

We have identified two main work fields, namely to improve our internal systems so that all residents of Gwynedd receive appropriate services that fulfil their needs (Objectives 1, 2 and 3) and to improve the economic situation of the people with equality characteristics in Gwynedd (Objectives 4 and 5).

5.3 Improving our internal systems so that all residents of Gwynedd receive appropriate services that fulfil their needs.

In the initial engagement, the Equality Core Group had drawn attention to a number of operational issues. We believe that the best way to give due attention to these, as well as the matters raised by the Equality and Human Rights Commission in a report on the response of Welsh Authorities to the General Duty of the Equality Act 2020, is to look at our core systems as a whole.

Objective 1: Strengthen the awareness of Gwynedd Council staff and Elected Members of the Equality field, and ensure that they know how to act appropriately.

Why?	<p>It has emerged, from day to day work in the field, that not all staff members fully understand the need to prioritise equality considerations, or are uncertain of how to do this properly. The operational matters of the consultation, the recommendations by the Equality and Human Rights Commission, and the lack of understanding of suitable Equality Impact Assessments' worth in every case, show this.</p> <p>Consequently, we are going to revisit the available training resources in order to make them more appropriate, create new training and ensure that people are more willing to complete them. Research work will be required to ensure suitable, attractive and effective training. We have identified additional challenges such as reaching some front-line staff. Equality principles also need to be incorporated into other relevant training, in order to root equality deeper within the Council's work.</p>	
How?	1. We will create an equality training programme as a core field that will be varied, innovative, specific, and of the highest quality. It will be appropriately tailored for all staff members on all levels, along with	Preparation work in 2020-21 and will be

	<p>Elected Members, in order to improve their understanding of their duty towards equality. In order to do this, we will:</p> <ul style="list-style-type: none"> consider the effectiveness of our current training and discover what would help staff to understand more about the field; work with Council Managers in order to discover which presentation methods would be most suitable for the needs of various staff, e.g. front-line staff, managers; commission training providers who have life experience of the field to provide specialist face-to-face training for our staff as required; continue with the work of raising staff's awareness and understanding of the equality field; monitor staff awareness of the Act through training's feedback forms. <p>2. Elected Members have access to the Members' Portal, an electronic intranet, which contains information about training and events relevant to them. Over the period of the Plan, we will update the Portal with training guidelines and information relevant to the equality field. We will also hold a promotion campaign by using the Members' e-newsletter, "Rhaeadr", to raise awareness of the information available on the Portal.</p> <p>3. "Ffordd Gwynedd" is the name given to the "way" we in Gwynedd Council will ensure that we put the people of Gwynedd at the centre of everything we do. Ultimately, the success of Ffordd Gwynedd will be a situation where individuals' experiences when they come into contact with the Council will be positive ones that will meet their needs. In moving forward, we will continue to work on strengthening the equality element as part of the "Ffordd Gwynedd" training. This will also be the case for the Welcome to the Council session for new staff members.</p>	<p>operational from April 2021</p> <p>September 2020 and then as required</p> <p>September 2020</p>
Outcome	That the workforce, whatever their jobs, have a better understanding of the field and are confident to act on their duty toward individuals and groups who have protected characteristics. The Elected Members will also understand and be more confident in their duty to challenge and make decisions.	
Additional cost	The training costs will be identified once the engagement and research work is completed. No additional costs are anticipated in the first year, however expenditure will be required to achieve high quality training.	

Objective 2: Improve the information we have from and about people with protected characteristics.

Why?	<p>Putting the people of Gwynedd at the centre of everything we do is a cornerstone to the way the Council works and, of course, this includes people with various protected characteristics. It is not possible to do this without receiving and acting on the expert opinion of the people in question. We are required to do this in line with the Equality Impact Assessment guidelines of the Equality Act 2010 as it is implemented in Wales.</p> <p>Information has been gathered about the residents of Gwynedd, e.g. Well-being Assessment of the Gwynedd and Anglesey Public Services Board, responses to Gwynedd Council surveys such as the Gwynedd Challenge and "Which Services are Important to You?" and, of course, information from our Departments. Once again, we have identified that we are not doing enough as a Council to ensure that the voice of people with protected characteristics is included naturally when making everyday decisions regarding service changes (especially the decisions that are not submitted to the Cabinet).</p>	
How?	<p>1. In order to understand any barriers that the residents of Gwynedd who have various protected characteristics face when they are involved with the Council, we will hold a thorough public survey in order to identify these barriers and what we could do to respond. This work will include a survey which will be available on-line, on paper, and in various formats (such as easy-read and audio); focus groups, as well as directly contacting representative partners and groups.</p> <p>2. We will work to develop more contact with groups or individuals who have protected characteristics, by continuing to work with the Equality Core Group and extending it, and making contact with additional groups of people with protected characteristics in order to continue to receive various views. We will also ensure that our Residents Panel includes a variety of people with protected characteristics, by targeting as required.</p> <p>3. By working with managers and Heads of Departments, we will ensure that everyone in the Council understands the needs of people with protected characteristics. We will use the information gathered to improve our services and create an Equality Impact Assessment. Our Access/Equality Policy will need to be reviewed, whilst considering the operational recommendations of the Equality Core Group.</p>	<p>By March 2021</p> <p>Ongoing</p> <p>Ongoing but the policy will be updated by January 2022</p>
Outcome:	Gwynedd Council will have a better understanding of the needs and obstacles that face people with protected characteristics who receive our services in order to improve our procedures.	
Additional cost	Expenditure will be required for alternative formats and any other adjustments, e.g. a British Sign Language interpreter as required (a maximum of £2,000).	

Objective 3: Build on the work already carried out to embed Equality Impact Assessments as a tool to ensure better decision-making

Why?	<p>Improving our Equality Impact Assessment arrangements was an important part of the Strategic Equality Plan 2016-20. In its initial discussion about the new Plan, the Cabinet has noted that, although the number and quality of our assessments have improved, there is room for further improvement. By using the assessments to their full potential, we can ensure that we put all the people of Gwynedd at the centre of everything we do as a Council, by giving due attention to equality matters. It will enable us to satisfy the operational matters in the right way, including those that were raised by the Equality Core Group, e.g. transportation or changing rooms, during the work on the Plan. This, of course, is a statutory requirement under the Equality Act 2010 as it is implemented in Wales.</p> <p>This Objective is closely linked to Objective 2, as the engagement work will be required in order to undertake Equality Impact Assessments.</p>	
How?	<p>1. We will create additional specific training for relevant staff and Elected Members, focusing on the advantages of the Equality Impact Assessment, and we will provide guidance and advice on undertaking them in order to give thorough consideration to any potential impacts on the residents of Gwynedd. The content of the training will be regularly reviewed in order to ensure that it is up-to-date.</p> <p>2. Over the coming years, we will also strengthen arrangements by ensuring that Elected Members are increasingly confident to challenge the quality of Equality Impact Assessments as a natural part of their work in accepting reports/information for decision-making in the Cabinet, Scrutiny Committees and Performance Challenge meetings. The above training will be key to ensure the success of this procedure, and we will provide guidelines for the various meetings.</p> <p>3. We will continue to work with the Council Departments to ensure that due attention is given to equality requirements within any process that identifies savings or cuts. During the period of this Plan, we will ensure that timely and high quality Equality Impact Assessments are undertaken and that they contribute to the process of identifying any plans. We hope that through this, we will be aware of any negative implications that any budget cut decisions will have on specific minority groups in Gwynedd, and mitigate them where possible.</p>	<p>By April 2021</p> <p>Ongoing with guidelines in place by September 2020</p> <p>Ongoing</p>
Outcome:	Decisions made on a firm basis at every level of the Council as staff and Elected Members fully understand and act on their duty.	
Additional cost	None	

5.4 To improve the economic situation of people with protected characteristics in Gwynedd

The Council welcomes the fact that Welsh Government has decided to include the socio-economic duty as an active part of the Equality Act 2010 as it is implemented in Wales. The evidence from "Is Wales Fairer" clearly demonstrates that some people with protected characteristics are statistically more likely to be poorer than the rest of society.

Following the Well-being Assessment, the Gwynedd and Anglesey Public Services Board has identified poverty as a priority. Unfortunately, the data on material deprivation according to protected characteristics is not available locally. Nevertheless, other evidence is available which gives us an idea of the situation.

