



Complete Agenda

Democracy Service
Council Offices
CAERNARFON
Gwynedd
LL55 1SH

Meeting

ANNUAL MEETING OF THE COUNCIL

Date and Time

1.00 pm, THURSDAY, 13TH MAY, 2021

*** NOTE ***

This meeting will be webcast

https://gwynedd.public-i.tv/core//en_GB/portal/home

Location

Virtual Meeting - Zoom

Contact Point

Eirian Roberts

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(DISTRIBUTED 05/05/21)

Geraint Owen
Head of Democracy Service

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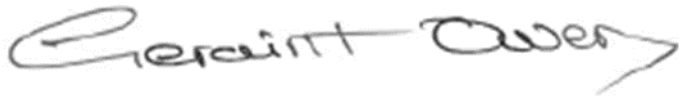
WEDNESDAY, 5 MAY 2021

Dear Councillor,

ANNUAL MEETING OF GWYNEDD COUNCIL – THURSDAY, 13 MAY 2021

YOU ARE HEREBY SUMMONED to attend a virtual Zoom meeting of **GWYNEDD COUNCIL** which will be held at **1.00 pm** on **THURSDAY, 13TH MAY, 2021** to consider the matters mentioned in the following agenda.

Yours faithfully,

A handwritten signature in black ink, appearing to read "Geraint Owen". The signature is written in a cursive style with a long, sweeping tail on the final letter.

Head of Democracy Services

AGENDA

1. ELECTION OF CHAIR

To elect a Chair for 2021/22.

2. ELECTION OF VICE-CHAIR

To elect a Vice-chair for 2021/22.

3. APOLOGIES

To receive any apologies for absence

4. MINUTES

5 - 25

The Chair shall propose that the minutes of the meetings of the Council held on the following dates be signed as true records:-

- 4th March, 2021
- 23rd April, 2021 (Extraordinary Meeting)

5. DECLARATION OF PERSONAL INTEREST

To receive any declaration of personal interest.

6. THE CHAIR'S ANNOUNCEMENTS

To receive any Chair's announcements.

7. URGENT ITEMS

To note any items which are urgent business in the opinion of the Chair so they may be considered.

8. QUESTIONS

To consider any questions the appropriate notice for which have been given under Section 4.19 of the Constitution.

9. APPOINTMENT OF CHAIR OF THE DEMOCRATIC SERVICES COMMITTEE

To appoint a Chair of the Democratic Services Committee.

[In accordance with the requirements of Section 14 of the Local Government Bill (Wales) 2011, the Chairperson of the Democratic Services Committee shall be appointed by the Full Council and it cannot appoint a member of a political group which is represented on the executive.]

- 10. ANNUAL REPORT BY THE HEAD OF DEMOCRACY SERVICES** 26 - 33
- To submit the report of the Head of Democracy Services.
- 11. THE ANNUAL REPORT OF THE STATUTORY DIRECTOR OF SOCIAL SERVICES 2020/21** 34 - 87
- To submit the report of the Statutory Director for Social Services.
- 12. EXTEND THE APPOINTMENT OF LAY MEMBER OF THE AUDIT AND GOVERNANCE COMMITTEE** 88
- To submit the report of the Head of Finance.
- 13. ANNUAL REVIEW OF THE COUNCIL'S POLITICAL BALANCE** 89 - 94
- To submit the report of the Head of Democracy Services.
- 14. RESPONSE TO PREVIOUS NOTICE OF MOTION** 95 - 96
- To submit, for information, a letter from the Chief Executive of the Snowdonia National Park Authority in response to Councillor Glyn Daniels' notice of motion to the 1st October, 2020 meeting regarding the possibility of charging tourists for visiting parts of the National Park.

THE COUNCIL 4/03/21

Present: Councillor Edgar Wyn Owen (Chair);
Councillor Simon Glyn (Vice-chair).

Councillors:- Craig ab Iago, Menna Baines, Freya Bentham, Dylan Bullard, Stephen Churchman, Steve Collings, Annwen Daniels, R.Glyn Daniels, Anwen Davies, Elwyn Edwards, Alan Jones Evans, Aled Evans, Dylan Fernley, Peter Antony Garlick, Gareth Wyn Griffith, Selwyn Griffiths, Alwyn Gruffydd, Annwen Hughes, John Brynmor Hughes, Louise Hughes, R.Medwyn Hughes, Judith Humphreys, Nia Jeffreys, Peredur Jenkins, Aeron M.Jones, Aled Wyn Jones, Anne Lloyd Jones, Berwyn Parry Jones, Elin Walker Jones, Elwyn Jones, Eric Merfyn Jones, Gareth Tudor Morris Jones, Huw Wyn Jones, Keith Jones, Kevin Morris Jones, Sion Wyn Jones, Eryl Jones-Williams, Cai Larsen, Beth Lawton, Dilwyn Lloyd, Dafydd Meurig, Dilwyn Morgan, Linda Morgan, Dafydd Owen, Dewi Owen, W.Roy Owen, Jason Parry, Rheinallt Puw, Peter Read, Dewi Wyn Roberts, Elfed P.Roberts, John Pughe Roberts, Mair Rowlands, Paul Rowlinson, Angela Russell, Dyfrig Siencyn, Mike Stevens, Gareth Thomas, Ioan Thomas, Hefin Underwood, Catrin Wager, Cemlyn Williams, Eirwyn Williams, Elfed Williams, Gareth Williams, Gethin Glyn Williams, Gruffydd Williams and Owain Williams.

Officers:

Dilwyn Williams (Chief Executive), Morwena Edwards (Corporate Director), Dafydd Edwards (Head of Finance Department), Iwan Evans (Head of Legal Services / Monitoring Officer), Geraint Owen (Head of Corporate Support Department / Head of Democracy Service), Sion Huws (Senior Solicitor - Corporate), Vera Jones (Democracy and Language Manager) and Eirian Roberts (Democracy Services Officer).

Also in attendance:

Dafydd Gibbard (Head of Housing and Property Department) and Dewi Morgan (Assistant Head – Revenue and Risk) (for item 8), Eurig Huw Williams (Human Resources Advisory Services Manager) (for item 9), Dewi Jones (Council Business Support Service Manager) (for item 10) and Ffion Madog Evans (Senior Finance Manager) (for item 11).

1. APOLOGIES

Councillors Nigel Pickavance and Gareth A. Roberts.

2. MINUTES

The Chair signed the minutes of the previous meeting of the Council held on 3 December, 2020 as a true record.

3. DECLARATION OF PERSONAL INTEREST

Members had received a guidance note from the Monitoring Officer in advance regarding item 8 on the agenda – Council Tax: Discretionary Powers to Allow Discounts and / or Charge a Premium 2021/22.

The following members declared a personal interest in item 8 on the agenda - Council Tax: Discretionary Powers to Allow Discounts and / or Charge a Premium 2021/22:-

- Councillor Aled Wyn Jones because a close relative of his had a second home and holiday homes in Gwynedd.
- Councillor Elfed Roberts because a close connection of his paid the tax on a second home.
- Councillor Menna Baines because she was a joint owner of an empty property.
- Councillor Gethin Glyn Williams as close connections of his had empty properties and second homes.
- Councillor Angela Russell because she owned a second home.
- Councillor Linda Morgan because she had family who owned second homes and a connection with somebody who paid the premium.
- Councillor Anwen Daniels because a close relative of hers had a second home in her ward.
- Councillor Peredur Jenkins because he had registered in two homes, Hafod and Hendre.
- Councillor Dyfrig Siencyn as he had a close connection to a person who paid the premium for second homes and empty properties.
- Councillor Dewi Roberts as he had a close connection to a person who had a second home.

The members were of the opinion that they were prejudicial interests, and they withdrew from the meeting during the discussion on the item.

The Monitoring Officer declared a personal interest in item 9, 'Annual Review - Council's Pay Policy 2021/22' - on behalf of the chief officers who were present, as the report involved their salaries.

Along with the Corporate Director, the Head of Finance and the Head of Corporate Support, the Monitoring Officer left the meeting during the discussion on the item.

4. THE CHAIR'S ANNOUNCEMENTS

Condolences were expressed to the family of Lucille Hughes, the former Head of Social Services, Gwynedd County Council, who had died recently.

The Chief Executive paid tribute to Gwenan Parry, the former Head of Customer Care and former Head of Adults, Health and Well-being at the Council, who had died recently, and he expressed his sincerest sympathy to the family in their bereavement.

Councillor Owain Williams paid tribute to the late John B. Jenkins.

It was also noted that the Council wished to sympathise with everyone within the county's communities who had recently lost loved ones.

The Council stood in silence as a mark of respect and remembrance.

Councillor Alwyn Gruffydd was welcomed to the meeting following recent ill-health.

It was noted, to celebrate International Women's Day on 8 March, that the Council intended to launch a page on the Council's intranet, which was a part of the Women in Leadership Project Group, where relevant information on the subject would be shared with Council staff. Morwena Edwards, Corporate Director, would create a video to emphasise the importance of the date, and the Communications Team would circulate a video to celebrate the achievements of famous women from the county.

It was noted that the Council would be celebrating its twenty-fifth anniversary at the beginning of April and during that period, it had been fortunate to have three talented Chief Executives, namely Geraint R. Jones, Harry Thomas and Dilwyn Williams, the current Chief Executive. However, as Mr Williams had declared his intention to retire, the Council would move forward to the next twenty-five years, under the leadership of a new Chief Executive.

The Leader expressed his gratitude to Dilwyn Williams, on behalf of all members, for his service over the years, and he was wished every happiness on his retirement.

5. CORRESPONDENCE, COMMUNICATIONS, OR ANY OTHER BUSINESS

None to note.

6. URGENT ITEMS

None to note.

7. QUESTIONS

No questions were received.

8. COUNCIL TAX: DISCRETIONARY POWERS TO ALLOW DISCOUNTS AND / OR CHARGE A PREMIUM 2021/22

The Cabinet Member for Finance, Councillor Ioan Thomas, presented a report asking the Council for formal confirmation for 2021/22, of the previous decisions not to give discounts to second homes and to disallow discounts on empty properties, and to raise a premium of 100% on such relevant properties.

The Assistant Head of Finance (Revenue and Risk) elaborated on the outcome of the public consultation on the proposal to increase the Premium on second homes and long-term empty properties to up to 100% for the 2021/22 financial year, as well as the legal requirements. He also drew attention to the importance of the Equality Impact Assessment, and members were reminded that they had to consider this assessment when making their decision. An explanation and guidance was provided on the findings, and particular attention was given to the allegation that the proposal could indirectly discriminate groups with protected characteristics, and the need for members to balance this when making their decision.

Members of Council staff from various departments were thanked for ensuring the success of the public consultation.

A member noted that although he agreed with the Cabinet's opinion that there was increasing pressure on the local housing stock and that holiday home owners had the means to pay a bit more, he was concerned that the proposal to increase the availability of affordable housing by increasing the Premium meant that the Cabinet had misunderstood the situation. There was a risk that increasing the Premium by 100% would trigger more second home owners to let their properties and transfer them to the non-domestic rates, which would mean that those houses would be lost forever, as there were no powers available to get them back onto Domestic Rates. He did not believe that Welsh Government had done enough about the situation, and he believed that it should be a requirement to obtain planning permission to transfer houses to Non-domestic Rates. He expressed his concern that the Council would ultimately lose a lot of income, and he was of the opinion that it was premature to raise the Premium by 100%, and that it would be better to wait and see what the situation would be following the Welsh Senedd Election in May. On that basis, he proposed an amendment to stick to the current procedure of charging a 50% premium

for 2021/22, amending the second and third bullet-points of the recommendation in the report as follows:-

"For 2021/22, that Gwynedd Council:

- *Allows NO discount and CHARGES A PREMIUM OF 50% on class B second homes, in accordance with Section 12B of the Local Government Finance Act 1992.*
- *Allows NO discount on homes that have been empty for 6 months or more and CHARGES A PREMIUM OF 50% on homes that have been empty for 12 months or more for 2018/19, in accordance with Section 12A of the Local Government Finance Act 1992."*

The amendment was seconded.

During the discussion on the amendment, other members supported the amendment on the basis:-

- That tourism was one of the main employers of the county, and a further increase in the Premium would lead to job losses in the tourism field.
- That the county's businesses were on their knees because of the pandemic, and increasing the premium would lead to further hardship for business owners, including local craftspeople, shops, pubs, restaurants, cafés, sailing and golf clubs and tourism attractions.
- That we were punishing our own people, bearing in mind that some second homes were in the ownership of local people who had inherited them, or who had gone away to work, and wished to return to Gwynedd to retire.
- That it was the Welsh people who had sold the houses to people from outside the area, but that it was not expected for anyone to sell a house to a local person for less than the market price.
- That the Welsh people did not wish to buy houses far from the villages, and that many young people were eager to have new and modern houses.
- That the planning regulations prevented professional young people from building houses in their own villages, because of their size, and despite the fact that a farmer could convert an outbuilding to let, he could not give it to his son, who worked on the farm, as a permanent residence.
- That the situation needed to be revisited and not to rush to increase the Premium at a time when we were trying to come out of the pandemic and get businesses back on their feet.
- That this was not the time to increase the Premium, particularly as the owners of second homes had only been able to use their houses for 2-3 months last year.
- That there was a risk that increasing the Premium to 100% could be interpreted as if the Council was anti-tourism, and the implications of this would be far-reaching as tourism brought so much income to Gwynedd.
- The Premium should be left at the current level of 50% for this year, and that the situation should be revisited in a year's time, in the hope that the situation with the pandemic would have improved by then.
- That the number of transfers to Business Rates had more than doubled since the introduction of a 50% Premium in 2016, and it would be sure to double again were the Premium to be increased to 100%.
- Rather than increasing the Premium, it would be better to charge an additional 1-2% on the Council Tax, if this money was to be spent on facilitating local young people's access to housing.
- The 4,500 responders who objected to increasing the Premium would be aware of the possibility to transfer to Business Rates as the Council was discussing that.
- That the perception that wealthy strangers owned second homes was a sweeping statement and misleading.

- An inability to see how increasing the Premium would help local people who could not afford houses, as the average house price in Wales now stood at £200,000.
- The Council could lose the money that it intended to invest in the Housing Strategy as an increasing number of second home owners transferred to Business Rates.
- That people had now accepted the 50% increase, and that they should stick with that.
- If people found it difficult to maintain a second home that they had inherited, they should consider selling them.
- That Welsh Government's attitude towards second homes was unacceptable and that the Well-being Act was completely meaningless.
- That there was a need to assert pressure in order to do something about the high number of empty homes in Gwynedd.
- Increasing the Premium would create a risk that the owners of second homes would sell their houses, and turn their backs on Gwynedd once and for all.
- That Gwynedd businesses would need the visitors' money when it was safe for them to return.
- That people questioned the purpose of participating in the consultation if the Council disregarded the responses.

Other members objected to the amendment on the basis that:-

- Although it was acknowledged that increasing the Premium to 100% would mean that more owners would transfer to the Business Rates, prioritisation had to be given to people who were unable to get a house over people with more than one house.
- That charging the Premium would create an income for the Council to assist young people and people on a low-income to buy homes in their own communities, which would also act as a tool to address social inequality in Gwynedd.
- That the discretion for councils to charge a Premium should be a means to assist them to recover the use made of long-term empty properties, in order to provide safe and affordable homes, and assist councils to increase the supply of affordable housing and improve the sustainability of local communities.
- That the £22.9m of Council Tax Premium expected to be collected over the plan period would contribute to a number of projects to support people in Gwynedd as part of the innovative Housing Action Plan, and that there was potential here to attract more money in order to do more to house the county's residents and start addressing the housing crisis.
- This was not an attempt to punish second-home owners, but rather provide a vision and achieve fairness for all residents of Gwynedd. Therefore, obtaining more money through this method would do more to house the people of Gwynedd and assist the Council to reduce injustice in the county.
- That the Council had a duty, under the Well-being of Future Generations Act, to ensure social justice, prosperous and sustainable communities, and to ensure safe and affordable homes for residents across Gwynedd. It was hoped that Welsh Government would also consider their responsibilities under the Act in the context of the second-home crisis, and ensure homes for people in their communities.
- That the report of Dr Simon Brooks, who had been commissioned by the Minister for Mental Health, Well-being and the Welsh Language, made 12 recommendations to Welsh Government to address the second-home crisis. One of those recommendations was that councils who discover that second-homes are a serious social problem should use their taxation powers in full, and charge a 100% Council Tax Premium on second-homes.
- Although it was acknowledged that there was an element of risk in terms of the loophole, it would be more sensible to charge the Premium, and at the same time,

ask the Government to adopt parallel policies in an attempt to persuade owners not to transfer property from Domestic Rates to Business Rates.

- That charging the Premium was only one solution to increase the supply of affordable housing and improve the sustainability of local communities, and that there was also a need to look at making short-term accommodation exempt from being eligible for small business rate relief and change the Planning Act so that it was mandatory to obtain planning consent to convert a dwelling house into a holiday home, or holiday unit.
- In terms of public policy, it would be more difficult to change planning legislation if we did not use the existing taxation powers.
- That some objectors were saying that their second home had been in the family for generations, and that they were used to coming to Gwynedd on holiday. Although that was sad, the situation in the individual wards was much sadder, with 3-4 generations living in completely unsuitable houses, because a vast proportion of the housing stock was being used by people who had two homes.
- That pressure should be asserted on the Government to determine the maximum number of dwellings that could be second homes in any community.
- That there were no houses available for locals in villages any more, as people from outside the area purchased them as holiday homes.
- That the housing crisis would become worse as a result of the recent increase in working from home.
- That the owners of holiday homes tended to spend their money in large supermarkets before they even arrived in Gwynedd, instead of spending their money locally.
- That the most important element was the one that gave a fairer opportunity to first-time buyers to compete in the local housing market, namely those people who would contribute to the economy for 12 months a year. These would also be the people that would ensure continuation of the community structure that had been so valuable to support each other during the pandemic.
- That the majority of second-home owners wished to visit balanced and healthy communities, with a shop, pub, café, etc. and were therefore willing to contribute to ensure that people continued to live in their communities.
- That local people, who had inherited a second home, found it difficult to pay a mortgage etc. on their first house, while refurbishing the second home at the same time.
- That there were over 2000 people on the waiting list for social housing in Gwynedd and the average waiting time was over 400 days. 59% of the county's residents were priced out of the housing market, and over 10% of the housing stock was now second-homes.
- That Gwynedd was the county with the highest number of second-homes and the highest number of holiday homes; therefore, if we did nothing, who would address this problem?
- That some members had suggested waiting until next year before considering increasing the Premium, but time was against the young people who were unable to get a house.
- That too many Gwynedd people were being priced out of the local market of being able to buy homes in the areas where they were brought up. This huge injustice needed to be put right, and the situation was getting worse. Urgent action was needed, and it was believed that the recommendation to increase the Premium to 100% was important, and responded to the local housing stock crisis.
- That everyone agreed that empty houses were a huge problem in our communities and that it was not possible to create or maintain viable and vibrant communities with empty houses.

In response to questions from individual members, it was explained:-

- That the risk of property transferring from Council Tax to Business Rates had been registered on the Finance Department's Risk Register with a score of 10, the highest probability. As a result, the actions in response appeared in the Council Plan, and it was intended to continue to assert pressure on the Government to address this.
- That the majority of the houses that transferred remained as businesses, and the cases that returned to Domestic Rates were few and far between. The Taxation Service monitored the situation of these properties, and if it was not believed that they were businesses, they could be reported to the Valuation Office. Under the current procedure, the Valuer had to be persuaded that the property was not available to let for 140 days a year, or not let for 70 days a year.
- That the Council had been pressing on the Government to change the legislation so that domestic property remained on Council Tax, regardless of its use. If the Government were to change this legislation, this would be operational from the date when the legislation came into force, and any that had previously transferred to Business Rates, from that day onwards, would return to Council Tax.
- That the Empty Houses Scheme, funded via the Premium, provided assistance to bring houses back into use. The plan had been running for 2-3 years and it had been popular and successful, with an investment of over £2m in the past financial year having brought 115 empty houses back into use. An additional £4m had been allocated in the Housing Action Plan over the next 5 years in order to bring 250 additional empty houses back into use.
- That increasing the Premium to 100% would certainly bring additional money into the coffers. It was estimated that the sum would be around £3m, but that no definitive answer could be given as the shift from Domestic Rates to Business Rates would reduce the figure. The Council was compensated via an additional grant in the following year for the "basic" Council Tax lost through the transfer, but it made losses in the current year, as well as due to any back-dating by the Valuer.

A registered vote was called for on the amendment.

In accordance with Procedural Rules, the following vote was recorded on the amendment:-

In favour (17) Councillors:- Stephen Churchman, John Brynmor Hughes, Louise Hughes, R. Medwyn Hughes, Anne Lloyd Jones, Elwyn Jones, Eric Merfyn Jones, Keith Jones, Sion Wyn Jones, Eryl Jones-Williams, Beth Lawton, Dilwyn Lloyd, Dewi Owen, W.Roy Owen, Jason Parry, Mike Stevens and Hefin Underwood.

Against (40) – Councillors:- Craig ab Iago, Steve Collings, R.Glyn Daniels, Anwen Davies, Elwyn Edwards, Alan Jones Evans, Aled Evans, Dylan Fernley, Peter Antony Garlick, Simon Glyn, Gareth Wyn Griffith, Selwyn Griffiths, Alwyn Gruffydd, Annwen Hughes, Judith Humphreys, Nia Jeffreys, Aeron M.Jones, Berwyn Parry Jones, Elin Walker Jones, Gareth Tudor Morris Jones, Huw Wyn Jones, Kevin Morris Jones, Cai Larsen, Dafydd Meurig, Dilwyn Morgan, Dafydd Owen, Edgar Owen, Rheinallt Puw, Peter Read, John Pughe Roberts, Mair Rowlands, Paul Rowlinson, Gareth Thomas, Ioan Thomas, Catrin Wager, Cemlyn Williams, Eirwyn Williams, Elfed Williams, Gareth Williams and Gruffydd Williams.

Abstentions (0)

The Chair noted that the amendment had fallen.

A vote was taken on the original proposal, and it was carried.

RESOLVED for 2021/22, that Gwynedd Council:

- **Allows NO discount on class A second homes, in accordance with Section 12 of the Local Government Finance Act 1992.**
- **Allows NO discount and RAISES A PREMIUM OF 100% on class B second homes, in accordance with Section 12B of the Local Government Finance Act 1992.**
- **Allows NO discount on homes that have been empty for 6 months or more and RAISES A PREMIUM OF 100% on homes that have been empty for 12 months or more, in accordance with Section 12A of the Local Government Finance Act 1992.**

9. ANNUAL REVIEW - COUNCIL'S PAY POLICY 2021/22

The Chair of the Chief Officers Appointment Committee submitted a report recommending that the Council approved the recommendation of the Chief Officer Appointment Committee to adopt the Pay Policy for 2021/22, including the decision to increase the salary of the post of Monitoring Officer immediately to a maximum of approximately £70,000, as the current salary of the post is not competitive with comparable posts undertaking equivalent responsibilities in other regional local authorities, and that this poses an unacceptable risk to the effective operation of the Council.

A member noted that she believed that now was not the time to increase salaries, as many people in the county were losing their jobs, without any hope of getting another job.

RESOLVED to approve the recommendation of the Chief Officers Appointment Committee to adopt the Pay Policy for 2021/22, including the decision to increase the salary of the Monitoring Officer post immediately to a maximum of approx. £70,000.

10. GWYNEDD COUNCIL PLAN 2018-23 - REVIEW FOR 2021/22

The Leader presented a report inviting the Council to adopt the Gwynedd Council Plan 2018-23: 2021/22 Review to be implemented during 2021/22.

The Leader thanked each member of Council staff for contributing to the response to the pandemic, by being so willing to adapt to different ways of working, to change roles and to commit to respond and provide services for the residents of Gwynedd. He noted that the county councils had responded heroically and effectively to the disease, and that governments now realised how essential, and how prepared to act, local authorities were.

RESOLVED to adopt the Gwynedd Council Plan 2018-2023: 2021/22 Review to be implemented during 2021/22.

11. 2021/22 BUDGET

The Cabinet Member for Finance submitted:-

- A report recommending a budget for the Council's approval for 2021/22;
- The draft decision on the Council Tax based on the Cabinet's recommendation to the Council (based on an increase of 3.7%), along with tables showing the Council Tax level and the increase per community

As the Council had resolved to charge a 100% Premium on second-homes and homes that have been empty for 12 months or more (under item 8 above), the Head of Finance asked the Council to approve the 100% Premium version of the recommendation, as noted in the report.

Members were reminded of some of the main risks in Appendix 10 of the report, and the Head of Finance confirmed, after considering all risks and mitigation steps, that he was of the opinion that the Council's Budget for 2021/22 was sound, sufficient and achievable.

During the discussion, members supported the proposal on the basis:-

- That increasing the Council Tax by 3.7% would enable the Council to avoid the risk of failing to respond to the requirements of the new Additional Learning Needs Act on the grounds that no resources were received from Welsh Government to meet the increase in the need for a statutory provision.
- If the Council did not increase Council Tax by 3.7%, there would be a need to cut the services for the people who were in greatest need of support. A mammoth task had been carried out over the past year to support businesses because of Covid and Brexit, and there was no wish to see the Business Support Service being cut.
- Although they did not wish to increase the tax, the result of not doing so would be worse, and they certainly did not wish to see further cuts to services.
- That support was available from the Council for those who found it difficult to pay Council Tax.
- That it would not be prudent to increase the tax by any less, in the hope that Welsh Government would provide additional money over the coming months.
- That an increase of less than 3.7% in Council Tax would mean that the Children and Supporting Families Service would be at risk of putting children at risk.
- That 3.7% was the smallest increase that could be set to keep services going, let alone develop them.

Other members objected to the proposal on the basis:-

- That those people on low salaries, but just above the level where they could claim benefits, suffered the most, and that a plan was needed to help those people.
- That it would be very difficult to increase Council Tax this year, considering that businesses had been unable to open, people had lost their jobs and workers on furlough had lost 20% of their income.
- If councils wished to have more money from the Government over the coming months, a smaller increase in Council Tax should be considered.
- That the 3.7% increase was terribly high, and between the pandemic, the flooding and everything, it would have been expected to be closer to 2.7% this year.
- That the Council could have saved tens of thousands of pounds if it had prevented staff from taking Council vehicles home, and that there was a need to look at wasteful practices and stop them.

In response to questions from individual members, it was explained:-

- That it was premature to say what the impact of the Chancellor's Budget would be on Gwynedd. The officers were currently analysing the figures, but it was more difficult to assess the impact as the money came to local authorities through Welsh Government. However, one could be relatively confident that the Council would receive money to assist with the implications of the Covid crisis.
- That some councils in Wales had decided to set a smaller increase to their Council Tax as a result of receiving one-off grants. To an extent, it was believed that those councils were taking an element of risk, and would be making cuts or efficiency savings next year in order to be able to continue keeping the tax at more or less the same level. Gwynedd had been increasing the Tax consistently below the Welsh average each year, and subject to the outcome of the staff salary agreement, etc., it was possible by this time next year, that the Council would be in a better position to see less of an increase in Council Tax than those other councils.

- That the Council was in discussions with the banks about the possibility of negative interest rates. It was likely that the Council was receiving protection from the current contracts, but when the time came to renegotiate contracts, it was likely that there would be an increased cost.

RESOLVED

1. To approve the recommendations of the Cabinet, namely:-

- (a) Establish a budget of £275,669,610 for 2021/22 to be funded through a Government Grant of £194,793,140 and £80,876,470 of Council Tax income with an increase of 3.7%.
- (b) Establish a capital programme of £47,085,960 in 2021/22, to be funded from the sources noted in Appendix 4 of the report.

2. That it be noted that the Cabinet Member for Finance, in a decision notice dated 18 November 2020, had approved the calculation of the following amounts for 2021/22 in accordance with Regulations made under Section 33 (5) of the Local Government Finance Act 1992 ("The Act"):-

- (a) 51,885.56 being the amount calculated as Gwynedd's Tax Base in accordance with the Local Authorities (Calculation of Council Tax Base) (Wales) Regulations 1995 as amended, as its Council Tax base for the year.

(b) Part of the Council's Area - Community Tax Base -

Aberdaron	542.74	Llanddeiniolen	1,832.32
Aberdyfi	980.22	Llandderfel	496.58
Abergwyngregyn	117.00	Llanegryn	157.54
Abermaw (Barmouth)	1,148.25	Llanelltyd	288.90
Arthog	617.37	Llanengan	2,105.34
Y Bala	771.50	Llanfair	311.58
Bangor	3,844.96	Llanfihangel y Pennant	223.75
Beddgelert	296.64	Llanfrothen	224.08
Betws Garmon	130.44	Llangelynnin	407.39
Bethesda	1,696.45	Llangywer	137.01
Bontnewydd	433.07	Llanllechid	336.00
Botwnnog	448.54	Llanllyfni	1,407.84
Brithdir	a		
Llanfachreth	426.50	Llannor	905.46
Bryncrug	325.38	Llanrug	1,127.82
Buan	224.84	Llanuwchllyn	304.53
Caernarfon	3,596.36	Llanwnda	789.27
Clynnog Fawr	446.26	Llanycil	198.76
Corris	296.99	Llanystumdwy	864.34
Criccieth	931.77	Maentwrog	283.93
Dolbenmaen	603.77	Mawddwy	346.60
Dolgellau	1,233.10	Nefyn	1,458.93
Dyffryn Ardudwy	831.65	Pennal	215.54
Y Felinheli	1,136.66	Penrhyndeudraeth	779.36
Ffestiniog	1,713.50	Pentir	1,260.20
Y Ganllwyd	86.79	Pistyll	259.32
Harlech	769.40	Porthmadog	2,016.47
Llanaelhaearn	449.24	Pwllheli	1,729.10

Llanbedr	336.30	Talsarnau	325.03
Llanbedrog	720.36	Trawsfynydd	499.20
Llanberis	768.82	Tudweiliog	457.21
Llandwrog	1,027.80	Tywyn	1,624.58
Llandygai	1,000.88	Waunfawr	558.03

namely the amounts calculated as the Council Tax Base amounts for the year for dwellings in those parts of its area to which one or more special items relate.