The number of people who are unemployed in Gwynedd is high (5.5%); however, interestingly, the number of men who are unemployed is lower (4.7%) than women (6.4%), which is contrary to the rest of the region. The fact that 12.2% of disabled people in Gwynedd are unemployed, compared to 4.7% of people who are not disabled, is striking. Unfortunately, the statistics for people from ethnic minorities are not available at authority level due to low numbers.

Another factor that could show deprivation is a lack of access to a car or a van. Grade DE households (semi-skilled, unskilled and unemployed occupations) are much less likely to have access to a vehicle than AB households (advanced and intermediate occupations). Only 15% of people from a white background in Gwynedd are without access to this type of vehicle compared to approximately 35% of people from an Asian background (with other ethnic groups between both peaks). Disabled people are also more likely to be without access - 32% of people who state that they are significantly affected by a impairment or a long-term condition do not have access to a vehicle compared to the 12.6% of people who are not affected by a impairment or condition.

As one of Gwynedd's main employers, it is essential that we ensure that our internal systems are effective enough as a starting point.

Objective 4: Act to reduce the gender pay gap and identify any pay gap based on any other characteristic

Why?	<p>Although the previous two audits have demonstrated that the Council provides equal pay to women and men, the average pay gap continues, as in every other local authority. On the whole, this is due to the fact that women are less likely to apply, and therefore are less likely to be offered, jobs on higher pay scales within the Council. We have already identified this as a matter of priority that needs to be addressed, which is why the 'Women in Leadership' project is included in the <u>Gwynedd Council Plan 2018-2023</u>. It is also a matter that Welsh Government and the Equality and Human Rights Commission is eager to see us addressing.</p> <p>Although national evidence shows that other wage gaps exist, such as the difference between disabled people and the rest of any workforce, it proves difficult to gather enough information within the Council as we depend on staff members to volunteer the information. As with every other public organisation, the numbers who do so are low. During the 2016-20 Plan, we have amended our staff questionnaire and have uploaded it on to the Council's self-service system in order to make it as easy and as accessible as possible.</p>
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How?	<p>1. Over the coming years, we will focus on encouraging more staff to complete the optional equality data questionnaire in order to increase how much information we have. This will allow us to set a baseline, identify gaps in our workforce and to hold investigations on other equality characteristics. We will do this through various methods during the period of the Plan, including holding an advertising campaign and raising the awareness of staff members who are new to the self-service system.</p> <p>2. We will continue to conduct an annual audit on the wage gap between men and women, and by collecting the data noted above, will work to develop our ability to undertake such an audit in relation to other protected characteristics. Additionally, we will undertake a pay audit every three years in order to ensure that we are still paying fair wages. We will also work towards putting plans in place to reduce any gaps that emerge in light of the audit.</p> <p>3. Work has also been underway as part of the Women in Leadership Project (which is one of the <u>Council Plan 2018-23</u> projects), which has identified that the number of women who are in a management role in the Council is disproportionately low, given that women form 70% of the whole workforce. The main purpose of the project is to address this by boosting the number of women who apply for and attain higher positions within the Council by reviewing the conditions and the working environment to attract more women to undertake the work in future.</p>	<p>Ongoing</p> <p>Annual audit. The next wage audit by April 2021</p> <p>In line with the Plan's timetable</p>
Outcome:	The gender-based wage gap is reduced, other gaps have been identified and work to mitigate this has commenced. Also, more women applying for lead jobs in the Council.	
Additional cost	None	

Objective 5: Act to increase the diversity of our workforce

Why?	<p>The Council is one of the county's largest employers, employing nearly 7,000 people. Therefore, it is important that we work towards ensuring that our workforce reflects the Gwynedd working age population as much as possible. The Cabinet has noted this as one of its main priorities for the Plan in its initial discussions.</p> <p>We have already noted that there is a lack of available data for us in relation to the protected characteristics within our workforce and, unfortunately, this shortfall creates problems as we attempt to act appropriately in this field. Therefore, the success of the work outlined above under Objective 4 is central and all-important in order to achieve Objective 5.</p>	
How?	1. We will use the information that has been gathered from the equality questionnaire (see Objective 4) and will conduct research and engagement with the public and our staff in order to discover any factors that prevent specific cohorts of people with protected characteristics from	Ongoing

	<p>applying for jobs. We will also work to discover ways of encouraging them do to so, e.g. by advertising jobs on a wider level than the Council website alone, in order to attract a broader range of applications.</p> <p>2. Work with other public bodies within our region such as North Wales Police or Betsi Cadwaladr University Health Board in order to address any obstacle noted. This could also provide access to a wider range of people, bearing in mind that the equality profile of all workforces are unlikely to be the same.</p> <p>3. Prioritise working towards reaching Level 2 of the 'Disability Confident' scheme in order to be a 'Confident Employer'.</p>	<p>Ongoing</p> <p>September 2022</p>
Outcome:	To have useful information on the protected characteristics of our workforce in order to act to target our recruitment methods if required.	
Additional cost	The outcome of the research would need to be viewed to see the exact costs, but there are potential costs for the advertisement.	

6. Monitoring, Reviewing and Reporting

We will regularly review the development of elements of the Plan over the four years through our internal performance challenge arrangements, and the above projects will be addressed by the relevant Cabinet Members.

Early on in each financial year, we will publish the Annual Report which will weigh up the progress made on the Plan as a whole during the previous year, especially the Action Plan. At the beginning of this Plan, we are taking a step back as there is an action within each objective which mentions gathering evidence, especially through engagement. We will then have a better understanding of what we should do to improve the lives of the people of Gwynedd who have protected characteristics. Therefore, it is expected that we will be able to add more detail to the Action Plan during the coming years.

We will also publish a new Plan every four years. The plans and the annual reports are available on our website or by contacting the Policy and Equality Officer.

Equality Impact Assessment

The Council is required (under the Equality Act 2010) to consider the impact any changes to any policies or procedures (or the creation of a new policy or procedure) will have on people with protected equality characteristics. The Council also has additional general duties to ensure fairness and to foster good relationships. Therefore, Equality Impact Assessment should be made in good time before any decision is taken on any relevant changes (i.e. that affects people with protected equality characteristics).

1 Details

1.1 What is the name of the policy / service in question?

Strategic Equality Plan 2020-24

1.2 What is the purpose of the policy / service that is being created or amended? What changes are being considered?

The purpose of the Plan is to reduce inequality between people who have protected characteristics and people without those characteristics, in line with the duty under the Equality Act 2010 and the Cabinet's wishes.

1.3 Who is responsible for this assessment?

Delyth G Williams, Policy and Equality Officer

1.4 When did you commence the assessment? Which version is this?

Commenced on 27 February 2019
Version 2 Commenced on 26 September 2019

2) Action

2.1 Who are the partners with whom collaboration is necessary to carry out this assessment?

- Equality Core Group
- The public, especially people with specific protected characteristics
- Cabinet Members and Elected Members of Gwynedd Council.
- Representatives from other organisations, such as Betsi Cadwaladr University Health Board and local authorities within the region, will be included in some of the projects mentioned

2.2 What steps have you taken to engage with people with protected characteristics?

Two initial sessions were held with the Equality Core Group. The Plan is the Council's reply to their comments.

2.3 What was the outcome of the engagement?

The Equality Core Group raised a number of issues requiring attention in the following fields:

Education:

- Design of new schools
- Resources and equality training for staff
- Bullying and Harassment

Health and Social Services:

- Integration of services, especially in management, to avoid duplication
- More support for people with mental health conditions
- It is better to take preventive measures through social prescribing

Social Justice and Safety:

- Harassment and hate crime
- Safe Places Scheme (places that people can go if they feel threatened)

Involvement:

- Assess impact on equality
- Improve access to public transport
- Illegal parking - e.g. at bus stops and across dropped kerbs
- Toilets and changing rooms that are suitable for everyone

Living standards:

- Reduce bureaucratic barriers and delays in the housing adaptation systems

Employment:

- Access to work for disabled people

- Improve equality training for staff
- Bespoke apprenticeships
- Contracts and pay gaps

2.4 What other evidence do you use as grounds for taking action?

When considering the above matters, it was recognised that most are actionable matters belonging to the Departments. It was decided that the best way to address them was to take a step back, and look at the Council's internal systems in order to ensure we make a difference across the work of the Council, not only regarding the things identified.