3. That the following amounts now be calculated by the Council for the year 2021/22 in accordance with Sections 32 to 36 of the Act:-

- (a) £409,390,260 Being the aggregate of the amounts which the Council estimates for the items set out in Section 32(2)(a) to (e) of the Act (gross expenditure).
- (b) £131,672,530 Being the aggregate of the amounts which the Council estimates for the items set out in Section 32 (3)(a) to (c) of the Act (income).
- (c) £277,717,730 Being the sum that corresponds with the difference between the above aggregate 3 (a) and the above aggregate 3 (b) calculated by the Council, in accordance with Section 32(4) of the Act, as its budgetary requirements for the year (net budget).
- (ch) £194,297,483 Being the aggregate of the sums which the Council estimates will be payable for the year into its fund in respect of redistributed Non-domestic Rates and Revenue Support Grant, less the estimated cost to the Council of discretionary Non-domestic rate relief granted.
- (d) £1,532.26 Being the amount in 3(c) above, less the sum in 3(ch) above, all divided by the sum noted in 2(a) above, that was calculated by the Council in accordance with 33(1) of the Act, which is the basic amount of Council Tax for the year (Gwynedd Council tax and the average community council tax).
- (dd) £2,543,780 Being the aggregate amount of all special items referred to in Section 34 (1) of the Act (community council precepts).
- (e) £1,483.23 Being the sum in 3 (d) above, less the result of dividing the amount in 3(dd) above divided by the amount in 2(a) above, that was calculated by the Council in accordance with Section 34 (2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no special item relates (Band D for Gwynedd Council Tax only).

(f) For parts of the Council's area -

Aberdaron	1,510.87	Llanddeiniolen	1,500.59
Aberdyfi	1,521.33	Llandderfel	1,501.35
Abergwyngregyn	1,508.87	Llanegryn	1,518.14
Abermaw (Barmouth)	1,535.48	Llanelltyd	1,509.19
Arthog	1,504.29	Llanengan	1,509.35

Y Bala	1,518.23	Llanfair	1,534.58
Bangor	1,584.18	Llanfihangel	1,534.74
Beddgelert	1,518.63	Pennant	1,524.73
Betws Garmon	1,503.16	Llanfrothen	1,507.29
Bethesda	1,557.61	Llangelynnin	1,514.25
Bontnewydd	1,525.95	Llangywer	1,529.21
Botwnnog	1,497.72	Llanllechid	1,518.75
Brithdir	a	Llanllyfni	1,503.29
Llanfachreth	1,511.37	Llannor	1,536.43
Bryncrug	1,522.75	Llanrug	1,529.20
Buan	1,499.91	Llanuwchllyn	1,519.77
Caernarfon	1,538.42	Llanwnda	1,503.35
Clynnog Fawr	1,523.57	Llanycil	1,504.06
Corris	1,514.65	Llanystumdwy	1,504.54
Criccieth	1,528.31	Maentwrog	1,510.64
Dolbenmaen	1,513.04	Mawddwy	1,536.18
Dolgellau	1,540.00	Nefyn	1,512.74
Dyffryn Ardudwy	1,543.35	Pennal	1,536.48
Y Felinheli	1,518.42	Penrhyndeudraeth	1,526.87
Ffestiniog	1,617.46	Pentir	1,529.50
Y Ganllwyd	1,517.80	Pistyll	1,514.27
Harlech	1,574.21	Porthmadog	1,530.08
Llanaelhaearn	1,538.88	Pwllheli	1,550.92
Llanbedr	1,527.83	Talsarnau	1,523.29
Llanbedrog	1,514.46	Trawsfynydd	1,500.73
Llanberis	1,524.85	Tudweiliog	1,538.83
Llandwrog	1,547.44	Tywyn	1,504.73
Llandygai	1,509.57	Waunfawr	

being the amounts given by adding the amounts of the item or special items relating to dwellings in those parts of the Council's area mentioned above, to the sum given in 3(e) above, divided in each case by the amount of 2(b) above, calculated by the Council, in accordance with Section 34(3) of the Act, as the basic amounts of its Council Tax for the year for dwellings in those parts of its area to which one or more special items relate.

(ff) In respect of part of the Council's area, the figures noted in Appendix 1, being the amounts given by multiplying the sums specified in 3(f) above by the number which, in the proportion set out in Section 5 (1) of the Act, is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in valuation band D, calculated by the Council, in accordance with Section 36 (1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different valuation bands.

4. That it be noted that for the year 2021/22 the North Wales Police and Crime Commissioner has stated the following amounts in a precept issued to the Council, in accordance with Section 40 of the Act, for each of the categories of dwellings shown below:

Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H	Band I
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203.70	237.65	271.60	305.55	373.45	441.35	509.25	611.10	712.95
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5. Having calculated the aggregate in each case of the amounts at 3(ff) and 4 above, the Council, in accordance with Section 30(2) of the Act, hereby sets the amounts noted in Appendix 2 as the amounts of Council Tax for the year 2021/22 for each of the categories of dwellings shown in the Appendix.

12. CAPITAL STRATEGY 2021/22 (INCLUDING INVESTMENT AND BORROWING STRATEGIES)

The Cabinet Member for Finance submitted a report, providing a high-level overview on the manner capital expenditure, capital funding and the treasury's management activity contributed to the provision of local public services. The report also gave an overview of the way associated risks could be managed, and the implications for future financial sustainability.

The Chair of the Audit and Governance Committee confirmed that the committee had given due attention to the matter following a presentation by Arlingclose, the Council's Treasury Management Advisors, and he thanked Arlingclose for their encouraging report.

RESOLVED to accept the report and to approve the Capital Strategy for 2021/22.

13. LOCAL GOVERNMENT AND ELECTIONS (WALES) ACT 2021

The Cabinet Member for Corporate Support submitted a report detailing the provisions of the Local Government and Elections (Wales) Act 2021, and recommending that the the Audit and Governance Committee be asked to approve and monitor a work programme in response to those provisions.

In response to questions from members, it was explained:-

- That the act did not affect the pre-election period, but for the Welsh Senedd Election in May, the period started on 22 March and continued until election day on 6 May. Although this could affect Council business, because of the requirement to seek to avoid giving publicity to politically sensitive matters during a pre-election period, the impact was not substantial, usually.
- That the act formalised a new way for the role of group leaders to be accountable for the conduct of their members. This would not mean that the Code would be breached, but it did place a level of responsibility for conduct on the group leader. Currently, there was not much statutory guidance in terms of how that would work in practice, but it was likely that having a statutory procedure would note a clear role for the leader should an issue arise in terms of member conduct. It could also, possibly, be a means to resolve the matter and provide a more robust context to this expectation.
- When the arrangements for job sharing between Chairs and Vice-chairs came into force, it would be possible for more than one person to undertake these roles. Again, there was a need to see the guidance in terms of how this procedure would work in practice, but it was a part of the new requirements in terms of democratic arrangements.

RESOLVED

1. To accept the information.

2. To ask the Audit and Governance Committee to approve and monitor a work programme in response to the provisions of the Act.

14. RE-APPOINTMENT OF INDEPENDENT MEMBERS TO THE STANDARDS COMMITTEE

The Monitoring Officer submitted a report noting that the membership term of David Wareing, independent member on the Standards Committee, would end on 4 March 2021, and recommended that the Council re-appointed him for one further period of four years.

A member noted that Mr Wareing was a very active member of the committee.

RESOLVED to re-appoint David Wareing as an independent member of the Standards Committee to serve for a further four-year term.

15. COMMITTEES CALENDAR 2021/22

The Head of Democratic Services presented a calendar for the dates of Council meetings for 2021/22.

RESOLVED to adopt the Committees Calendar for 2021/22.

16. NOTICE OF MOTION

The following notice of motion was submitted by Councillor Elin Walker Jones, in accordance with Section 4.20 of the Constitution and it was seconded.

"That this Council:

- a) believes that the current benefits system is failing our citizens and causes hardship to many Gwynedd communities;
- b) notes the concept of Universal Basic Income (UBI) - where every citizen receives a sum that is not based on means tests by the state to pay basic living costs, paid to all citizens individually, whatever their employment status, their wealth, or marital status;
- c) believes that there is a need to test UBI, as UBI has the potential to get to grips with key challenges such as post-pandemic recovery, inequality, poverty, insecure employment, and loss of community by:
 - i) giving employers a more flexible workforce and workers more freedom to change their jobs;
 - ii) appreciating unpaid work, such as caring for family members and voluntary work;
 - iii) removing the negative impact of benefit sanctions and conditionality; ;
 - iv) giving more equal resources to people in the family, the workforce and society.
- ch) noting the UBI Lab Network work when developing proposals to pilot and test UBI;
- d) believes that the UBI pilot should not be measured only according to the impact on those who benefit from paid work, but also the impact on communities and what the people within them do, how they feel, and how they identify with others and the surrounding environment;
- dd) believes that Gwynedd is in an ideal situation to trial UBI;
- e) requests the Cabinet to look into the commitment that would be required and to consider whether to volunteer to collaborate with bodies such as UBI Lab Cymru;
- f) decides to send a copy of this Proposal to the Secretary of State for Work and Pensions, the Chancellor, leader of Plaid in the Government, their peers in every opposition party in the Senedd, First Minister of Wales and all Gwynedd MPs."

During the discussion, members supported the proposal on the basis:-

- That UBI was a very real solution to help people out of poverty and assist the economy, whilst reducing the obvious inequality within our society, which has deepened during the pandemic crisis.
- That UBI was also a tool that could get rid of the stigma and strain on people who claimed benefits, as everyone received the same amount, and that everyone should

be paid enough to care for themselves, and their families, particularly in a period of crisis like this.

- Although it was acknowledged that there were challenges and questions regarding basic income, that there were a number of different models to introduce this, and a number of them were being trialled in different places.
- That the case for trialling UBI had strengthened during the pandemic, and although there were many plans to help people financially, many self-employed people and new businesses had fallen through the net.
- That Gwynedd would be the type of area that would be well-suited to trialling UBI, as there were many self-employed and seasonal workers here.
- That many economists supported the concept of UBI, and that it did not, necessarily lead to inflation if it was funded through tax increases, with the wealthiest paying more.
- That it was important to set the basic salary level at the appropriate level as a level that was too high would be difficult to fund, and too low a level would have very little impact.
- That UBI simplified the benefits system.
- That some people did not claim the benefits owed to them at present, e.g. pensioners did not claim pension credit.
- That it had to be acknowledged that UBI could remove the need for benefits completely, and as the system needed to be flexible enough to include that, this underlined the need to pilot different models world-wide.
- That UBI gave an opportunity, particularly to young people, to venture and develop their talent in different fields, such as music and the arts.
- That UBI enabled people to care for members of the family without having to go out to work.

A member objected to this motion on the grounds that giving a basic income to all would lead to a substantial increase in inflation, and would shatter the economy, and he pleaded on everyone to take this seriously and read the facts.

RESOLVED to adopt the proposal, namely that this Council:

- a) believes that the current benefits system is failing our citizens and causes hardship to many Gwynedd communities;**
- b) notes the concept of Universal Basic Income (UBI) - where every citizen receives a sum that is not based on means tests by the state to pay basic living costs, paid to all citizens individually, whatever their employment status, their wealth, or marital status;**
- c) believes that there is a need to test UBI, as UBI has the potential to get to grips with key challenges such as post-pandemic recovery, inequality, poverty, insecure employment, and loss of community by:**
 - i) giving employers a more flexible workforce and workers more freedom to change their jobs;**
 - ii) appreciating unpaid work, such as caring for family members and voluntary work;**
 - iii) removing the negative impact of benefit sanctions and conditionality; ;**
 - iv) giving more equal resources to people in the family, the workforce and society.**
- ch) noting the UBI Lab Network work when developing proposals to pilot and test UBI;**
- d) believes that the UBI pilot should not be measured only according to the impact on those who benefit from paid work, but also the impact on communities and what the people within them do, how they feel, and how they identify with others and the surrounding environment;**
- dd) believes that Gwynedd is in an ideal situation to trial UBI;**

e) requests the Cabinet to look into the commitment that would be required and to consider whether to volunteer to collaborate with bodies such as UBI Lab Cymru;
f) decides to send a copy of this Proposal to the Secretary of State for Work and Pensions, the Chancellor, leader of Plaid in the Government, their peers in every opposition party in the Senedd, First Minister of Wales and all Gwynedd MPs.

17. RESPONSES TO PREVIOUS NOTICES OF MOTION

(A) RESPONSE TO THE NOTICE OF MOTION OF COUNCILLOR GRUFFYDD WILLIAMS

Submitted, for information - a letter from Welsh Government, in response to Councillor Gruffydd Williams's notice of motion to the meeting on 1 October, 2020, in relation to using the planning system to control the number of second-homes in Wales.

(B) RESPONSE TO THE NOTICE OF MOTION OF COUNCILLOR PAUL ROWLINSON

Submitted, for information - letters from Welsh Government and the Business, Energy and Industrial Strategy Department in response to Councillor Paul Rowlinson's notice of motion at the meeting on 3 December, 2020, regarding the control of fire works.

The meeting commenced at 1.00 pm and concluded at 5.50 pm

CHAIR

Treth Cyngor: Cyngor Gwynedd + Cyngor Cymuned
Council Tax : Cyngor Gwynedd + Community Council

	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H	Band I
Aberdaron	1,007.25	1,175.12	1,343.00	1,510.87	1,846.62	2,182.37	2,518.12	3,021.74	3,525.36
Aberdyfi	1,014.22	1,183.26	1,352.29	1,521.33	1,859.40	2,197.48	2,535.55	3,042.66	3,549.77
Abergwyngregyn	1,005.91	1,173.57	1,341.22	1,508.87	1,844.17	2,179.48	2,514.78	3,017.74	3,520.70
Abermaw (Barmouth)	1,023.65	1,194.26	1,364.87	1,535.48	1,876.70	2,217.92	2,559.13	3,070.96	3,582.79
Arthog	1,002.86	1,170.00	1,337.15	1,504.29	1,838.58	2,172.86	2,507.15	3,008.58	3,510.01
Y Bala	1,012.15	1,180.85	1,349.54	1,518.23	1,855.61	2,193.00	2,530.38	3,036.46	3,542.54
Bangor	1,056.12	1,232.14	1,408.16	1,584.18	1,936.22	2,288.26	2,640.30	3,168.36	3,696.42
Beddgelert	1,012.42	1,181.16	1,349.89	1,518.63	1,856.10	2,193.58	2,531.05	3,037.26	3,543.47
Betws Garmon	1,002.11	1,169.12	1,336.14	1,503.16	1,837.20	2,171.23	2,505.27	3,006.32	3,507.37
Bethesda	1,038.41	1,211.47	1,384.54	1,557.61	1,903.75	2,249.88	2,596.02	3,115.22	3,634.42
Bontnewydd	1,017.30	1,186.85	1,356.40	1,525.95	1,865.05	2,204.15	2,543.25	3,051.90	3,560.55
Botwnnog	998.48	1,164.89	1,331.31	1,497.72	1,830.55	2,163.37	2,496.20	2,995.44	3,494.68
Brithdir & Llanfachreth	1,007.58	1,175.51	1,343.44	1,511.37	1,847.23	2,183.09	2,518.95	3,022.74	3,526.53
Bryncrug	1,015.17	1,184.36	1,353.56	1,522.75	1,861.14	2,199.53	2,537.92	3,045.50	3,553.08
Buan	999.94	1,166.60	1,333.25	1,499.91	1,833.22	2,166.54	2,499.85	2,999.82	3,499.79
Caernarfon	1,025.61	1,196.55	1,367.48	1,538.42	1,880.29	2,222.16	2,564.03	3,076.84	3,589.65
Clynnog Fawr	1,015.71	1,185.00	1,354.28	1,523.57	1,862.14	2,200.71	2,539.28	3,047.14	3,555.00
Corris	1,009.77	1,178.06	1,346.36	1,514.65	1,851.24	2,187.83	2,524.42	3,029.30	3,534.18
Criccieth	1,018.87	1,188.69	1,358.50	1,528.31	1,867.93	2,207.56	2,547.18	3,056.62	3,566.06
Dolbenmaen	1,008.69	1,176.81	1,344.92	1,513.04	1,849.27	2,185.50	2,521.73	3,026.08	3,530.43
Dolgellau	1,026.67	1,197.78	1,368.89	1,540.00	1,882.22	2,224.44	2,566.67	3,080.00	3,593.33
Dyffryn Ardudwy	1,028.90	1,200.38	1,371.87	1,543.35	1,886.32	2,229.28	2,572.25	3,086.70	3,601.15
Y Felinheli	1,012.28	1,180.99	1,349.71	1,518.42	1,855.85	2,193.27	2,530.70	3,036.84	3,542.98
Ffestiniog	1,078.31	1,258.02	1,437.74	1,617.46	1,976.90	2,336.33	2,695.77	3,234.92	3,774.07
Y Ganllwyd	1,011.87	1,180.51	1,349.16	1,517.80	1,855.09	2,192.38	2,529.67	3,035.60	3,541.53
Harlech	1,049.47	1,224.39	1,399.30	1,574.21	1,924.03	2,273.86	2,623.68	3,148.42	3,673.16
Llanaelhaearn	1,025.92	1,196.91	1,367.89	1,538.88	1,880.85	2,222.83	2,564.80	3,077.76	3,590.72
Llanbedr	1,018.55	1,188.31	1,358.07	1,527.83	1,867.35	2,206.87	2,546.38	3,055.66	3,564.94
Llanbedrog	1,009.64	1,177.91	1,346.19	1,514.46	1,851.01	2,187.55	2,524.10	3,028.92	3,533.74
Llanberis	1,016.57	1,185.99	1,355.42	1,524.85	1,863.71	2,202.56	2,541.42	3,049.70	3,557.98
Llandwrog	1,031.63	1,203.56	1,375.50	1,547.44	1,891.32	2,235.19	2,579.07	3,094.88	3,610.69
Llandygai	1,006.38	1,174.11	1,341.84	1,509.57	1,845.03	2,180.49	2,515.95	3,019.14	3,522.33
Llanddeiniolen	1,000.39	1,167.13	1,333.86	1,500.59	1,834.05	2,167.52	2,500.98	3,001.18	3,501.38
Llandderfel	1,000.90	1,167.72	1,334.53	1,501.35	1,834.98	2,168.62	2,502.25	3,002.70	3,503.15
Llanegryn	1,012.09	1,180.78	1,349.46	1,518.14	1,855.50	2,192.87	2,530.23	3,036.28	3,542.33
Llanelltyd	1,006.13	1,173.81	1,341.50	1,509.19	1,844.57	2,179.94	2,515.32	3,018.38	3,521.44
Llanengan	1,006.23	1,173.94	1,341.64	1,509.35	1,844.76	2,180.17	2,515.58	3,018.70	3,521.82
Llanfair	1,023.05	1,193.56	1,364.07	1,534.58	1,875.60	2,216.62	2,557.63	3,069.16	3,580.69
Llanfihangel y Pennant	1,023.16	1,193.69	1,364.21	1,534.74	1,875.79	2,216.85	2,557.90	3,069.48	3,581.06
Llanfrothen	1,016.49	1,185.90	1,355.32	1,524.73	1,863.56	2,202.39	2,541.22	3,049.46	3,557.70
Llangelynnin	1,004.86	1,172.34	1,339.81	1,507.29	1,842.24	2,177.20	2,512.15	3,014.58	3,517.01
Llangywer	1,009.50	1,177.75	1,346.00	1,514.25	1,850.75	2,187.25	2,523.75	3,028.50	3,533.25
Llanllechid	1,019.47	1,189.39	1,359.30	1,529.21	1,869.03	2,208.86	2,548.68	3,058.42	3,568.16
Llanllyfni	1,012.50	1,181.25	1,350.00	1,518.75	1,856.25	2,193.75	2,531.25	3,037.50	3,543.75
Llannor	1,002.19	1,169.23	1,336.26	1,503.29	1,837.35	2,171.42	2,505.48	3,006.58	3,507.68
Llanrug	1,024.29	1,195.00	1,365.72	1,536.43	1,877.86	2,219.29	2,560.72	3,072.86	3,585.00
Llanuwchllyn	1,019.47	1,189.38	1,359.29	1,529.20	1,869.02	2,208.84	2,548.67	3,058.40	3,568.13
Llanwnda	1,013.18	1,182.04	1,350.91	1,519.77	1,857.50	2,195.22	2,532.95	3,039.54	3,546.13
Llanycil	1,002.23	1,169.27	1,336.31	1,503.35	1,837.43	2,171.51	2,505.58	3,006.70	3,507.82
Llanystumdwy	1,002.71	1,169.82	1,336.94	1,504.06	1,838.30	2,172.53	2,506.77	3,008.12	3,509.47
Maentwrog	1,003.03	1,170.20	1,337.37	1,504.54	1,838.88	2,173.22	2,507.57	3,009.08	3,510.59
Mawddwy	1,007.09	1,174.94	1,342.79	1,510.64	1,846.34	2,182.04	2,517.73	3,021.28	3,524.83
Nefyn	1,024.12	1,194.81	1,365.49	1,536.18	1,877.55	2,218.93	2,560.30	3,072.36	3,584.42
Pennal	1,008.49	1,176.58	1,344.66	1,512.74	1,848.90	2,185.07	2,521.23	3,025.48	3,529.73
Penrhyndeudraeth	1,024.32	1,195.04	1,365.76	1,536.48	1,877.92	2,219.36	2,560.80	3,072.96	3,585.12
Pentir	1,017.91	1,187.57	1,357.22	1,526.87	1,866.17	2,205.48	2,544.78	3,053.74	3,562.70
Pistyll	1,019.67	1,189.61	1,359.56	1,529.50	1,869.39	2,209.28	2,549.17	3,059.00	3,568.83
Porthmadog	1,009.51	1,177.77	1,346.02	1,514.27	1,850.77	2,187.28	2,523.78	3,028.54	3,533.30
Pwllheli	1,020.05	1,190.06	1,360.07	1,530.08	1,870.10	2,210.12	2,550.13	3,060.16	3,570.19
Talsarnau	1,033.95	1,206.27	1,378.60	1,550.92	1,895.57	2,240.22	2,584.87	3,101.84	3,618.81
Trawsfynydd	1,015.53	1,184.78	1,354.04	1,523.29	1,861.80	2,200.31	2,538.82	3,046.58	3,554.34
Tudweiliog	1,000.49	1,167.23	1,333.98	1,500.73	1,834.23	2,167.72	2,501.22	3,001.46	3,501.70
Tywyn	1,025.89	1,196.87	1,367.85	1,538.83	1,880.79	2,222.75	2,564.72	3,077.66	3,590.60
Waunfawr	1,003.15	1,170.35	1,337.54	1,504.73	1,839.11	2,173.50	2,507.88	3,009.46	3,511.04

Treth Cyngor: Cyngor Gwynedd + Cyngor Cymuned + Comisiynydd Heddlu a Throsedd Gogledd Cymru
Council Tax : Cyngor Gwynedd + Community Council + North Wales Police and Crime Commissioner

	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H	Band I
Aberdaron	1,210.95	1,412.77	1,614.60	1,816.42	2,220.07	2,623.72	3,027.37	3,632.84	4,238.31
Aberdyfi	1,217.92	1,420.91	1,623.89	1,826.88	2,232.85	2,638.83	3,044.80	3,653.76	4,262.72
Abergwyngregyn	1,209.61	1,411.22	1,612.82	1,814.42	2,217.62	2,620.83	3,024.03	3,628.84	4,233.65
Abermaw (Barmouth)	1,227.35	1,431.91	1,636.47	1,841.03	2,250.15	2,659.27	3,068.38	3,682.06	4,295.74
Arthog	1,206.56	1,407.65	1,608.75	1,809.84	2,212.03	2,614.21	3,016.40	3,619.68	4,222.96
Bala	1,215.85	1,418.50	1,621.14	1,823.78	2,229.06	2,634.35	3,039.63	3,647.56	4,255.49
Bangor	1,259.82	1,469.79	1,679.76	1,889.73	2,309.67	2,729.61	3,149.55	3,779.46	4,409.37
Beddgelert	1,216.12	1,418.81	1,621.49	1,824.18	2,229.55	2,634.93	3,040.30	3,648.36	4,256.42
Betws Garmon	1,205.81	1,406.77	1,607.74	1,808.71	2,210.65	2,612.58	3,014.52	3,617.42	4,220.32
Bethesda	1,242.11	1,449.12	1,656.14	1,863.16	2,277.20	2,691.23	3,105.27	3,726.32	4,347.37
Bontnewydd	1,221.00	1,424.50	1,628.00	1,831.50	2,238.50	2,645.50	3,052.50	3,663.00	4,273.50
Botwnnog	1,202.18	1,402.54	1,602.91	1,803.27	2,204.00	2,604.72	3,005.45	3,606.54	4,207.63
Brithdir & Llanfachreth	1,211.28	1,413.16	1,615.04	1,816.92	2,220.68	2,624.44	3,028.20	3,633.84	4,239.48
Bryncrug	1,218.87	1,422.01	1,625.16	1,828.30	2,234.59	2,640.88	3,047.17	3,656.60	4,266.03
Buan	1,203.64	1,404.25	1,604.85	1,805.46	2,206.67	2,607.89	3,009.10	3,610.92	4,212.74
Caernarfon	1,229.31	1,434.20	1,639.08	1,843.97	2,253.74	2,663.51	3,073.28	3,687.94	4,302.60
Clynnog Fawr	1,219.41	1,422.65	1,625.88	1,829.12	2,235.59	2,642.06	3,048.53	3,658.24	4,267.95
Corris	1,213.47	1,415.71	1,617.96	1,820.20	2,224.69	2,629.18	3,033.67	3,640.40	4,247.13
Criccieth	1,222.57	1,426.34	1,630.10	1,833.86	2,241.38	2,648.91	3,056.43	3,667.72	4,279.01
Dolbenmaen	1,212.39	1,414.46	1,616.52	1,818.59	2,222.72	2,626.85	3,030.98	3,637.18	4,243.38
Dolgellau	1,230.37	1,435.43	1,640.49	1,845.55	2,255.67	2,665.79	3,075.92	3,691.10	4,306.28
Dyffryn Ardudwy	1,232.60	1,438.03	1,643.47	1,848.90	2,259.77	2,670.63	3,081.50	3,697.80	4,314.10
Y Felinheli	1,215.98	1,418.64	1,621.31	1,823.97	2,229.30	2,634.62	3,039.95	3,647.94	4,255.93
Ffestiniog	1,282.01	1,495.67	1,709.34	1,923.01	2,350.35	2,777.68	3,205.02	3,846.02	4,487.02
Y Ganllwyd	1,215.57	1,418.16	1,620.76	1,823.35	2,228.54	2,633.73	3,038.92	3,646.70	4,254.48
Harlech	1,253.17	1,462.04	1,670.90	1,879.76	2,297.48	2,715.21	3,132.93	3,759.52	4,386.11
Llanaelhaearn	1,229.62	1,434.56	1,639.49	1,844.43	2,254.30	2,664.18	3,074.05	3,688.86	4,303.67
Llanbedr	1,222.25	1,425.96	1,629.67	1,833.38	2,240.80	2,648.22	3,055.63	3,666.76	4,277.89
Llanbedrog	1,213.34	1,415.56	1,617.79	1,820.01	2,224.46	2,628.90	3,033.35	3,640.02	4,246.69
Llanberis	1,220.27	1,423.64	1,627.02	1,830.40	2,237.16	2,643.91	3,050.67	3,660.80	4,270.93
Llandwrog	1,235.33	1,441.21	1,647.10	1,852.99	2,264.77	2,676.54	3,088.32	3,705.98	4,323.64
Llandygai	1,210.08	1,411.76	1,613.44	1,815.12	2,218.48	2,621.84	3,025.20	3,630.24	4,235.28
Llanddeiniolen	1,204.09	1,404.78	1,605.46	1,806.14	2,207.50	2,608.87	3,010.23	3,612.28	4,214.33
Llandderfel	1,204.60	1,405.37	1,606.13	1,806.90	2,208.43	2,609.97	3,011.50	3,613.80	4,216.10
Llanegryn	1,215.79	1,418.43	1,621.06	1,823.69	2,228.95	2,634.22	3,039.48	3,647.38	4,255.28
Llanelltyd	1,209.83	1,411.46	1,613.10	1,814.74	2,218.02	2,621.29	3,024.57	3,629.48	4,234.39
Llanengan	1,209.93	1,411.59	1,613.24	1,814.90	2,218.21	2,621.52	3,024.83	3,629.80	4,234.77
Llanfair	1,226.75	1,431.21	1,635.67	1,840.13	2,249.05	2,657.97	3,066.88	3,680.26	4,293.64
Llanfihangel y Pennant	1,226.86	1,431.34	1,635.81	1,840.29	2,249.24	2,658.20	3,067.15	3,680.58	4,294.01
Llanfrothen	1,220.19	1,423.55	1,626.92	1,830.28	2,237.01	2,643.74	3,050.47	3,660.56	4,270.65
Llangelynnin	1,208.56	1,409.99	1,611.41	1,812.84	2,215.69	2,618.55	3,021.40	3,625.68	4,229.96
Llangywer	1,213.20	1,415.40	1,617.60	1,819.80	2,224.20	2,628.60	3,033.00	3,639.60	4,246.20
Llanllechid	1,223.17	1,427.04	1,630.90	1,834.76	2,242.48	2,650.21	3,057.93	3,669.52	4,281.11
Llanllfni	1,216.20	1,418.90	1,621.60	1,824.30	2,229.70	2,635.10	3,040.50	3,648.60	4,256.70
Llanor	1,205.89	1,406.88	1,607.86	1,808.84	2,210.80	2,612.77	3,014.73	3,617.68	4,220.63
Llanrug	1,227.99	1,432.65	1,637.32	1,841.98	2,251.31	2,660.64	3,069.97	3,683.96	4,297.95
Llanuwchllyn	1,223.17	1,427.03	1,630.89	1,834.75	2,242.47	2,650.19	3,057.92	3,669.50	4,281.08
Llanwnda	1,216.88	1,419.69	1,622.51	1,825.32	2,230.95	2,636.57	3,042.20	3,650.64	4,259.08
Llanycil	1,205.93	1,406.92	1,607.91	1,808.90	2,210.88	2,612.86	3,014.83	3,617.80	4,220.77
Llanystumdwy	1,206.41	1,407.47	1,608.54	1,809.61	2,211.75	2,613.88	3,016.02	3,619.22	4,222.42
Maentwrog	1,206.73	1,407.85	1,608.97	1,810.09	2,212.33	2,614.57	3,016.82	3,620.18	4,223.54
Mawddwy	1,210.79	1,412.59	1,614.39	1,816.19	2,219.79	2,623.39	3,026.98	3,632.38	4,237.78
Nefyn	1,227.82	1,432.46	1,637.09	1,841.73	2,251.00	2,660.28	3,069.55	3,683.46	4,297.37
Pennal	1,212.19	1,414.23	1,616.26	1,818.29	2,222.35	2,626.42	3,030.48	3,636.58	4,242.68
Penrhynedeudraeth	1,228.02	1,432.69	1,637.36	1,842.03	2,251.37	2,660.71	3,070.05	3,684.06	4,298.07
Pentir	1,221.61	1,425.22	1,628.82	1,832.42	2,239.62	2,646.83	3,054.03	3,664.84	4,275.65
Pistyll	1,223.37	1,427.26	1,631.16	1,835.05	2,242.84	2,650.63	3,058.42	3,670.10	4,281.78
Porthmadog	1,213.21	1,415.42	1,617.62	1,819.82	2,224.22	2,628.63	3,033.03	3,639.64	4,246.25
Pwllheli	1,223.75	1,427.71	1,631.67	1,835.63	2,243.55	2,651.47	3,059.38	3,671.26	4,283.14
Talsarnau	1,237.65	1,443.92	1,650.20	1,856.47	2,269.02	2,681.57	3,094.12	3,712.94	4,331.76
Trawsfynydd	1,219.23	1,422.43	1,625.64	1,828.84	2,235.25	2,641.66	3,048.07	3,657.68	4,267.29
Tudweiliog	1,204.19	1,404.88	1,605.58	1,806.28	2,207.68	2,609.07	3,010.47	3,612.56	4,214.65
Tywyn	1,229.59	1,434.52	1,639.45	1,844.38	2,254.24	2,664.10	3,073.97	3,688.76	4,303.55
Waunfawr	1,206.85	1,408.00	1,609.14	1,810.28	2,212.56	2,614.85	3,017.13	3,620.56	4,223.99