The main sources of information used were:

['Is Wales Fairer? 2018'](#) (the latest state of the nation report by the Equality and Human Rights Commission)

The Report of the Equality and Human Rights Commission on the response of Welsh Authorities to the General Duty.

Regional Data Document

Information gathered from previous surveys

Well-being Assessment of the Gwynedd and Anglesey Public Services Board

<https://www.llesiantgwyneddamon.org/en/>

2.5 Are there any gaps in the evidence that needs to be collected?

A wider consultation needs to be carried out on the Plan in order for everyone wishing to express an opinion to do so. This is scheduled for between December 2019 and February 2020. We will be taking steps to ensure that people who do not usually respond to consultations get the opportunity to do so.

3) Identifying the Impact

3.1 The Council must give due attention to the impact any changes will have on people with the equality characteristics mentioned below. What impact will the new policy/service or the proposed changes have on people with these characteristics? You are welcome to add other characteristics if you wish.

Characteristics	What type of impact? *	In what way? What is the evidence?
Race (including ethnicity)	Positive	<p>The Plan aims to ensure that awareness of the needs of people with protected characteristics is deeply rooted within the work of the Council. Since everyone has characteristics such as race, age and gender it will ensure that services are improved for all of the people of Gwynedd. This will ensure that services are improved for all people in Gwynedd, as everyone has protected characteristics.</p> <p>We will conduct an Equality Impact Assessment on the different projects within the Plan and the consultation and information gathering work noted in the Plan is at the heart of this.</p>
The Welsh language	Positive	
Disability	Positive	
Sex	Positive	
Age	Positive	
Sexual orientation	Positive	
Religion or belief (or non-belief)	Positive	
Gender reassignment	Positive	
Pregnancy and maternity	Positive	
Marriage and civil partnership	Positive	

3.2 The Council has a duty under the Equalities Act 2010 to contribute positively to a fairer society through advancing equality and good relations in its activities in the fields of age, sex, sexual orientation, religion, race, transgender, disability and pregnancy and maternity. The Council must give due attention to the way any change affects these duties.

General Duties of the Equality Act	Does it have an impact?*	In what way? What is the evidence?
Abolishing illegal discrimination, harassment and victimisation	Yes	<p>Evidence from the Equality Core Group has shown that its members are concerned about some of our services; therefore, from being correctly implemented, the Action Plan will address this. We will gather information and this will inform us of any discrimination, harassment, or victimisation taking place in order to take action.</p> <p>Before then, we will, of course, gather more information through the consultation on the Strategic Equality Plan and will act on this.</p>
Promoting equal opportunities	Yes	<p>The Scheme aims to work toward ensuring fairness for all. Evidence from the Equality Core Group shows that we have work to do to this end. We will, therefore, gather further evidence in line with the Action Points within the Plan, and will take action on the outcome. We also have Action Points that will kick start the work.</p> <p>Before that time, we will, of course, gather more information through the consultation on the Strategic Equality Plan and will act on this. We will undertake an assessment of the consultation to ensure that as many people as possible can take part</p>
Fostering good relationships	Yes	<p>A good relationship between people with shared protected characteristics and people who do not share this characteristic, comes from ensuring equity for all. In doing the above, and in taking positive action toward some characteristics, we will ensure that the services are fair.</p>

4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duty? What is the reason for this?

The purpose of the Gwynedd Council Strategic Equality Plan is to have a significant, positive impact on the lives of the people of Gwynedd who use our services and also on our staff. Engagement with the Plan will assist us in identifying any matters that are yet to be addressed.

4.2 Is the policy therefore likely to have a significant, negative impact on any of the equality characteristics or the General Duty? What is the reason for this?

We have not identified any negative impacts. The engagement will be an opportunity for us to identify whether any matters that have not yet been considered.

4.3 What should be done?

Choose one of the following:

Continue with the policy / service since it is robust	X
Amend the policy to remove any barriers	
Suspend and delete the policy as the detrimental impacts are too great	
Continue with the policy as any detrimental impact can be justified	

4.4 If plan is to continue, what steps will you take to reduce or mitigate any negative impacts?

Not currently applicable

4.5 If you are not taking any further action to delete or reduce the negative impacts, explain why here.

Not currently applicable

5) Monitoring

5.1 What steps will you take to monitor the impact and effectiveness of the policy or service (action plan)?

After the engagement, we will amend the Strategic Equality Plan as required. It will then be presented to the Council's Cabinet for approval in March 2020.

We will monitor regularly, especially as the outcomes of any evidence gathering work comes in. We will also carry out an Annual Review early in each financial year to report on any progress from the previous year.

We will draw up a Strategic Equality Plan every four years.

REPORT TO A MEETING OF GWYNEDD COUNCIL CABINET

Date of Meeting: 26 November 2019

Cabinet Member: Cllr Dafydd Meurig

Contact Officer: Morwena Edwards, Corporate Director

Contact Number: Telephone 01286 679468

Title of Item: Annual Report of the North Wales Regional Partnership Board 18/19

1. THE DECISION SOUGHT

- 1.1. That the Cabinet considers and accepts the annual report of the North Wales Regional Partnership Board and notes the work and progress made in 2018-19 on the areas of work that are brought forward through the North Wales Regional Partnership Board.

2. THE REASON FOR THE NEED FOR A DECISION

- 2.1 This report is the 2018/19 Annual Report for the North Wales Regional Partnership Board. It is a requirement under Part 9 of the Social Services and Well-being (Wales) Act 2014 that every Regional Partnership Board prepares, publishes and presents an annual report on its work and sends it on for the attention of the Welsh Government.
- 2.2 The Annual Report is attached in Appendix 1 and has been approved by the members of the North Wales Regional Partnership Board as a fair and balanced outline of the Partnership's work for 2018/19.

3. INTRODUCTION

- 3.1 The Social Services and Well-being (Wales) Act 2014 requires that every Regional Partnership Board in Wales produce and publish an annual report on its work to be presented to the Welsh Government.
- 3.2 In March 2018 the Welsh Government issued guidance for completing annual reports of the Regional Partnership Board. The Boards must use this guidance to complete their reports. The attached report contains all the information that was required in this guidance. The report of the North Wales Regional Partnership Board is written in a format that tries to portray all of the information required. The report also includes the views of many Board members.

- 3.3 The Regional Partnership Board is the Board that was established to satisfy the requirements of Part 9 of the Social Services and Well-being (Wales) Act 2014. The Act requires local authorities to make arrangements to promote co-operation with their relevant partners and others, in relation to adults with needs for care and support, carers and children. It places a duty on relevant partners to co-operate with, and provide information to the local authorities for the purpose of their social services functions.
- 3.4 The purpose of Part 9 of the Act is to improve people's outcomes and well-being, as well as improving the efficiency and effectiveness of service delivery. Therefore, the key objectives of co-operation, partnership and integration can be described as follows:
- To improve care and support, ensuring that people have a greater voice and control
 - Improve health and well-being outcomes
 - Provide coordinated, person-centred care and support
 - Make more effective use of resources, skills and expertise.
- 3.5 The Welsh Government is re-writing Part 9 of its Statutory Guidance at present, and we should receive this in the autumn. This updated guidance will come into force from April 2019, therefore it does impact on this current report.
- 3.6 In terms of the main messages within the annual report, I wish to draw Cabinet members' attention to the following:-
- 3.6.1 The Council has played a prominent part in the Regional Partnership Board for the year in question - with Councillor Gareth Roberts (former Cabinet Member for Adults, Health and Well-being) acting as chair, and Morwena Edwards, Corporate Director, being a member of the Board and leading on several work streams for the Partnership.
- 3.6.2 The Partnership has continuously reviewed the Board's membership and there are now two representatives from housing and also two members representing citizens and carers.
- 3.6.3 An outline is provided of a number of the Board's successes and areas of work for the year (noted on page 4 of the report in Appendix 1) including:-
- The Regional Carers Strategy,
 - Regional Learning Disabilities Strategy,
 - Regional Workforce Strategy,
 - Strategic Commissioning Arrangements,
 - Regional Integration Agreement (including work on combined budgets),
 - A Regional Plan for implementing A Healthier Wales (including 4 successful bids from the Transformation Fund),
 - Supporting the North Wales More Than Just Words Forum
 - Establishing the Regional Research, Innovation and Information Hub
 - Establishing the North Wales Citizens Panel.
- 3.7 The Regional Partnership Board has developed considerably over 2018/19 and the members of the Board are of the view that there is now maturity in the relationship between members of the Board which enables key and important discussions to take place. There are certainly still challenges in terms of operating

in a large region with so many members and partners. It is often unavoidable that the work of implementing changes and planning happens on a more local level, and 3 sub-regions are often used under the regional arrangements. In respect of the west, operating at this sub-regional level happens through formal arrangements to the Public Services Board (Gwynedd and Anglesey) and also through the reporting to the Regional Board. This arrangement is seen to be working well, although there are some challenges from working locally for some of the partners that are regional organisations by nature.

4. THE REASONING AND JUSTIFICATION FOR RECOMMENDING THE DECISION

- 4.1 There is a clear requirement in Legislation of the need to establish a Regional Partnership Board in the field of health and care, and it is a requirement by the Welsh Government that we submit an annual report to summarise the Board's work.
- 4.2 The Corporate Director and the former Cabinet member have provided input to the contents of the report and they are of the view that it is a fair reflection of the Board's work for the year 2018/19.

5. NEXT STEPS AND TIMETABLE

- 5.1. None to note.

6. ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION

6.1. Views of the Statutory Officers:

i. Monitoring Officer:

"No observations to add in relation to propriety"

ii. Head of Finance Department:

"Nothing to add from a financial propriety perspective."

6.2. Views of the Local Member:

- 6.2.1 Not a local matter.

6.3. Results of Any Consultation:

- 6.3.1 Members will be aware of the Social Services and Well-being (Wales) Act 2014 and they will have had information about Part 9 of the Act and the development of Regional Partnership Boards. There has been no formal consultation, except with members of the Regional Partnership Board which includes a broad range of membership, including citizens and carers.

Appendices:

Appendix 1



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NORTH WALES SOCIAL CARE AND WELL-BEING
SERVICES IMPROVEMENT COLLABORATIVE

North Wales Regional Partnership Board

ANNUAL REPORT 2018/19



This report has been produced to meet the requirements set out by the Welsh Government in the Social Services and Well-Being (Wales) Act 2014

Contents:	Page
1. Foreword from the Chair	3
2. Achievements during the year	4
3. Role, purpose and membership of the Regional Partnership Board	6
4. Requirements under the Social Services and Well-Being (Wales) Act 2014 and the North Wales Regional Partnership Board's strategic direction	7
5. Governance structure	15
6. Integration of Service and Improved Outcomes	15
7. Statutory Provisions	16
8. Forward Board Priorities	17



1. Foreword by the North Wales Regional Partnership Board (NWRPB)

Councillor Gareth Roberts, Chair, Lead Member, Gwynedd Council:



As Chair of the NWRPB during 2018-19 I have continued to be extremely pleased with the progress that the Board has continued to make during the year. We have successfully completed significant areas of work and these are now being delivered through our sub-regional delivery structure. I was delighted during the summer of 2018 that members of the NWRPB worked diligently to develop and agree its plan for the delivery of A Healthier Wales. This was a significant piece of work and will shape the development of integrated health and social care services within the region for years to come. Having also secured transformation grant funding to support the delivery of our plan, this is enabling us to commence the delivery at a pace, building on the strong foundations that we have developed and that have proved to be successful over the previous few years.

As well as our plan for the delivery of A Healthier Wales, the NWRPB is continuing to deliver on the broader requirements within Part 9 of the Social Services and Well-Being (Wales) Act 2014. In our efforts not to lose sight of what is important to our population, we continue to seek the views of citizens through our citizen panel arrangement and we have also increased our carer and service user representation seats on the Board. We have also welcomed 2 Housing Association representatives onto the Board. My term as Chair terminated at the end of March 2019 and I would again wish to extend my thanks to the NWRPB members for their commitment and dedication to the NWRPB and its work. Also, I would like to sincerely thank the Regional Collaboration Team and particularly Bethan Jones Edwards, Head of Regional Collaboration for their dedication and work in ensuring that the Business of the NWRPB is managed in a timely, efficient and professional manner. Lastly, I would like to wish Teresa Owen, Executive Director of Public Health all the very best as she takes on the Chair of the NWRPB for the next 2 years.

2. Highlights and Achievements within the year

Local Authority representatives who sit on the NWRPB have acknowledged that the Board has evolved significantly since its inception and this now enables mature discussions and debates to take place. Members feel that the Board *“is developing as a team”* within what is *“a challenging environment”*. Many Board members have noted that having *“an agreed vision and purpose”* and the benefit of having clear direction from the Chair and the Head of Regional Collaboration has been a significant factor to the progress of the Board over the last year.

A number of Social Services Directors have taken a lead role in the development of a range of regional work areas and chair various sub-groups of the NWRPB and maintain their full commitment to joint working to deliver on a challenging agenda of transformation of health and social care services. In addition Directors and Lead Members have ensured that NWRPB matters that need political agreement within individual organisations are taken through the relevant local governance arrangements for agreement and thereafter ensure that their individual organisations are fully engaged in the delivery of these regional strategies on a local level and within their individual organisations.

During 2018/19 the Health Board reviewed and strengthened its representation at the NWRPB recognising it is pivotal in ensuring the delivery of A Healthier Wales. The representatives are now the Vice Chair of the Health Board; 3 Executive Directors and 3 Area Directors. The Executive Director of Public Health stepped into the role of NWRPB Vice Chair during 2018/19 and will take on the role of Chair in 2019/20. Health Board representatives are fully engaged with the Leadership Group and support the groups and sub-groups of the NWRPB to ensure joint working is optimised as health and social care services are becoming more integrated and seamless. The Health Board has also noted that it values the partnership space that the NWRPB enables and value the frank discussions with all partners as we all work towards shared improvement goals.

During the last year, members of the NWRPB noted the following areas of work as having been successful completed on a regional level:

- Completion of the Regional Area Plan
- Development and agreement of a Regional Learning Disabilities Strategy
- Development and agreement of a Regional Carer's Strategy
- Regional Workforce Strategy
- Market position statement for Care Homes
- Market position statement for Children Services
- Regional Integration Agreement
- Pooled budget arrangements for Care Home Accommodation
- Review of Integrated Family Support Services
- Regional tender for Domiciliary Care Services
- Regional plan for the delivery of A Healthier Wales
- 4 bids to the Regional Transformation Fund
- Proposal for establishment of a Research, Innovation and Information Hub
- ICF investment plans and grant management
- Regional engagement report.

The Institute of Public Care undertook a governance review for the region after being commissioned by the public sector Leaders and Chief Executives in North Wales. This commission sought to review the current regional governance across the region as it has been recognised that the transformation of health and social care services is a significant area of

work, described by many as being as important as the economic ambition work within the region. The outcome of the review recommended that the NWRPB should formally report to the North Wales Regional Leadership Board within the region on a regular basis. The NWRLB also nominated Judith Greenhalgh, Denbighshire County Council's Chief Executive to sit on the NWRPB.

From a citizen and carer perspective the NWRPB has increased its membership to 2 seats each and this increase reflects the value that members of the Board find from having strong contributions from individuals who receive services and from carers. The NWRPB uses a process of asking for Expressions of Interest to seek its members. The NWRPB remains open to accepting Expressions of Interest from individuals who use services. The term for these seats is for 2 years and to date, our representatives have been keen to sit on a range of sub-groups of the NWRPB such as the Carer's Reference Group, Learning Disabilities Transformation Group, Together for Mental Health Partnership etc. The carer representatives on the NWRPB have welcomed the opportunity to influence and shape services for the future through their membership on the NWRPB. We continue to have a Regional Citizen Panel and in addition to views of members on the Board we do draw citizen views via this panel to inform the work of the NWRPB.

The NWRPB also invited 2 Housing Association members to sit on the Board ahead of this being a requirement within the Act. We are fortunate that the CEO of ClwydAllyn and CEO of Grŵp Cynefin are now members of the NWRPB.

The term of our original third sector representatives on the NWRPB came to an end last Autumn and we undertook an Expressions of Interest process to select our current representatives. We were delighted as a Board that David Worrall from the Red Cross and Lynda Colwell of Care and Repair were appointed as third sector representatives and we were fortunate to be able to appoint a deputy for them who is Roma Hooper of Action for Children.