Cynnydd yn y Dreth Cyngor fesul Cymuned / Increase in Council Tax by Community

Cymuned/ Community	Sylfaen Drethiannol / Taxbase (Band D)	Praesept / Precept £	Treth Cymuned / Community Tax	Treth Gwynedd / Gwynedd Tax	Treth Heddlu / Police Tax	Cyfanswm / Total (Band D) 2021/22	Band D 2020/21 £	Cynnydd / Increase 20/21 - 21/22	Cynnydd / Increase %
Aberdaron	542.74	15,000	27.64	1,483.23	305.55	1,816.42	1,748.31	68.11	3.9%
Aberdyfi	980.22	37,348	38.10	1,483.23	305.55	1,826.88	1,758.40	68.48	3.9%
Abergwynnregyn	117.00	3,000	25.64	1,483.23	305.55	1,814.42	1,746.43	67.99	3.9%
Abermaw (Barmouth)	1,148.25	60,000	52.25	1,483.23	305.55	1,841.03	1,772.89	68.14	3.8%
Arthog	617.37	13,000	21.06	1,483.23	305.55	1,809.84	1,740.76	69.08	4.0%
Y Bala	771.50	27,000	35.00	1,483.23	305.55	1,823.78	1,752.95	70.83	4.0%
Bangor	3,844.96	388,166	100.95	1,483.23	305.55	1,889.73	1,821.90	67.83	3.7%
Beddgelert	296.64	10,500	35.40	1,483.23	305.55	1,824.18	1,756.79	67.39	3.8%
Betws Garmon	130.44	2,600	19.93	1,483.23	305.55	1,808.71	1,740.19	68.52	3.9%
Bethesda	1,696.45	126,179	74.38	1,483.23	305.55	1,863.16	1,790.35	72.81	4.1%
Bontnewydd	433.07	18,500	42.72	1,483.23	305.55	1,831.50	1,763.19	68.31	3.9%
Botwnnog	448.54	6,500	14.49	1,483.23	305.55	1,803.27	1,735.56	67.71	3.9%
Brithdir & Llanfachreth	426.50	12,000	28.14	1,483.23	305.55	1,816.92	1,742.40	74.52	4.3%
Bryncrug	325.38	12,859	39.52	1,483.23	305.55	1,828.30	1,758.30	70.00	4.0%
Buan	224.84	3,750	16.68	1,483.23	305.55	1,805.46	1,737.61	67.85	3.9%
Caernarfon	3,596.36	198,489	55.19	1,483.23	305.55	1,843.97	1,776.73	67.24	3.8%
Clynnog Fawr	446.26	18,000	40.34	1,483.23	305.55	1,829.12	1,756.54	72.58	4.1%
Corris	296.99	9,330	31.42	1,483.23	305.55	1,820.20	1,751.84	68.36	3.9%
Criccieth	931.77	42,000	45.08	1,483.23	305.55	1,833.86	1,765.40	68.46	3.9%
Dolbenmaen	603.77	18,000	29.81	1,483.23	305.55	1,818.59	1,750.02	68.57	3.9%
Dolgellau	1,233.10	70,000	56.77	1,483.23	305.55	1,845.55	1,778.07	67.48	3.8%
Dyffryn Ardudwy	831.65	50,000	60.12	1,483.23	305.55	1,848.90	1,783.24	65.66	3.7%
Y Felinheli	1,136.66	40,000	35.19	1,483.23	305.55	1,823.97	1,755.82	68.15	3.9%
Ffestiniog	1,713.50	230,000	134.23	1,483.23	305.55	1,923.01	1,856.30	66.71	3.6%
Y Ganllwyd	86.79	3,000	34.57	1,483.23	305.55	1,823.35	1,753.80	69.55	4.0%
Harlech	769.40	70,000	90.98	1,483.23	305.55	1,879.76	1,811.18	68.58	3.8%
Llanaelhaearn	449.24	25,000	55.65	1,483.23	305.55	1,844.43	1,777.27	67.16	3.8%
Llanbedr	336.30	15,000	44.60	1,483.23	305.55	1,833.38	1,766.46	66.92	3.8%
Llanbedrog	720.36	22,500	31.23	1,483.23	305.55	1,820.01	1,750.77	69.24	4.0%
Llanberis	768.82	32,000	41.62	1,483.23	305.55	1,830.40	1,759.69	70.71	4.0%
Llandwrog	1,027.80	66,000	64.21	1,483.23	305.55	1,852.99	1,782.84	70.15	3.9%
Llandygai	1,000.88	26,363	26.34	1,483.23	305.55	1,815.12	1,746.42	68.70	3.9%
Llanddeiniolen	1,832.32	31,800	17.36	1,483.23	305.55	1,806.14	1,738.27	67.87	3.9%
Llandderfel	496.58	9,000	18.12	1,483.23	305.55	1,806.90	1,739.01	67.89	3.9%
Llanegryn	157.54	5,500	34.91	1,483.23	305.55	1,823.69	1,754.68	69.01	3.9%
Llanelltyd	288.90	7,500	25.96	1,483.23	305.55	1,814.74	1,746.60	68.14	3.9%
Llanengan	2,105.34	55,000	26.12	1,483.23	305.55	1,814.90	1,746.98	67.92	3.9%
Llanfair	311.58	16,000	51.35	1,483.23	305.55	1,840.13	1,773.16	66.97	3.8%
Llanfihangel y Pennant	223.75	11,525	51.51	1,483.23	305.55	1,840.29	1,772.69	67.60	3.8%
Llanfrothen	224.08	9,300	41.50	1,483.23	305.55	1,830.28	1,757.81	72.47	4.1%
Llangelynnin	407.39	9,800	24.06	1,483.23	305.55	1,812.84	1,744.64	68.20	3.9%
Llangywer	137.01	4,250	31.02	1,483.23	305.55	1,819.80	1,750.02	69.78	4.0%
Llanllechid	336.00	15,450	45.98	1,483.23	305.55	1,834.76	1,764.49	70.27	4.0%
Llanllyfni	1,407.84	50,000	35.52	1,483.23	305.55	1,824.30	1,755.67	68.63	3.9%
Llannor	905.46	18,160	20.06	1,483.23	305.55	1,808.84	1,741.07	67.77	3.9%
Llanrug	1,127.82	60,000	53.20	1,483.23	305.55	1,841.98	1,774.29	67.69	3.8%
Llanuwchllyn	304.53	14,000	45.97	1,483.23	305.55	1,834.75	1,756.70	78.05	4.4%
Llanwnda	789.27	28,840	36.54	1,483.23	305.55	1,825.32	1,756.06	69.26	3.9%
Llanycil	198.76	4,000	20.12	1,483.23	305.55	1,808.90	1,741.59	67.31	3.9%
Llanystumdwy	864.34	18,000	20.83	1,483.23	305.55	1,809.61	1,741.68	67.93	3.9%
Maentwrog	283.93	6,051	21.31	1,483.23	305.55	1,810.09	1,742.44	67.65	3.9%
Mawddwy	346.60	9,500	27.41	1,483.23	305.55	1,816.19	1,745.92	70.27	4.0%
Nefyn	1,458.93	77,250	52.95	1,483.23	305.55	1,841.73	1,772.52	69.21	3.9%
Pennal	215.54	6,360	29.51	1,483.23	305.55	1,818.29	1,749.79	68.50	3.9%
Penrhyndeudraeth	779.36	41,500	53.25	1,483.23	305.55	1,842.03	1,771.45	70.58	4.0%
Pentir	1,260.20	55,000	43.64	1,483.23	305.55	1,832.42	1,761.12	71.30	4.0%
Pistyll	259.32	12,000	46.27	1,483.23	305.55	1,835.05	1,766.94	68.11	3.9%
Porthmadog	2,016.47	62,581	31.04	1,483.23	305.55	1,819.82	1,751.86	67.96	3.9%
Pwllheli	1,729.10	81,000	46.85	1,483.23	305.55	1,835.63	1,765.85	69.78	4.0%
Talsarnau	325.03	22,000	67.69	1,483.23	305.55	1,856.47	1,788.09	68.38	3.8%
Trawsfynydd	499.20	20,000	40.06	1,483.23	305.55	1,828.84	1,761.01	67.83	3.9%
Tudweiliog	457.21	8,000	17.50	1,483.23	305.55	1,806.28	1,738.13	68.15	3.9%
Tywyn	1,624.58	90,328	55.60	1,483.23	305.55	1,844.38	1,776.77	67.61	3.8%
Waunfawr	558.03	12,000	21.50	1,483.23	305.55	1,810.28	1,742.18	68.10	3.9%
Awdurdod Cyngor Gwynedd			2021/22	2020/21		Authority			
Comisiynydd Heddlu a Throsedd Gogledd Cymru			1,483.23	1,430.31	3.7%	Gwynedd Council			
Cyngorau Cymuned (Cyfartaledd)			305.55	290.61	5.1%	North Wales Police & Crime Commissioner			
Cyfanswm			49.03	48.23	1.7%	Community Councils (Average)			
			1,837.81	1,769.15	3.9%	Total			

EXTRAORDINARY MEETING OF THE COUNCIL FRIDAY, 23 APRIL 2021

Present: Councillor Edgar Wyn Owen (Chair);
Councillor Simon Glyn (Vice-chair).

Councillors:- Craig ab Iago, Menna Baines, Beca Brown, Stephen Churchman, Annwen Daniels, Elwyn Edwards, Alan Jones Evans, Aled Evans, Dylan Fernley, Gareth Wyn Griffith, Selwyn Griffiths, Alwyn Gruffydd, John Brynmor Hughes, Louise Hughes, Judith Humphreys, Nia Jeffreys, Peredur Jenkins, Aled Wyn Jones, Anne Lloyd Jones, Berwyn Parry Jones, Elin Walker Jones, Elwyn Jones, Eric Merfyn Jones, Gareth Tudor Morris Jones, Huw Wyn Jones, Keith Jones, Kevin Morris Jones, Linda A. Jones, Eryl Jones-Williams, Cai Larsen, Beth Lawton, Dafydd Meurig, Dilwyn Morgan, Linda Morgan, Dafydd Owen, W.Roy Owen, Nigel Pickavance, Rheinallt Puw, Dewi Wyn Roberts, Elfed P. Roberts, Gareth A.Roberts, John Pughe Roberts, W.Gareth Roberts, Mair Rowlands, Paul Rowlinson, Angela Russell, Mike Stevens, Gareth Thomas, Ioan Thomas, Catrin Wager, Cemlyn Williams, Eirwyn Williams, Elfed Williams, Gareth Williams and Gruffydd Williams.

Officers:

Dafydd Edwards (Head of Finance Department), Iwan Evans (Head of Legal Services / Monitoring Officer), Geraint Owen (Head of Corporate Support Department / Head of Democracy Service), Eurig Williams (Head of Human Resources Advisory Services), Vera Jones (Democracy and Language Manager) and Eirian Roberts (Democracy Services Officer).

1. APOLOGIES

Councillors:- Dylan Bullard, R. Glyn Daniels, Peter Garlick, Annwen Hughes, R. Medwyn Hughes, Sion Wyn Jones, Dewi Owen, Jason Parry, Dyfrig Siencyn, Hefin Underwood and Gethin Glyn Williams.

2. DECLARATION OF PERSONAL INTEREST

The Monitoring Officer explained that, due to the nature of the meeting, the details of the candidate for the Chief Executive's post would not be disclosed until the Chair of the Chief Officers Appointment Committee had presented the committee's recommendation under item 7 on the agenda. As such, all members would have the opportunity to declare an interest after the recommendation had been presented.

3. THE CHAIR'S ANNOUNCEMENTS

Councillor Beca Brown, the new Member for Llanrug Ward, was welcomed to her first meeting of the Council.

Condolences were expressed to the following:-

- The Royal Family on the death of His Royal Highness, the Duke of Edinburgh.
- The family of Maldwyn Lewis, Porthmadog, and it was noted that a full tribute would be given to him in the Council's Annual Meeting.

It was also noted that the Council wished to sympathise with everyone within the county's communities who had recently lost loved ones.

The Council stood in silence as a mark of respect and remembrance.

Councillor Annwen Hughes was congratulated on becoming a Grandmother to a little girl, Bowen Eila.

4. CORRESPONDENCE, COMMUNICATIONS, OR ANY OTHER BUSINESS

None to note.

5. URGENT ITEMS

None to note.

6. EXCLUSION OF PRESS AND PUBLIC

RESOLVED

To exclude the press and public from the meeting during the discussion on the following item due to the likely disclosure of exempt information as defined in paragraph 12, Section 4, Schedule 12A, Local Government Act 1972. This paragraph applies as the report contains information about specific individuals who have the right to privacy. There is no public interest that calls for disclosing personal information about these individuals. Consequently, the public interest falls in favour of maintaining the exemption.

7. APPOINTMENT OF CHIEF EXECUTIVE

The Chair of the Chief Officers Appointment Committee, Councillor Dafydd Meurig, presented the committee's recommendation made at their meeting on 16 April 2021 for the Council to appoint a candidate as Chief Executive.

No declarations of personal interest were received from any members present.

The Candidate was admitted into the meeting, and was invited to give a presentation to the Council members.

Following the presentation, the candidate responded to a series of questions by the members.

RESOLVED to appoint Mr Dafydd Gibbard to the post of Chief Executive, in accordance with the recommendation of the Chief Officers Appointment Committee.

8. RE-OPEN THE MEETING TO THE PRESS AND PUBLIC

RESOLVED to re-open the meeting to the press and public.

The meeting commenced at 1.00 pm and concluded at 2.15 pm

CHAIR

GWYNEDD COUNCIL



Report to a meeting of Gwynedd Council

Date of meeting:	13 May, 2021
Title of Item:	Annual report by the Head of Democracy Services on behalf of the Democracy Services Committee with regards to support for members
Contact Officer:	Geraint Owen, Head of Democracy Services

1. THE DECISION SOUGHT

It is recommended that the Full Council approve the annual report submitted for information.

2. BACKGROUND AND RATIONALE

2.1 Submitted below is my annual report in accordance with the requirements of the Local Government (Wales) Act 2011. It is noted in the act that the Democracy Services Committee is responsible for specific matters (under Section 11), as follows:

- Appoint a Head of Democracy Services on behalf of the local authority
- Review the available support for the Head of the Democracy Services in relation to staff, buildings and other resources, ensuring they are sufficient for carrying out the requirements of the role
- Produce a report, at least once a year, to be presented to the Full Council in relation to support for Members.

2.2 The report focuses on the developments made during the year rather than outlining all the support that is available to Members, as well as outlining the priorities for the coming year.

2.3 I continue to emphasise that an open dialogue with you as Elected Members is a necessity in order to ensure that the support provided to you responds to your needs for the role and, therefore, I encourage you to contact me or the Chair to raise any relevant matters.