Both third sector representatives feel that they are beginning to better understand the role of the RPB and in particular how they as a sector are involved in the Board and its decisions however, would like to be more involved in co-production of new services. It has been recognised for some time now the challenge it is for third sector, individual and carer representatives on the NWRPB to represent the wider sector and we have undertaken an exercise within the region to look at how we are engaging on a wider basis, this will be referenced later on in this report. We also note the content and recommendations within the WVCA report on this matter and look forward to working with the Welsh Government to move forward the recommendations made.



During the year the NWRPB welcomed Huw Irranca-Davies, the previous Minister for Children and Social care to its meeting on 5th July 2018. Board members were able to provide the Minister with an update on the work that was being progressed by the NWRPB and have an open dialogue about the future direction of travel for the Board.

3. Role, purpose and membership of the North Wales Regional Partnership Board

This section of the Annual Report sets out how the NWRPB has operated in the last year, including engaging with service recipients, citizens and outlines the programme and project management arrangements in place; and also includes the purpose, role, key priorities and membership of the NWRPB.

The NWRPB continues to meet on a monthly basis and is now holding a mix of business meetings along with development sessions and the Board has very recently updated its vision statement –

Together improving the health and well-being of people and communities

The NWRPB agreed its Guiding Principles in November 2016 and these remain fit for purpose:

- Whole system change and reinvestment of resources to a preventative model that promotes good health and well-being and draws effectively on evidence of what works best*
- Care is delivered in joined up ways centred around the needs, preferences and social assets of people (service users, carers and communities)*
- People are enabled to use their confidence and skills to live independently, supported by a range of high quality community based options*
- Embedded co-production in decision making so that citizens and their communities shape services*
- We recognise the broad range of factors that influence health and well-being and the importance of the links to these areas (including education, housing, welfare, reduced homelessness, economic growth, regeneration, leisure and the environment).*

3.1 The NWRPB's Terms of Reference is reviewed annually however, the core role of the Board remains the same and is to:

- Ensure that there is an agreed shared vision and a clear direction of travel for service development and integration of health, care and well-being*
- Ensure that there are shared plans and strategies in place (supported by appropriate business cases) for delivering on the vision*
- Ensure that the strategic plans are evaluated and reviewed against agreed and understood outcomes and performance indicators*
- Lead a strategic approach to communicating and publicising the direction of travel and the progress made*
- Ensure that the principles of the Board are upheld*
- Maintain an effective overview of the resources allocated*
- Report to the Regional Leadership Board on progress, key issues and exceptions, escalating any barriers to progress within the NWRPB for resolution*
- Ensure that an annual report on progress is prepared and delivered as required by the Welsh Government.*

The membership of the NWRPB (as at end of March 2019) is attached in Appendix 1.

The NWRPB's business and the business of the regional sub-groups is managed by the Head of Regional Collaboration and members of the North Wales Regional Collaboration Team.

4. Requirements under the Social Services and Well-Being (Wales) Act 2014 and NWRPB Strategic Direction

This section sets out what the key objectives of the Board have been in the last year.

The requirements for the Regional Partnership Boards is set out in the Part 9 Statutory Guidance (Partnership Arrangements); this annual report also includes the specific elements required by Welsh Government to be included in its Annual report.

In line with the requirements of the Act, during 2018/19 the NWRPB continued to develop its approaches to integrated services for the following priority areas:

- Older people with complex needs and long term conditions, including dementia
- People with learning disabilities
- Carers, including young carers
- Integrated Family Support Services
- Children with complex needs due to disability or illness.

North Wales Area Plan

The Area Plan sets out the priority areas for integration of services between health and social care and this sets out the direction of travel for the Board. The Area Plan sets out how the region will address the priority areas identified in the Population Needs Assessment. This remains the golden thread to specific areas of work within the region.

Older People with complex needs and long term conditions, including dementia

As a region, by utilising the Integrated Care Fund (ICF), we have been able to develop a range of integrated services for Older People. This includes the development of Community Resource Teams; falls prevention programmes; step up and step down facilities to stop hospital admissions and facilitate earlier discharges; various services to support people with dementia and their families such as developing dementia support teams to provide flexible outreach support. Specifically, we are supporting a range of initiatives to support the implementation of the National Dementia Action Plan. We have also commenced work to develop a partnership regional dementia strategy. This strategy will be completed during 2019/20.

North Wales Learning Disability Strategy

The Regional Partnership Board has approved an integrated North Wales Learning Disability Strategy. The strategy was written in partnership with health and social care and co-produced with people with learning disabilities. Over 300 people took part in the consultation and information about it reached many more. We worked closely with the North Wales Participation Group which includes representatives from each of the self-advocacy groups in North Wales to write the strategy and produce an Easy Read version.



The vision of the strategy is that people with learning disabilities will have a better quality of life; living locally where they feel 'safe and well', where they are valued and included in their communities and have access to effective personal support that promotes independence, choice and control. It focuses on the areas that people said matter to them: having a good place to live, having something meaningful to do, friends, family and relationships, being safe, being healthy and having the right support. Within each of these areas we include: the needs of people with profound and multiple learning disabilities; and, support through changes in life from early years to ageing well, including the needs of older carers and the transition from children's to adult's services.

To achieve our vision, and provide services based on what matters to people we have planned five work packages and secured funding from the transformation programme to deliver them. This includes looking at integrated structures, workforce development, commissioning and procurement, community and culture change and assistive technology.

North Wales Carer's Strategy



The NWRPB is also delighted to have worked on developing a regional strategy for carers. This strategy development has been co-produced with carers, carer's organisations and partners. The strategy sought to understand the experiences of carers and use these to influence changes in service provision and attitudes. Through the development of the strategy we have agreed the following core standards:

- Carers and the essential role that they play are identified at first contact or as soon as possible thereafter

- Carers' views and knowledge are sought, shared, used and regularly updated as overall care plans and strategies take place
- Staff are 'carer aware' and trained in carer engagement strategies
- Staff need to be aware of and welcome the valuable contribution that carers can make and be mindful of carers' own needs. Staff need knowledge, training and support to become carer aware
- Policy and practice protocols on confidentiality and sharing information are in place
- Defined post(s) responsible for carers are in place (carers leads)
- A carer focussed introduction to the service and staff is available, with a relevant range of information across the care pathway
- A range of carer support services are available.
- A self-assessment tool has been developed to monitor the progress of individual partners to measures themselves against these core standards. The NWRPB will monitor the progress on an annual basis

Integrated Family Support Services (IFSS)

The NWRPB commissioned a comprehensive review of the current legal requirements underpinning delivery of IFSS. Those legal requirements were considered in the context of how IFSS has been delivered regionally in North Wales; this involved detailed discussion with and examination of relevant policies and current legal agreements with operational officers from the six local authorities and BCUHB. Some key themes which emerged from this work noted that IFSS staff are highly skilled and because they have protected workloads, are able to deliver a focussed service to families. Not all IFSS's across the region were accepting referrals across the entire spread of statutory criteria. Facilitating early, timely referrals to IFSS was noted to be a common issue as was managing the workflow and maintaining consistent staffing levels in some areas. It is clear that securing consistent members of staff having the spread of skills across both health and social care is critical to the success of IFSS intervention.

As a result of this review, the regional reporting arrangements have been reviewed and a new reporting template produced. Partners will produce reports twice a year (at the end of April and October), and the information will be used to present a final summary report to the NWRPB.

A partnership agreement has been developed which provides a consistent framework for the IFSS arrangements. The agreement is comprehensive and includes provision regarding the reporting, staffing, financial and governance arrangements underpinning the regional arrangements. This approach is aimed at achieving as much consistency as possible in relation to the sub-regional arrangements that are in place whilst allowing for local variation and subtleties of approach; the agreements have been prepared with a view to satisfying the legal requirements as they currently stand but also to offer protection and regulation for partners' relationships with each other.

Children with complex needs due to disability or illness

The Children's Transformation Group agreed that the partnership priorities were;

1. Children with Complex Needs
2. Prevention and mitigation of Adverse Childhood experiences (ACEs)
3. Improving outcomes in the first 1000 days
4. Improving Emotional Health, mental wellbeing and resilience of children
5. Promotion of healthy weight and prevention of childhood obesity
6. Review of crisis intervention services for children and young people who are experiencing an urgent perceived mental health crisis

The work which has been undertaken has enabled partners to understand each other's priorities more fully, both in respect of specialised and universal services. However, each partner will have a view on their own immediate pressures and while there will need to be recognition of this, we need to keep a clear focus on not only the here and now, but importantly the health and well-being of our future generations. During the latter part of 2018 the NWRPB entered into a new stage of development in line with A Healthier Wales, the Transformation Fund and this has led to an ambitious programme of transformation to commence.

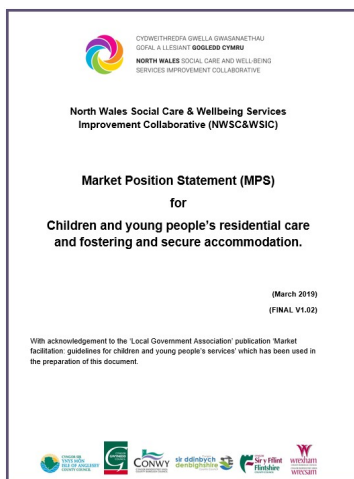
As a region we have linked into the national work around children with complex needs led by the National Commissioning Board and local officers have and continued to be active members on the Ministerial Advisory Group.

Strategic Commissioning

Part 9 of the Act requires progress to be made on regional integrated commissioning. North Wales has had regional commissioning arrangements in place between the Local Authorities and the Health Board since 2012. During 2018/19 the region published a Market Position statement for Care Homes for Older People.

Our **market position statement** sets out our strategic aims for care homes and commits that we will work with care homes to:

- Identify the range of circumstances for which we may be unable to help people to remain safely supported at home
- Confirm models of service in areas where we would promote new development and how we may support or incentivise this
- Maximise opportunities for capital investment in care homes across North Wales, including planned moves to new premises
- Monitor the number of people whose language needs are met/not met within care homes and the numbers of Welsh speaking staff within care homes.
- Improve the healthcare of older people living in care homes.



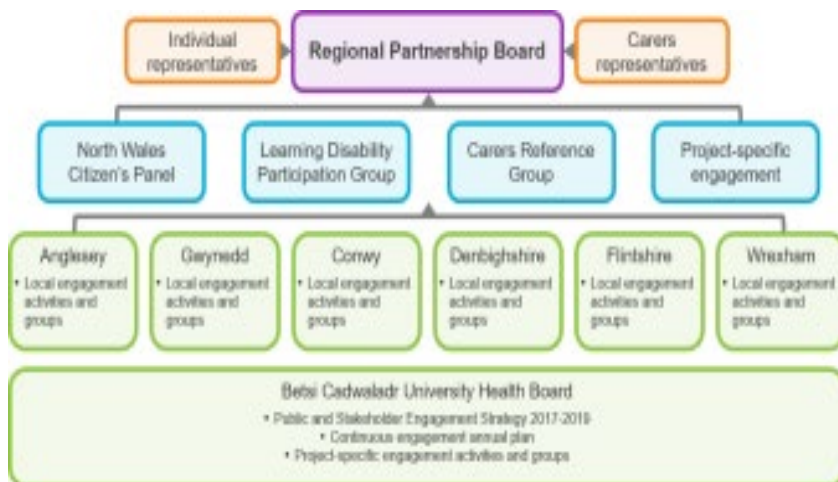
Our **Market Position Statement for Children and Young People's Residential Care, Fostering and secure accommodation** has been produced by our collaborative commissioning board and the aim of the statement is to encourage commissioners, children and young people and provider organisations to work together to explain what services and support is needed in the region and why. This outlines:

- What support and care services children and young people (and their carers/families) need and how they need them to be provided
- The support and services available at the moment, and what is not available but needs to be
- What support and care services the partners forecast children and young people will need in the future
- What the future of care and support will be like locally, how it will be funded and purchased.
- How commissioners want to shape the opportunities that will be available.

The main aim of the statement is to encourage commissioners, children and young people and provider organisations to work together to explain what services and support is needed in the area and why.

North Wales Engagement Report

This report was compiled specifically for Social Care Wales to demonstrate how, as a region the NWRPB and its statutory partners engage with carers, individuals and citizens, both regionally and locally. The diagram below demonstrates how we are engaging widely both regionally and locally through our partners in addition to our Regional Citizen Panel approach. The report also contains a number of case studies to illustrate a range of ways in which the NWRPB has engaged with a range of partners, individuals and stakeholders.



Pooled Budgets

Our Regional Integration Agreement underpins all our pooled budget arrangements within the region for health and social care services.

During 2018/19, work has taken place to complete a range of partnership agreements as well as renewing others; all these agreements are subject to pooled budget arrangements:

Regional Strategic Commissioning Partnership Agreement: 2019 – 2024

Regional Carer's Partnership Agreement: 2019 – 2022

Regional Integrated Autism Service Agreement; 2017-2021

Integrated Care Fund Agreement; 2017 – 2020.

SCWWDP Partnership Agreement – 6 Local Authorities – 2019

During 2018/19 the region also developed a non-risk sharing pooled budget arrangement in relation to Care Homes Accommodation functions and this provides valuable data to inform our commissioning arrangements. We are now moving to the next stage of activity, and working to refine our process and governance arrangements and developing a Section 33 pooled fund arrangement to govern the proposed arrangement.

Regional Workforce

To support the delivery of the North Wales Community Health and Social Care Workforce Strategy, the Regional Workforce Board has received progress updates against the delivery of the strategy during 2018-19 and has developed a work programme for 2019 – 20 which focuses on the workforce requirements to be delivered to support the delivery of the NWRPB's plan to deliver A Healthier Wales. The Board continues to have links with national strategies and priorities including providing training for the registration of care workers with Social Care Wales, the national attraction and recruitment and retention campaign ('WeCare') and actively

promoting the availability of training to encourage the use of Welsh in the workplace. The Board's priorities remain as:

- Attraction, recruitment and retention of a valued and skilled workforce
- Ensure a competent workforce able to deliver effective transformed services
- Develop workforce intelligence to manage and mitigate risks.

Our Workforce Board also maintains close links with the Regional Skills Partnership within the region.

North Wales Citizen Panel

The North Wales Citizen's Panel gives people a chance to have their say on health and social care services. It is a virtual panel and people can take part in many different ways (based on their preference) including phone call or face-to-face interviews, social media, online chat, online or paper surveys.

The aim of the panel is to gather opinions from communities about the needs of individuals to feed into the developments across the region.

The Panel continues to be managed by Community and Voluntary Support Conwy (CVSC) and funded by the 6 Local Authorities.

The Regional Collaboration team manage the contract with the CVSC on behalf of the partners.

The panel includes 254 citizens including young people from the age of 16, adults and Carers. It has a Facebook page and a website (www.llaisygogledd.wales), and information and consultations are added onto these as they occur.

The panel have been involved in consultations including the Population Assessment, the North Wales Workforce Strategy, the Social Services and Well-being Information Leaflet and the North Wales Learning Disability Strategy.

North Wales Social Value Steering Group

In 2018/9 the NWRPB, supported by the Social Value Steering Group reviewed its progress in supporting social value organisations in North Wales and a report on this was provided to the Welsh Government.

The Steering Group works closely with the Social Value Network of organisations, which is aligned to development and academic organisations.

Developments are underway to establish local arrangements in each of the Local Authority areas which will report to the Steering group and drive the development of social value organisations. Members of the Steering Group are reviewing the social value forum development toolkit.

More Than Just Words North Wales Forum

The Forum has continued to thrive during 2018 – 19 and the group continues to meet on a quarterly basis to facilitate the implementation of More than Just Words across North Wales.

The Forum continues to be a platform for sharing information and examples of good practice and the benefits of following a collaborative approach to ensure the delivery of specific objectives has continued to become increasingly apparent throughout the year. Following the success of the North Wales forum, other regions have now established a forum to facilitate their delivery of More Than Just Words and we are delighted that the North Wales Forum was recognised for its work at the last national More Than Just Words Awards Ceremony.

As a region, we are also fortunate that we have direct links between the region and the national Welsh Language Partnership Board through Morwena Edwards, Gwynedd Council and Dr Elin Walker-Jones from the Health Board.