2.4 I also wish to thank all members of the Committee, and officers of the Democracy and Language Services, for their support over the last year and I

look forward to collaborating with you all in the future to further develop the provision.

3. ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION

3.1 Members of the Democratic Services Committee were consulted and their input was received prior to submitting the final report to this meeting of the full Council.

3.2 THE STATUTORY OFFICERS' OBSERVATIONS:

Monitoring Officer:

The report reflects on a period which, with in the crisis, has been transformative in the context of the Councils democratic processes. As noted the advent of the Local Government and Elections (Wales) Act 2021 continues on this change pathway. I look forward to co working with the Service on this development.

Statutory Finance Officer:

I understand that this annual report is submitted for information, hence I have nothing to add from a financial propriety perspective. Despite the challenges presented by Covid-19, myself and the IT Service have enjoyed working with elected members and Democracy Services to successfully host online meetings.



THE ANNUAL REPORT OF THE HEAD OF DEMOCRACY SERVICES (2020/21)

- Support for Gwynedd Elected
Members



RHOI POBL GWYNEDD YN GANOLOG I BOPETH RYDYM YN EI WNEUD • PUTTING THE
PEOPLE OF GWYNEDD AT THE CENTRE OF EVERYTHING WE DO

FOREWORD

I am pleased to present the annual report to Gwynedd Council Members. The report focuses on 2020/21 developments and what will be developed in 2021/22.

Following a very challenging, unexpected and very different year in 2021/21, it appears that 2021/22 will also be a year full of challenges, from the preparations for the Local Government Elections in May 2022 and the implications of the Local Government and Elections (Wales) Act 2021.

Reviewing and improving the available support for Elected Members so that they can fulfil their role is a fundamental part of my work, and the input and support of members of the Democratic Services Committee assists me with this important work.

Once again this year, I encourage Members not to hesitate before contacting me directly or the Chair of the Democratic Services Committee, if you wish to discuss any aspects of the support you require.

I wish to express my thanks and state my appreciation of all the efforts made during the year to support the democratic process within the Council, and I look forward to working with you on further developments during the coming year.



A handwritten signature in black ink that reads 'Stewart Owen'.

**Head of Democracy Services,
Head of Corporate Support Department**

What has happened during 2020/21

It is impossible to look back at 2020/21 without mentioning the Covid-19 pandemic. The pandemic had an impact on every element of everyday living, and consequently it was necessary to revisit and look at how the whole Democracy Service works.

Over the last few years the service has been considering how to enable remote access for members to attend meetings and committees. This plan has made huge strides forward this year, specifically due to the need to comply with Covid-19 guidelines, and by October 2020 all the Council's committee meetings had been held virtually. In order to assist Members with this change a number of training sessions took place (general sessions and for each specific committee) to give members an opportunity to practise on Teams and Zoom prior to holding the formal committee itself. Guidelines were created for chairing virtual meetings and good practices to remember when taking part in on-line meetings were shared.

107 formal committees were held virtually during the year, each one with provision to be held bilingually. Every member participated in at least one virtual committee. In addition, since October 2020, we have managed to hold meetings in accordance with the dates on the committees time-table as approved by the Full Council back in March 2020.

Meetings of the Cabinet and the Full Council were webcast live from October onwards. In addition, other meetings were recorded with more than 20 live recordings of all the meetings included on the website within a short time of being held.

I wish to give special thanks this year to the Information Technology Service for all the support they have given to the Democracy Services Team (and to Members) and for being willing to offer advice and solve problems that have arisen. All of this in order to ensure that it was possible to hold virtual meetings effectively and successfully.

During the pandemic the Service continued to provide all the usual support, including:

- ✓ Arranging, publishing and taking minutes of the Council meetings - in a timely manner and to a consistently high standard. 92% of agendas published electronically within 5 clear working days prior to the meetings by the Council.
- ✓ In accordance with the Welsh Government Covid-19 guidelines, 96% of Committee decision notices have been published electronically within 5 clear working days following any committee.
- ✓ Compliance with the requirements of the Independent Remuneration Panel for Wales, ensuring the prompt payment of Members' pay and expenses.
- ✓ Political support for eligible political groups
- ✓ Reviewing the political balance in line with the requirement

- ✓ Offering 1 to 1 mentoring sessions at the request of members
- ✓ Producing a Newsletter to update members of the Democratic Services Committee discussions

Additionally, I would like to draw your attention to the specific projects noted below:

Members' Intranet:

For some years now the development of the 'portal' has been on the Service's work programme in order to provide information conveniently and in a timely manner to Members. During 2019/20 further work was undertaken to develop an intranet site for Members to include all the relevant information. The plan was set aside at the start of 2020/21 as it was necessary to focus specifically on the priority of ensuring the continuation of formal committees during the Pandemic. However, the work was recommenced during the last quarter of the year and following trialling the intranet in its new guise with a small number of Councillors, the provision is now available for every Member.

The intranet will be updated constantly, however, officers are eager to hear your views and get your input to ensure that the information available is useful, as well as convenient and easy to find.

Members Questionnaire

Back in February 2020, a questionnaire was sent to every Councillor to ask your views about the service provided by the Democracy Services Team, as well as what could be done to improve this support. There was a high number of responses with over 80% of Members noting that the support provided was 'very good'.

However, several ideas were also offered regarding what could be improved. The matter raised by the majority of Members was the need to make more use of on-line meetings. As has been noted already, this year has highlighted the huge steps taken to move this agenda forward with a view to establish long-term arrangements during the coming year.

Another questionnaire has been sent to all Members in April 2021, and everyone is encouraged to fill it in. We will report on the results to the next meeting of the Democratic Services Committee which is to be held in June highlighting the main messages and the next developmental steps.

Assistance for Members

This past year has been extremely challenging for you as members, and many of you have noted that your role has changed. In response to requests from members of the Democratic Services Committee, sessions were arranged for elected

members to ensure that you look after your mental wellbeing during this difficult time and these sessions were very much appreciated.

In addition, the need to look after your physical health also emerged as more and more of us spend long periods of time at our desks working and taking part in various committees and meetings. Another matter raised by members of the committee was the need for guidance, or tips, regarding information security when working remotely. Attention was given to these two issues with information shared with all members via the Democratic Services Committee Newsletter and included on the new members' intranet.

Informal sessions are also being arranged to give elected members an opportunity to ask about information technology issues. These sessions are in addition to the day-to-day support given by members of the Democracy Team, and the support given by the Information Technology help-desk when technical issues arise. Once again, this was a matter raised by members of the committee during one of the meetings, and support was put in place for you.

2021/22 Priorities

However, we must not rest on our laurels and in the spirit of aiming for continuous improvement, please see the following plans to try and move the provision for Elected Members forward to the next level during 2021/22.

Building on this year's developments

2020/21 has been a year of change, but obviously we will need to continue to develop and build upon the changes that have occurred with the way of working. A series of good practices have been presented during the year, however, there are also several lessons to be learnt. It will be necessary to take time to reflect on and consider all the developments achieved.

It will be necessary to look at the future meetings framework when we all step out of the pandemic into the new 'normal'. Specifically we will need to consider how committees will be held, be they virtual, face to face or a combination of both.

Accepting that the review will lead to a conclusion that it would be possible to hold some meetings where some Members are in a committee room and others join from home, adaptations and investment in the current facilities will need to be considered to ensure that the technology works easily and effectively. Obviously this is also in line with the requirements of the Local Government and Elections (Wales) Act 2021.

Early in 2021/22 we hope to move to webcast the Planning Committee meetings live, with the live webcasting of Scrutiny Committees to follow. This means that the

service will be webcasting in accordance with the previous work programme prior to the pandemic.

Local Government and Elections (Wales) Act 2021

The requirements of the Local Government and Elections (Wales) Act 2021 will come into effect gradually during 2021/22 and we will need to ensure that we comply with the conditions within the Act. There will be a need to look at some elements in detail, such as;

- webcasting requirements,
- encourage local people to participate when local government makes decisions,
- a duty to make and publish a petitions plan,
- continue with the remote access work to ensure that it is possible to facilitate Members to contribute to committees.

2022 Elections

With the local government elections on the horizon in May 2022, we will need to continue with the work of preparing for these.

We will need to continue with the work of promoting diversity amongst candidates, especially in relation to young people, ethnic minorities and women. It will be necessary to develop the work of trying to identify the barriers and establish a work programme in response to this and collaborate with political groups to promote this agenda.

In order to build on the good work undertaken prior to the 2017 Election, it will be necessary to:

- develop sessions to raise awareness for those who put their names forward to stand in the May 2022 elections. This will be an opportunity for prospective Members to consider and understand the situation before they are formally nominated - trying to ensure better clarity of the opportunities available to them, the requirements of them, and the support available following a successful election.
- review and prepare an induction programme for elected Members in the new Council after May 2022. Constructive and useful comments were received about the induction programme in 2017, and we need to plan the induction sessions and the follow-up training in plenty of time beforehand by considering the comments already received and further consultation with existing Members.
- consider the suitability of electronic equipment. We need to start considering now what is / will be the needs of elected Members and the

Council in the future, by starting to prepare and consider what is the most suitable equipment to offer to embers following the May 2022 elections.

DRAFT

Agenda Item 11

MEETING	The Council
DATE	13 May 2021
CABINET MEMBERS	Councillor Dafydd Meurig and Councillor Dilwyn Morgan
TITLE	The Annual Report of the Statutory Director of Social Services 2020/21
PURPOSE	To submit the report for the attention of Council Members
AUTHOR	Morwena Edwards, Statutory Director of Social Services and Corporate Director

1. Background

- 1.1. At the end of each financial year, every Statutory Director of Social Services is required to provide and publish a report regarding the performance of Social Services within the local authority during the previous year.
- 1.2. The purpose of the annual report is to note the local authority's journey towards improvement in providing services to people in their areas, to those who receive information, advice and assistance, the individuals and the carers who receive care and support. Under the requirements of the new Social Services and Well-being Act, the report must demonstrate how local authorities have promoted well-being and have been accountable for presenting well-being standards.
- 1.3. As Director, I am required to consider the range of information and experiences that affect the ability of the Council's Social Services to provide reliable, sustainable services of the highest quality, and to express my opinion in the report and present it to the Council.
- 1.4. The report draws attention to any lessons learnt, and outlines the priorities for the year to come. It also explains how we assessed people's needs, and included them at the centre as we shaped our services and care provision.
- 1.5. Of course, the Covid-19 crisis has had an unprecedented impact on the 2020/21 financial year. Despite the challenges faced because of the pandemic, I am very glad to note that the performance of social services for the past year has been positive once again. However, as we focus on coping with the Covid-19 crisis, some of our previous priorities have slipped somewhat or have been put to one side for the time being. As a result, my report this year will focus on how we have responded to the pandemic and on how we have continued to maintain and provide our essential services and care for our vulnerable people, as well as developing and providing new services and transforming services.

- 1.6. The performance of relevant services is challenged in accordance with the Council's internal procedures, and reports on this performance are presented by the relevant Cabinet members at regular intervals. An overview of the services' performance for the whole year will also be available in the Gwynedd Council Performance Report for 2020/21.

2. Recommendation

- 2.1. The Council is requested to accept the report submitted by the authority's Statutory Director for Social Services.

3. Views of the Statutory Officers

The Monitoring Officer:

The report reflects the immensely challenging time experienced by the services during the year.

Head of Finance Department:

I note that the Director's annual report sets out Social Services' priorities for the year 2021/22. It is expected that the Adults and Children's care departments (services) aim to deliver these priorities within their existing resources, by working together on activities with different departments and external bodies, and by securing additional funding from Welsh Government. Approval of this annual report will not involve any additional financial commitment from the Council; members will recall that this was addressed appropriately in the 2021/22 budget setting cycle.

Annual Report The Director of Social Services



2020/21

www.gwynedd.llyw.cymru Page 36



Linguistic Guidance

Os oes arnoch angen rhagor o wybodaeth, gofynnwch i rywun yr ydych yn eu hadnabod sydd yn siarad Cymraeg neu Saesneg i ffonio 01766 771000.

Rydym yn croesawu galwadau ffôn yn Gymraeg / We welcome telephone calls in Welsh.

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Jeżeli potrzebują państwo dalszych informacji, proszę poprosić kogoś, kto mówi po angielsku lub walijsku żeby zadzwonił pod numer 01766 771000

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আপনার যদি আরো তথ্যের প্রয়োজন হয়, তাহলে আপনার জানা ইংরেজী অথবা ওয়েলশ ভাষা বলতে পারেন এমন কাউকে অনুগ্রহ করে 01766 771000 নম্বরে টেলিফোন করতে বলুন

اگر آپ کو مزید معلومات درکار ہوں تو برائے مہربانی انگریزی یا ویلش زبان جاننے والے اپنے کسی واقف کار سے کہیں کہ وہ آپ کی جانب سے فون نمبر 01766 771000 سے رابطہ کریں۔

إذا كنت بحاجة إلى مزيد من المعلومات ، يرجى الطلب من شخص ما تعرف من يتحدث الإنجليزية أو الويلزية الهاتف 01766771000

Introduction

At the end of every financial year, every Statutory Director of Social Services is required to prepare and publish a report regarding the social services duties within the local authority over the previous year. Therefore, the purpose of this annual report is to evaluate the performance of the local authority in relation to achieving social services' duties and draw attention to any lessons that have been learnt or improvements that need to be introduced. The report should also set objectives for the year to come in relation to promoting the well-being of people and carers who need care and support.

This report has been set out in a specific order, as we need to report on how we as a Council have achieved against six quality standards of well-being as noted within the Social Services and Well-being (Wales) Act 2014. The form of the report is now a requirement, and every local authority is required to measure the performance of their social services by using the relevant indicators and performance measures against the quality standards. In order to draw-up this report, I obtained observations and support from focus groups, and I thank everyone for their contributions. After you have read the report, I am very eager to hear from you if you have any comments on the content, or regarding how to draw up services for the future:

AwenMorwenaEdwards@gwynedd.llyw.cymru

01286 679468



Contents

1. Foreword by the Director 4
2. How are people supporting us to draw up our services 6
3. Promoting and improving the well-being of those we are assisting 9
4. How we do our work 31
5. 2021/22 Priorities 37
6. Further Information and Key Documents 38
- APPENDIX 1: Information about the Quality Standards as noted in the Social Services and Well-being Act (2014) 39
- APPENDIX 2: Case Studies 42
- APPENDIX 3: Measures and Data 45



1. Foreword by the Director

I am very proud to present my annual report as Statutory Director of Social Services for the 2020/21 year. Obviously, this year has been a very different year for all as we have grappled with the Covid-19 pandemic, and this crisis has affected our way of working in order to ensure the health, safety and well-being of the people of Gwynedd.

As a result, I would like to take this opportunity to extend my sincere thanks to each and every one of the county's care workers who have gone above and beyond to provide the best possible care for our residents. It is true to say that our workers have shown heroic strength as they worked tirelessly against the impacts of Covid-19, and I extend my genuine appreciation to them, whether they are Council, external agency or third sector employees. I have heard many stories about workers who have gone the extra mile, not once, but continuously, and what I have heard has been truly inspirational. Of course, we need to bear in mind that these workers have often been working from home, rather than from the office, and this in itself places additional pressure on them as they lose that informal support from colleagues.

I am glad to say that our performance this year has been positive, despite the huge challenges and strain that has been on our staff to safeguard the residents of the county during the global pandemic. However, as we focus on coping with the Covid-19 crisis, some of our previous priorities have slipped somewhat or have been put to one side for the time being. As a result, my report this year will focus on our response to the pandemic and on how we have continued to maintain and provide our essential services and develop and provide new services.