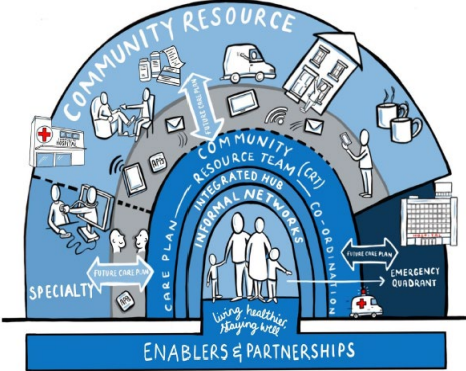
Areas of challenge that the Forum is currently working through include:

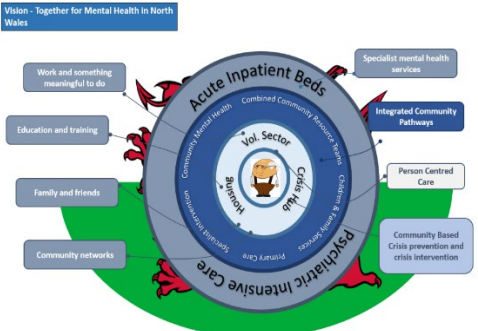
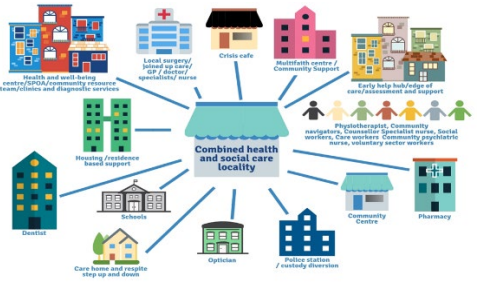
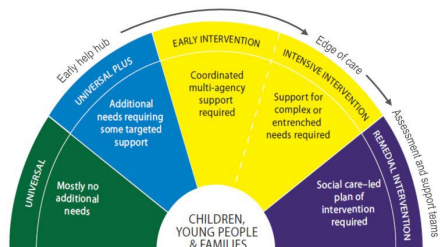
- Recruitment challenges
- Monitoring of progress against key indicators
- Conflicting language policies when establishing integrated teams
- Digital platforms to enable bilingual working
- Clarity of CIW assessment criteria when inspecting care homes
- Supporting the independent sector in achieving the requirements of More than Just Words.
- Capacity for training and supporting learners
- Future sustainability - currency for Welsh language skills in employment.

Parliamentary Review of Health and Social Care and A Healthier Wales

In January 2018 The Parliamentary Review of Health and Social Care In Wales report was published “**A Revolution from Within: Transforming Health and Care in Wales**”. This was then followed “**A Healthier Wales: our Plan for Health and Social Care**” published by Welsh Government. Regional partnership Boards were asked to develop a regional plan for submission to Welsh Government on how it would implement A Healthier Wales. During the summer of 2018 members of the NWRPB worked collectively to develop its plan. The foundation of this plan was the work which the NWRPB had commenced over the last couple of years and the Population Needs Assessment and Area Plan 2018-2023.

The main areas of our plan fall into 4 programmes:

<p>Seamless services for people with a Learning Disability</p>  <p>Grant award: December 2018</p>	<p>Seamless model of learning disability services based on ‘what matters’. Build on family support, informal networks and CRT models.</p> <ul style="list-style-type: none"> • Integrated health and social care services • Workforce development to create better awareness of disability issues among the wider public sector workforce. • Commissioning and procurement - housing and support services • Assistive technology - help people become more independent. • Community and culture change. Increasing the number of people employed in paid work, accessing training, and volunteering.
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<p>Together for Mental Health</p>  <p>Grant award: December 2018</p>	<p>Integrated urgent care system to support people in mental health crisis.</p> <p>Prevent: identification of individuals with high levels of vulnerability and develop a multi-agency approach to prevent crisis occurring.</p> <p>Respond: multi-agency crisis care pathway to provide prudent (right time, right response, right place) care and support for individuals.</p> <p>Workforce development: Train front-line staff from all organisations to improve practice to avoid crisis.</p> <p>Housing: increase supported housing options with a recovery pathway for individuals.</p>
<p>Community Services Transformation</p>  <p>Grant award: March 2019</p>	<p>Combined health and social care localities - primary care clusters, build on work to date, links with local CRTS. Regional design local delivery.</p> <ul style="list-style-type: none"> • Develop a sustainable workforce to meet the community transformation agenda. • Identify a model for digitally-enabled care, support and well-being that can be developed across North Wales and adapted to meet local need. <p>Develop community networks with third sector. Support well-being services, promote inclusion and participation and co-ordinate social prescription</p>
<p>Children and Young People Transformation</p>  <p>Grant award: March 2019</p>	<p>Focus on children and young people as part of the regional vision for seamless locality based services.</p> <ul style="list-style-type: none"> • Early help: develop early intervention/help hubs • Edge of care: extend access to therapeutic support in integrated teams/pathways • Assessment and support teams: short term residential assessment with a multi-disciplinary on site team to identify the most appropriate placement

The Welsh Government also requires RPB's to establish Research, Innovation and Improvement Hubs; the NWRPB has agreed its proposal for accomplishing this and this has been submitted to Welsh Government for approval. The North Wales Research, Innovation and Improvement Hub, if successful, would become the regional centre for information to support health and social care service redesign and development, coordinating knowledge across the region and with other regional hubs. The focus will be on supporting local innovation and partnerships which drive towards new models of health and social care.

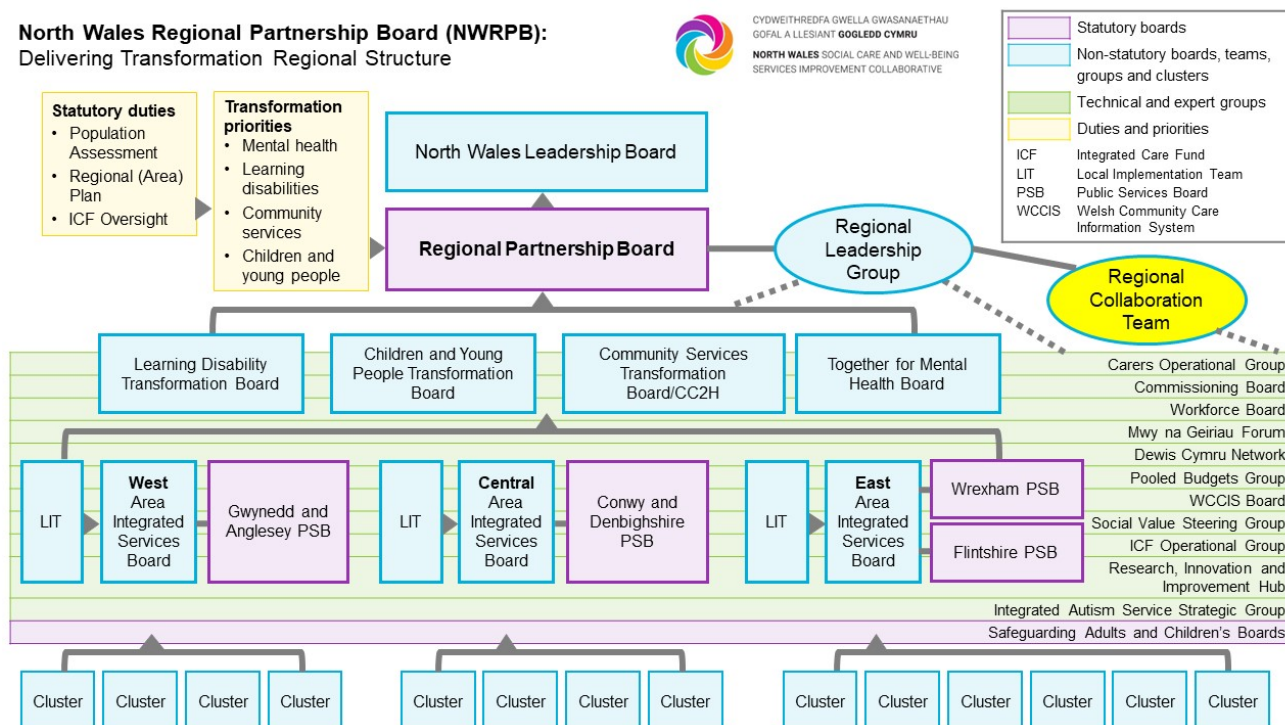
The hub would provide a key element of the supporting infrastructure for knowledge transfer and mobilisation. The hub will have the greatest impact on improving outcomes if it works closely with other initiatives including leadership, workforce development and other infrastructure to drive change. The proposal will involve working closely with the six local authorities, Betsi Cadwaladr University Health Board (BCUHB), Public Health Wales, Bangor University and Glyndwr University, industry, the voluntary and independent sectors.