The county's care homes have been under huge strain, and they have coped excellently, considering the situation. In addition, providing domiciliary care was very challenging, and we are incredibly grateful to those families who supported their relatives throughout this difficult period, to enable us to cope with the crisis.

I am also very grateful to our Foster Carers for caring so well for our children under difficult circumstances without the usual face-to-face support. Likewise, the unpaid carers of the county have had to cope with incredibly challenging situations and I have acknowledged the contribution of each of them over the year.

As well as direct care work, I also recognise the priceless contribution of the Council's departments that do not normally receive recognition from me in my annual report. During the year, I have witnessed the contribution of other departments to social care work, where a number of workers across the Council showed their willingness to support the care agenda by relocating to work in unfamiliar fields or to work beyond the requirements of their usual posts. I sincerely thank each and every one of them.

I am eager to thank one individual specifically this year, namely the Chief Executive, Mr Dilwyn Williams. Dilwyn is retiring in April 2021 and I cannot thank him enough for his leadership and support during his time Chief Executive. Without a doubt, he has been really supportive of me as Director, and he has also taken a particular interest in the care and social services field, where he would attend Safeguarding and Corporate Parent meetings regularly. His support to the field, and to me as Director, has been priceless and I thank him so much, and I wish him a well-deserved and very happy retirement.

Obviously, it was not possible for us to project the year we've just had. We have had to learn and adapt on our feet, and we have certainly learnt many valuable lessons for the future. I am glad to be able to say that we have maintained all of our essential services during the year, and I believe that we have responded to the crisis very effectively, considering the circumstances.

We are thinking pro-actively for the future, and have been holding a campaign to attract more staff to the care field, in particular to ensure that we have sufficient capacity in the current situation, and we also intend to build on our Community Resilience arrangements to empower our communities to support residents to cope, to thrive, to be safe and to be healthy.

We have lost a number of the county's residents to this cruel disease over the year, and on behalf of myself and the Council's staff, I wish to extend my condolences to each of you as individuals and families who have suffered a bereavement. I really hope that this difficult time will ease soon and that we can return to the normality that all of us now greatly appreciate. I am certain that this year has given us an opportunity to learn what matters to us, and this is also what is behind all work in this field.

With that, I wish to present this report, which attempts to provide a fair overview of the performance of Gwynedd Social Services during the 2020/21 year.



Morwena Edwards
Corporate Director and Statutory Director of Social Services





2. How are people supporting us to draw up our services

The Council is fully committed to putting the people of Gwynedd at the centre of everything we do, ensuring that we listen to 'what matters' to the residents. This corresponds to the principles of the Social Services and Well-being (Wales) Act 2014, of placing individuals at the core of their care, and giving them a voice and control to reach the outcomes that lead to well-being.

Furthermore, the way we now work within Social Services departments focuses on ensuring that the voice, input and what matters to individuals form individual and community services on an ongoing basis, and we move to ensure that this happens regularly, in the short-term and long-term, for the well-being of the county's people.

To this end, I am of the opinion that learning and development is key if we wish to improve our performance and achieve what matters to the people of Gwynedd. Hearing the views of our service users about the quality of our services is very important to us if we are to continually improve, and the complaints procedure is a key part of this. We have robust arrangements in place to ensure that we respond to, resolve and learn from any complaint received. The aim is to respond to every complaint with fairness, impartiality and respect so that the individual is confident that his/her complaint will be handled professionally and positively.

The Covid-19 crisis has thrown us into a situation where we have had to adapt our way of working, and of course, this has taught us many new lessons, which will be useful for us to provide a better service for our residents in the future. At the same time, a lot of good feedback was received about our work this year; for example, it is obvious that the Covid Support Team has been very valuable to the residents of the county and this has meant that we have turned our sights to drawing up a similar service that will serve the public in the long-term.

As well as our priorities to review our provisions regularly, to ensure that we put the needs of the public first, we also have a few statutory exercises where we have to ask the public for their views on specific matters. For example, our [Population Needs Assessment](#) also listens to the views of people in order to improve our understanding of the population, as well as how it could change over the years to come, in order to help us provide better public services.



In 2020/21, around 10,000 responses were received to the Council's public consultation such as the DementiaGo Questionnaire, Arts on Prescription Plan Questionnaire, etc. As a Council, we appreciate hearing the views of people to such consultations so that we are able to fine-tune and adapt our work according to the public's requirements and needs.

Similarly, Gwynedd Council has a [Citizens Panel](#) to ensure representation from a cross-section of Gwynedd residents, and that their voice is central as the Council plans, provides and reviews local services for the future. This year, around 700 people were members of this Panel.

We also consider that the views of children are all important to us, and a looked after child is a member of the Council's Corporate Parent Panel, where Panel members have an opportunity to hear the views and about the experiences of a looked after child. All of this helps to draw up and adapt the provision for looked after children.

Of course, internet use is now an integral part of everyone's lives as we grapple with the side-effects of Covid-19, therefore, the use of the Council's social media accounts, Facebook, Twitter and Instagram, has become increasingly important and key in order to share information and receive feedback amongst the county's residents. Over the past year, we have seen increased use, with 35,239 followers on these platforms.

A general increase was also seen in the use of the Council's on-line services, and in the number of self-service requests being presented. Between 1 April and 31 March, 11,869 new accounts were opened.

Of course, it must be borne in mind that the views of the individual about what matters to him/her is a central and key part of the way we seek to provide services within the Social Services field. We will continue to build on what individuals are telling us in terms of how we can improve our provisions on a local and county level, so that we are able to secure the best support, interventions and services for the county's residents in the future.



Improve the system

- Collect measures
- Share findings
- Learn and improve



Identify what matters

- Purpose
- Operating principles
- Value steps



Achieve what matters

- Joint planning
- Community involvement
- Personal strengths



HELP ME LIVE MY LIFE THE WAY I'D LIKE TO LIVE IT



Remove barriers

- Plan and prioritise
- Refer upwards when needed
- Get the right help



Identify barriers

- What are the waste steps?
- Why can't we meet the demand?
- What are the complex and less complex barriers?



Understand, learn, and reflect

- What is the nature of the demand?
- What expertise is needed?
- What are the numbers, frequency, gaps, opportunities?



3. Promoting and improving the well-being of those we are assisting

In this chapter, I will be evaluating our progress during 2020/21 against the six quality standards noted by the Government in the Social Services and Well-being (Wales) Act 2014.

In addition, I will provide an outline of what we intend to do in 2021/22.

QUALITY STANDARD 1

Working with people to define and co-produce personal well-being outcomes that people wish to achieve

The Covid-19 pandemic has affected the personal well-being of all of us in some way or another. As the pandemic struck and the first lockdown was introduced, the **Covid Support Team** was established to support the residents of Gwynedd to receive the support they needed to cope with the challenges of the crisis. Among the Team's main responsibilities were:

- Taking calls and e-mail messages from the public, relating to Covid-19 matters, and providing information to them
- Identifying the most appropriate assistance and support for the residents who contacted them
- Contacting everyone who was shielding and offering support, and raising their awareness of the support available in the form of Welsh Government food parcels
- Escalating any concerns to the relevant teams within the Council
- Identifying what mattered to the residents who came into contact, and identifying a solution
- Contacting external organisations and bodies on behalf of the residents, and acting as a point of contact within the organisation/body and the resident, where appropriate



Between April and August 2020, 5,080 residents contacted the Team, with 4,781 of those being people who were shielding. After the work of the Team ended, an engagement exercise was held with a sample of residents, and the main conclusions were that these residents had appreciated the contact, the support and the information they had received. Here is some of the feedback received from members of the public:

"Thank you so very much for phoning to check up on things and for even thinking of these extra links that may help. I really appreciate your time sending them to me. I am very grateful for all you (and everyone else on the team that are involved) are doing to help the rest of us during this difficult time."

"The food boxes and medication deliveries have been excellent when we haven't been able to leave the house since the end of February. The calls to check we're ok and whether we need anything have been fantastic."

From the feedback, a lot was learnt about the value of this type of service for the residents of Gwynedd. In simple terms, because of the fact that members of the public were able to speak with one point of contact without any obstructions relating to thresholds or eligibility, thus removing bureaucracy, the Team managed to put the people of Gwynedd at the centre of everything it did. An example of this can be seen in Case Study 1 in Appendix 2 of this Report (page 42). The establishment of the Covid Support Team was certainly a very positive step for the residents of Gwynedd, particularly some of the most vulnerable residents. An assessment of the work is in the pipeline so that we can evaluate whether a similar model to this is needed for the future.

Many local community groups were established to respond to the crisis, and as a result, it was learnt that residents preferred to receive support on a local and community level. We have continued to support this community network by diverting support from the Regeneration Teams, Family Support Teams and Adults Teams, and there is a need to ensure that these groups are supported by us to continue offering support in their communities beyond the crisis, and there is room for us as a Council to look at establishing more permanent and stable teams to support people's well-being in the same way, on a more long-term basis, in the future.

The **Test, Trace and Protect Service** was established in May and came into operation on 1 June. The service now employs 103 workers. The purpose of this service is to lead the county out of the pandemic by improving health surveillance in the community, contact tracing and supporting people to self-isolate where needed. Click [here](#) to take a look at what the staff are doing to protect public health.

The Welsh Government Scheme, '**A Healthier Wales**', sets out a long-term vision for the entire health and social care system in the future, focusing on health and well-being and preventing ill-health. To achieve this vision, we are working to transform the way our health and care services are being provided in the community, and a number of projects are in progress to achieve this.

During the year, work progressed on the **Programme to Transform Community Health and Care** in Gwynedd and Anglesey to improve integration and collaboration across these fields. The aim of the Programme is to help people live their lives as they wish, and ensure that we collaborate to provide services and support that responds to what matters to the vulnerable people in the area.

The work of establishing the **Community Resources Teams**, which include staff from health, care, the third sector and the independent sector, is at the core of this. These local teams have regular contact as a team on a sub-area level; they share information and resources, collaborate to understand the situation locally and address any obstructions.

Other elements of the programme include projects that facilitate the procedure for **Hospital Discharges**, a project to **Share Information** across agencies, and the project to **Re-design Care Services** in the county.

Although the timetable for this work has slipped somewhat because of the Covid-19 crisis, we are now pressing on with the plans. Our vision of moving the domiciliary care services towards a model that is based on localities, and commissioning based on outcomes for individuals and social value will continue, with the aim of conducting a tendering process for specific areas this year.

The **Information, Advice and Assistance Service** supports older people in the county, and a detailed work programme is being implemented to ensure better collaboration with the Health Board and creating a single local contact point. During the year, the percentage of adults who received advice and support from the service who did not get in touch again for six months was 54%.

Likewise, the **Gwynedd Family Hub** was established so that information, advice and assistance can be received on matters such as childcare, fostering, adoption, young carers, etc., and that this is all available in one place. Within the Hub, anyone can report a concern that a child is being abused, and we respond to these reports immediately to ensure the welfare and safety of our children and young people.



QUALITY STANDARD 2

Working with people and partners to safeguard and promote the physical and mental health and emotional well-being of people

We are responsible for ensuring that everyone protects their health and well-being and adopts a healthy lifestyle, accepting care and preventative and pro-active support when needed. Gwynedd Council seeks to support communities in many ways to achieve solutions of a preventative nature, which increase local care options, and also lead to ensuring that our communities are strong and resilient. To do so, we have mapped the services and groups that currently exist in communities in order to identify gaps, and contact individuals who need support with services, as well as promote community enterprises.

This year, we have been working tirelessly to safeguard people against Covid-19. Very much work has been happening within the Council and in collaboration with external agencies to ensure that the residents of Gwynedd keep as safe as possible during this crisis.

Community Resilience was a large part of the Council's workflow during the year, which is work to empower communities and individuals with local resources and expertise to enable them to help themselves and others in emergencies. Because of Covid-19, additional arrangements were put in place to respond to the crisis and seek to maintain and support the well-being of Gwynedd residents.

The Council has also been working hard alongside the Health Board to promote and support the **vaccination campaign**. By the end of the year, around 50,000 people had received the first dose. We have collaborated continuously with the Health Board, Public Health Wales, Welsh Government and care providers during the year to ensure that the Covid-19 situation is under control and that we pull together to fight together to ensure the least possible impact on the people of Gwynedd.

Within the **Council Plan, Supporting People's Well-being** has been identified as an improvement priority. We have identified that some residents need more support to cope with the challenges of life, and we are investing, providing and planning a number of services and interventions to support people to face and seek to overcome their problems.



As part of the efforts to support people's well-being, the **Supporting People Board** has worked on identifying obstructions and improving our understanding of how our services are currently provided through a number of various work streams. The intention of this is to enable the people of Gwynedd to look after their own well-being and live the life they wish. Some of the work streams include **Financial and Food Poverty, Carers, Homelessness, Digital Competency and Well-being**.

The **Gwynedd and Anglesey Well-being Plan** notes how the Gwynedd and Anglesey Public Services Board will undertake its work under the Well-being of Future Generations Act. Collaboration is undertaken with key partners to drive the required changes to integrate health and care in our communities, giving attention to a broad range of fields such as Adults, Children, Learning Disabilities, Mental Health and Community Transformation. In addition, the Board has a role in the work of revitalising our communities following the side-effects of the pandemic.

The Public Services Board has been carrying out research on matters such as financial poverty and unemployment amongst young people. The Board will continue to undertake research as a part of their assessment of well-being, where there will be an opportunity to hear from Gwynedd communities about what matters to them. The assessment will improve our understanding of our communities' needs, looking at challenges and opportunities for the future.

The **Health and Well-being Learning Partnership** met more regularly during the pandemic to discuss how to promote people's well-being by promoting Public Health Wales' Five Ways to Well-being. The **Looking after Myself** booklet has been central to the work and, alongside this, a **Facebook page** was established which shared the broad range of health and well-being information and events in Gwynedd.

A creative fortnight was held on-line, called **Well-being for Me**, between 18-31 January, with the aim of supporting the mental well-being of the individuals who were taking part. The event was free for anyone over 18 years of age. All activities during the fortnight were based on the 'Five Ways to Well-being' and included creative activities, videos, conversations, ideas, inspiration, a sense of supporting each other and a booklet to guide each individual through the period.

The **Well-being Pathways Team** provides a broad range of services and activities that respond to the needs of individuals with learning disabilities in Gwynedd. During the lockdowns, the team has managed to continue with sessions to promote the well-being of individuals - physically, emotionally and socially. Virtual sessions were provided, such as yoga, dance, quiz and a disco, as well as a Makaton Choir - a video of the choir can be



viewed [here](#). Other activities were also held, such as walking groups in the community and confidential 'Blwch Siarad' discussion sessions in collaboration with Mind. During the year, 134 individuals had received support or had joined the sessions.

In addition, the team has assisted individuals to be in a situation to be able to help in on-line sessions by providing equipment and training for individuals and their families. The team has also developed a [website](#) and a presence on social media to encourage individuals to participate and ensure that information is available for all.

Various organisations were brought together to establish **Gwynedd Carers Network**, where work was in progress during the year to support unpaid carers during the pandemic. The '[Looking After Someone](#)' booklet was prepared to support carers. Click [here](#) to see a video that shows the events that have been held during the year:

An **On-line Carers Festival** was held in August for a period of three weeks, with the aim of providing information, supporting the well-being of carers and having fun. In parallel, the **Carers' Rights Day** was held, which was an on-line campaign to raise awareness of carers' rights.