5. Governance and Partnership Arrangements

The Institute of Public Care undertook a governance review in relation to the NWRPB. The NWRPB now formally reports to the North Wales Leadership Board on a regular basis.

The governance structure of the NWRPB will be formalised in early 2019/20 and the potential new structure is drafted as below. We will also be reviewing our Terms of Reference and updating our Area plan to reflect the priorities for 2019/20.

North Wales Regional Partnership Board (NWRPB): Delivering Transformation Regional Structure



6. Integrated Partnerships and Contributing to Improved Outcomes

This section provides an overview of the progress on the strategic objectives of the NWRPB and sets out improved outcomes achieved for service recipients and cares including examples where appropriate.

The NWRPB continues to maintain oversight of the Integrated Care Fund for the region. During 2018/19 we have worked with partners to agree key performance indicators, outcomes and outputs to report consistently on our programmes both regionally and nationally.

As at end of Quarter 4, the NWRPB can report the following:

- The total number of people supported to remain at home across the region through community support and integration programmes 3525 and it is estimated that a total of 116,867 hospital bed days were saved through these programmes.
- The falls programme recorded that the number of FRAT (Falls Risk Assessment Tools) referrals for the year was 2733 and the number of MRA (Multifactorial risk Assessment) assessments completed was 1015.
- Our single points of access which are partly funded from ICF received 46,109 contacts and from those 14,973 referrals were made to a range of health and social care services.

- Where our ICF funding is contributing to our progression programme, (supporting children young people and families) we supported a total of 381 individuals within the year.
- Within our Step up/Step down programme to support older people (partly funded by ICF monies) we recorded that 594 people were supported in the year.

All these programmes are focussing on keeping people in their own homes; reducing the number of hospital admissions and enabling earlier discharge from hospital.

As part of our ICF programme we collate case studies, and some examples are included here:

Single Point of Access

Outcome of Tim's call to SPOA was that he felt listened to and more helpful that his situation could improve as he discovered there is support out there. A follow up call will be undertaken by the SPOA advisor to find out if the interventions suggested made a difference. Tim reported that he was extremely grateful for the opportunity to chat and for the SPOA advisor's understanding of his needs, he was also pleased about not having a social worker visit him as he was worried about this.

Community Navigator:

"Stuart thanked the Wellbeing Co-ordinator for listening and making the calls on his behalf". "thank you so much for your time today, we came away with a much clearer idea of the route ahead and the many avenues to explore to be able to tailor make a care plan to suit my mother ...(and me). It was kind of you to get back to us so quickly, with useful links to available services. We will no doubt be back to you with any queries that may arise".

Progression Service:

This support has been positive for A, although his behaviour remains challenging within his school setting, this support has proven to be effective in supporting a transition to a local authority foster placement. A is no longer absconding from the home and is developing a positive relationships with carers and the family. From my home visits to A, A appears as a different child. I have the sense that A is relaxed and settled. It is apparent that A is receiving the nurturing support that he craves, both in and outside the home.

7. Statutory Provisions

The Partners of the NWRPB have entered into an "Integration Agreement" which is a legal agreement which enshrines their commitment to working together on key identified projects that lend themselves to integrated services and pooled budget arrangements.

The following statutory provisions are permitted to be used to underpin the NWRPB's work:

- Part 9 of the Social Services & Well-being (Wales) Act 2014 – in particular sections 166 and 167 and associated regulations (the Partnership Arrangements (Wales) Regulations 2015).

Other legal powers relied upon in support of regional partnerships entered into include:

The National Health Service (Wales) Act 2006 – in particular sections 1, 2, 10, 33 and 38, 82.

S9 Local Government (Wales) Measure 2009 powers in respect of collaboration with other local authorities.

Local Government Act 1972 - in particular s2 which gives local authorities powers to do anything which it considers is likely to achieve any one or more of the following benefits: the

promotion or improvement of the economic, social or environmental well-being of the area and section 113 which enables one local authority to place its staff at the disposal of another or health authority or Health Board.

S111 Local Government Act 1982 provides for a local authority to have the power to do anything which is calculated to facilitate, or is conducive or incidental to, the discharge of their functions.

8. Board Priorities moving forward:

This section gives a final summary of the progress that the NWRPB considers has been made in the last year. It also considers the priorities it will be focussing on in the following year and beyond.

The NWRPB has developed significantly over the last year and members of the Board acknowledge that this is the case and the maturity of the Board now enables robust discussions and debates to take place. The Board has successfully developed a range of strategies, plans, frameworks and design principles to underpin its strategic direction as well as to ensure that local delivery is effective through its sub-regional partnership approach.

The NWRPB's immediate priorities for 2019/20 is the delivery of its 4 transformation programmes for 'A Healthier Wales' which will see the rapid development of integrated community based services across the region, building on and rolling out what has been found to be successful in bringing positive outcomes to citizens. It is inevitable that the journey of integration will proceed beyond this next year and the NWRPB will also continue with its endeavours to drive integrated and joint working in line with the recommendations within A Healthier Wales which is broader than its immediate work priorities of transforming services within 4 significant key areas.

The NWRPB will maintain operational management oversight of the Integrated Care Fund and the Transformation Funding grants.

The NWRPB will establish the Research, Innovation and Improvement Hub as required by A Healthier Wales if its proposal to Welsh Government is successful, and will continue to work both locally, regionally and nationally as required, to deliver a truly integrated health and social care system within the region.

In the medium to longer term members of the NWRPB are keen to focus on developing outcomes measures to demonstrate that individual outcomes are being met; developing more effective co-production; further development of clusters and moving to joint leadership and governance arrangements; further development of joint working between RPB's and PSB's. Within its forthcoming development programme the NWRPB will be developing its longer term strategy for the delivery of health and social care services in the future.

Appendix 1 – Membership of the NWRPB (as at end March 2019)

Name	Title
Bethan Jones Edwards	Head of Regional Collaboration
Bethan E Jones	Betsi Cadwaladr University Health Board
Caroline Turner	Isle of Anglesey County Council
Charlotte Walton	Wrexham County Borough Council
Dr Chris Stockport	Betsi Cadwaladr University Health Board
Clare Budden	Housing Representative
Cllr Bobby Feeley	Denbighshire County Council
Cllr Christine Jones	Flintshire County Council
Cllr Joan Lowe	Wrexham County Borough Council
Cllr Liz Roberts	Conwy County Borough Council
Cllr Llinos Medi Huws	Isle of Anglesey County Council
Cllr William Gareth Roberts (chair)	Gwynedd Council
David Worrall	Third Sector Representative
Estelle Hitchon	WAST (Co-opted)
Ffion Johnstone	Betsi Cadwaladr University Health Board
Jennie Lewis	Carer Rep
Jenny Williams	Conwy County Borough Council
Judith Greenhalgh	NWRLB/CEO Representative
Kevin Roberts	North Wales Fire and Rescue Service (Co-opted)
Lynda Colwell	Third Sector Representative
Marian Wyn Jones	Betsi Cadwaladr University Health Board
Mark Wilkinson	Betsi Cadwaladr University Health Board
Mary Wimbury	Provider Representative
Morwena Edwards	Gwynedd Council
Neill Anderson	North Wales Police (Co-opted)
Neil Ayling	Flintshire County Council
Nicola Stubbins	Denbighshire County Council
Peter Williams	Carer Rep
Rob Smith	Betsi Cadwaladr University Health Board
Richard Weigh	Chief Finance Officer (Section 151) (Co-opted)
Shan Lloyd Williams	Housing Representative
Teresa Owen	Betsi Cadwaladr University Health Board
Wendy Jones	North Wales VSC's (Co-opted)
Ruth Whittingham	Regional Collaboration