As well as arranging events and campaigns such as the above, the **Unpaid Carers Support Team** has collaborated with Welsh Government and the North Wales Regional Partnership Board to create an **ID card and App for Young Carers**. Following a consultation with the Action For Children service, namely the agency commissioned by Gwynedd and Anglesey and the County's young carers, this led to the co-production of ideas to create an App to accompany the more traditional ID and wristband methods. As a result, the young carers of Gwynedd and Anglesey came together with other young carer projects in the North to create a suitable image for this exciting development, so in the region, Gwynedd and Anglesey will share the same look as the brand of other counties, and will use the same traditional ID card as the rest of the region. Click [here](#) to watch a video that shows how the App will work.

As Welsh Government has been eager to see Local Authorities trialling various methods, Gwynedd and Anglesey will trial the App and collaborate with the Education Department and four secondary schools initially to see how it works practically in schools and will share any lessons learnt from the pilot with the rest of the region. The initiative was launched across the North on National Young Carers' Day on 16 March 2021.

The **Learning Disabilities Service** has two work-streams that are a priority at present, namely, the Accommodation project and Work Opportunities project. There is a lack of suitable accommodation for



disabled individuals across the county, and we have started to work with Housing Associations and the Council's Housing and Property Department to address this need. Providing training opportunities and work experiences for individuals with Learning Disabilities is also a priority, and this will enable disabled individuals to learn and participate in society. As a part of this work, a Community Hub is being developed in Dolfeurig, Dolgellau and a 'Meals on Wheels' Service is being implemented in the area of Y Ffôr, Pwllheli, in cooperation with Agoriad.

The Service has managed to provide day and respite opportunities in some priority situations and has provided bespoke services by using our community hubs flexibly in order to adhere to Covid-19 regulations. In addition, since September, the Learning Disabilities service has started to use a new respite unit in Pwllheli, to provide an overnight respite service for disabled individuals, which helps carers with the substantial pressure on them.

Jointly with the Health Board and the Isle of Anglesey Council, we have established a Multi-agency Project Board to establish an **Autism Plan**. The intention of this Plan, that will be introduced during 2021-22, will be to respond to assessments and support requests for support relating to autism. The Plan will comply with the new Code of Practice for Autism Services that will come into force in April 2021.

The **Derwen Team**, namely the Disabled Children's Integrated Team, is a partnership between Betsi Cadwaladr University Health Board and Gwynedd Council's Social Services Department. The team works to provide specialist support for children with a developmental impairment or delay, disabled children and ill children. The team managed to maintain the service during the Covid-19 crisis, where collaboration took place with the families and children and young people to provide them with the necessary support. Since the beginning of the crisis, there were many examples of the need to adapt and change care and support plans quickly, and the support service has managed to meet each new plan in a timely way.

The team is continuing to collaborate closely with other services such as the Housing and Property Department, the Education Department, the Health Board and many charities, in order to provide an effective and creative service for the children and their families. For example, collaboration took place with other agencies to provide many suitable houses to meet the needs of ill/disabled children.

Despite the fact that it was not possible to hold face-to-face social activities this year, and that there is a need to suspend some services temporarily as a result of the crisis, we have managed to adapt our way of working with people and partners to safeguard and promote the physical and mental health and emotional well-being of people through virtual events and activities, ensuring that we are also continuing with developments where it is possible to do so.



QUALITY STANDARD 3

Safeguarding and protecting people from abuse, neglect or harm

We take our responsibility to safeguard people seriously. The Council is playing an active part in the [North Wales Children Safeguarding Board](#), [North Wales Adults Safeguarding Board](#), [North Wales Safer Communities Board \(as well as sub-groups within the field\)](#) and the [Gwynedd and Anglesey Community Safety Partnership](#) and ensure that matters raised at the meetings of these groups have received due attention to ensure the safety of the county's residents. As a Corporate Director, I also have specific responsibilities in the safeguarding field.

We also have arrangements in progress internally to ensure the safety of the residents of Gwynedd, and [Care Inspectorate Wales](#) carry our regular inspections of our work to ensure that it is of the best quality. This year, we had a quality inspection by the Inspectorate in January, in order to see how well our social services continue to help and support adults and children, focusing on safety and well-being.

In the feedback we received from the Inspectorate after the inspection, it was noted that we had kept in good contact with people during the pandemic to offer support, that our staff are able to cope with their caseloads and that they obviously understood the circumstances of the people with whom they work and their communities well. The feedback was very positive, and I am very proud of our staff's hard work and commitment to ensure this.

Within the Council, we have the **Strategic Safeguarding Panel** that is chaired by the Cabinet Member for Children and Young People, Councillor Dilwyn Morgan. The aim of this Panel is to ensure that appropriate arrangements and procedures are in place at a corporate level across the Council to ensure the safety of children, young people and adults. Since 2017/18 the Panel is also responsible for an overview of wider safeguarding issues across Gwynedd, such as Community Safety.

The **Gwynedd and Anglesey Community Safety Partnership** is a group of organisations that collaborate to consider how to address crime and disorder, reduce re-offending, substance misuse and anti-social behaviour. More information about the work of the Partnership, as well as the Community Safety Local Plan, can be found [here](#). The membership includes us as a Council, the Police, Probation service, the Fire and Rescue service and



the Health Board. The Council is represented by the Cabinet Member for Adults, Health and Well-being, Councillor Dafydd Meurig, as well as the Corporate Director, Morwena Edwards.

The **Domestic Abuse** field is a priority for us in the coming year, and we encourage all Council members and staff to complete training in the field. Domestic abuse has been particularly challenging this year because of Covid-19 and the instruction for everyone to stay at home during the lockdown periods. This year, we did not see any increase in the number of domestic abuse cases reported, and therefore, this raises the question as to whether victims are too frightened to report their situation and that they are living in situations of risk. We are continuing to collaborate with the relevant organisations and attempting to raise awareness of reporting domestic abuse, seeking to put different methods in practice so that individuals can contact safely. There will be a need to continue working conscientiously on this agenda.

The **Emrallt Team** was established this year, in the aim of reducing the number of harmful sexual behaviour cases being referred to statutory services following an incident of abuse, by means of a number of timely and appropriate interventions. In order to meet our aim, we have invested substantially in awareness raising events and access to preventative and specialist training packages by Brook, the NSPCC and AIM.

This year, the **Gwynedd Council Modern Slavery Statement 2020/21** was published. In addition, the Safeguarding Strategic Panel adopted actions in the field of Modern Slavery during the year to ensure that we have purposeful arrangements in place, namely, setting guidelines and pathways to refer concerns/cases on Gwynedd Council's website, establish a single point of contact, publish a specific annual statement on how the Council avoids Modern Slavery within business activity and supply chains, and staff training.

We are a Corporate Parent to looked after children in Gwynedd, where we implement direct responsibility to ensure that appropriate and suitable services are available for them. The Corporate Parent Panel is chaired by the Cabinet Member for Children and Supporting Families, Councillor Dilwyn Morgan. Usually, children come into our care under very difficult circumstances, and we are as ambitious for these children as anyone would be for their own child.

At the end of March 2021, 281 children were in the Council's care, and 71% of these received care in a foster placement, with 35% of those foster carers either friends or family members, and 18% of looked after children were placed with their parents, and therefore remained at home.



Due to the restrictions of the pandemic, care plan reviews were conducted virtually this year, which has brought new challenges to practice and officers' ability to see children face-to-face and develop the working relationship. Care Inspectorate Wales praised this field following its inspection of our work in January 2021, stating that all statutory reviews and visits were being done in a timely way, and that the reviews reflected the views of the children, the carers and their parents, with good narratives relating to well-being.

Because of Covid-19, a number of agencies have re-located staff or made decisions to protect the well-being of staff and avoid contact with the public. This has led to a reduction in referrals at times, and a reduction in the contact by a number of agencies with children and families. This has proven challenging in all fields, including its impact on our work to protect children and support looked after children.

In addition, emergency arrangements had to be introduced to sustain the statutory registrations duty on the **Gwynedd Child Protection Register** as it was not possible to meet at a face-to-face conference. We succeeded to hold Protection Conferences virtually, including other agencies and parents. Obviously, this has influenced the effectiveness of the protection process and the nature of our ability to co-discuss and ensure a voice for all.

In 2020/21, 389 child protection 'conferences' were held. The percentage of the case conferences where it was considered that the risk assessments were high quality was 97% and was consistent with the recent years. This consistently high performance shows the impact of our investment in practice to ensure good decisions that protect the rights of children and their families.





QUALITY STANDARD 4

Encouraging and providing support for people to learn and contribute in society

The majority of the activities that have taken place this year have been conducted virtually because of the pandemic. This in itself has posed new challenges, but we acknowledge the importance of assisting people to gain skills and encourage them to support each other within our communities.

The Council has prioritised the **Gap in Children and Young People's Well-being and Attainment**, as there is concern that some children and young people could be left behind in terms of their educational attainment; and some of them needed additional help to close that gap as well as support with their welfare.

Because of the impacts of Covid-19, during 2021/22, we will focus on understanding the impacts of lockdown on the welfare of young children, and we will review our arrangements and provisions to ensure the best start for children aged 0-5 years and their families. In addition, we will focus our efforts on the 5-16 year old group by supporting the schools to implement the **Accelerating Learning Programme** with funding from the Welsh Government. This will allow us to respond to the impact of the lockdown period on the welfare and attainment of specific groups of learners.

Beyond school, we also realise that the 16-24 year old age group has been disproportionately affected by the crisis than any other age group. There are more referrals for well-being, mental health and homelessness assistance among this age group. Therefore, hand in hand with the increase in the number of young people not in employment, education or training, there is an intention to give specific attention to this field in order to mitigate against any side-effects, ensuring that our young people have support and appropriate provision to enable them to thrive.

During the year, the **Youth Service** has adapted how it reaches young people, with the majority of the work moving on-line. The service has provided socialising activities, learning sessions, training and it has offered personal support around three main themes, in accordance with what young people said that mattered to them; i.e. well-being, learning new skills and preparing themselves for the working world and to live independently. The craft, quiz, fitness challenge, cookery and Chatting Session were the most popular among young people.



The Youth Service has continued to keep in contact with young people aged 16 years of age and older who are not in education, employment or training to support them and help them re-engage when they will be ready to do so. The service also continues to respond to the social and personal challenges of young people, such as challenging behaviours, well-being and self-image, as well as barriers to re-engage with education and employment. For the year to come, priority will be given to the fields of health and well-being, youth homelessness, and supporting young people in the bridging period between 16-24 years.

Gwynedd Council has a unique **Bridging the Generations** project, which seeks to create new links between children and people of all ages, in the hope that this will increase respect and understanding between generations and lead to stronger communities. This year, the Bridging the Generations Week was held between 8 and 14 March across Britain, and Gwynedd Council held various activities during the week.

Despite this year's lockdown restrictions, much good work has taken place to promote collaboration between children, young people and adults of all ages, but particularly with older people. The main project was the Pen-Pals Scheme, where over 120 letters were sent. There was good collaboration with the Youth Service to create unique gifts for the residents of Plas Gwilym in Penygroes, and collaboration also happened with a number of organisations to provide over 120 Christmas Boxes by children for the older people of Gwynedd who were alone this year.

Further projects are in the pipeline for the year to come, such as the flower and plant planting scheme, where children will be able to decorate the pot and plant the seeds, and then presenting them to local care homes and to individuals who live alone, as well as friendship benches, which is a scheme to install benches in Gwynedd communities where anyone can sit to extend a welcome to others to join them on the bench for a chat.

The North Wales Cooperative evaluated the Bridging the Generations project in November this year, and it was concluded that the project performed well and had been able to respond flexibly to the challenges of the pandemic. Click [here](#) to see the work that has been in progress during the year.

The **Mentro Gyda'n Gilydd** project is a new resource that has been created in the form of video shorts to help show vulnerable residents and those living with dementia the main changes made to services in Gwynedd following the pandemic.



The **DementiaGo** team received special recognition in the Welsh Care Awards this year, where they were one of three organisations to be selected in the 'working with and listening to people living with dementia' category. Here is a [video clip](#) that shows their work.

The aim of DementiaGo is to support people affected by dementia through exercise to promote a rich quality of life. During the pandemic, the team has made regular phone calls to their members (around 3,000 calls during the year), produced a fortnightly newsletter to share information and encourage people to participate in activities to raise people's spirits and provide a sense of belonging and arranged on-line classes such as 'Sport Memories' as well as special events such as a Christmas quiz and party. Click [here](#) to have a taster of one particular on-line event, namely a session with Dawns i Bawb.

Here is some feedback from one service user:

'Thank you very much to the team for the Zoom exercise classes. They are perfect for Mum (and me too!). She is starting to get used to them and remembering that they are happening, and she is starting to know people and realise that they are not a one-off, but that they are on each week - and that they are so much fun. She loves hearing Welsh being spoken - she's Welsh herself, but she never had the chance to learn the language when she was young. She looks forward to the classes when she sees me setting up the computer. The classes are good motivation.'

Their [new website](#) was launched, under the new name **Gwynedd Dementia Actif**, in January 2021.

Digital Inclusion is an increasingly important element in this day and age. The Council intends to put a Digital Learning Strategy in place as one of its priorities, as there is a risk of providing a sub-standard quality of education for the children of Gwynedd as a result of a failure to maximise the opportunities offered by digital learning. The aim of the strategy is to give the best digital provision to support our learners and teachers to foster a range of skills to use technology confidently, creatively and critically.

During the pandemic, support was received from a number of agencies and organisations to ensure that the county's most vulnerable people had internet access. Between the months of April and June, the North Wales Regional Partnership Board allocated a number of iPads to our residential homes, as well as 15 iPads to our communities. The main intention in doing so was to enable family and friends to keep in contact virtually, particularly those who had to shield.



In addition, more money was allocated in February this year in order to extend the digital offer to other devices such as Echo Dot, smart plugs and smart bulbs. In doing so, the hope is to overcome loneliness and give individuals the ability to manage their wishes by voice alone (e.g. ask the Echo Dot to play songs or switch off the light), which is particularly important to those with mobility difficulties.

Dawns i Bawb has also purchased digital tablets to give to residents in residential homes in Gwynedd. No WiFi connection will be required to access the resources on the tablets, as the dance videos have already been recorded and downloaded onto the tablets. In the future, it is intended to look to develop the content of the digital tablets with dance sessions, as well as poems, pictures, excerpts of dramas, etc., with a particular focus on health and well-being.

In collaboration with **Y Dref Werdd** community enterprise, which works for the well-being of the environment and the local community in Bro Ffestiniog, Gwynedd Dementia Actif received 10 digital tablets to share with their members across Gwynedd. See Case Study 2 in Appendix 2 for further details. To date, four tablets have been handed to members who already had an internet connection, which meant that a total of seven people received support on how to use them and how to join regular on-line activities. The team will use the other six tablets to support people who do not currently have internet access.



QUALITY STANDARD 5

Providing support for people so that they can develop safely and maintain healthy relationships in the home, with families and on a personal level

One of the Council's main priorities is to ensure that the children and young people of the county **enjoy happy, healthy and safe lives**, as well as achieving what matters to people. Of course, achieving this ambition has been very challenging this year as the lockdown periods have prevented people from seeing their family and friends, and this has affected the ability of many individuals and families from developing and sustaining healthy relationships.

Reviewing our arrangements and ways of working is ongoing work to ensure that we make timely and correct decisions, that our interventions are fit for purpose, and that the experience of each child and his/her family with the department is the best that it can be. For the year to come, we will complete Ffordd Gwynedd work, by working across the services of the Children and Supporting Families Department and jointly with the Education Department to understand what matters to Gwynedd families, to agree on principles, and ways to improve what we do and how we work in order to provide the required support.

We believe that offering **early intervention** is key in order to help children and their families to thrive and reduce the need for more intensive services. We have a number of services providing early intervention, whether early on in the child's life so that they receive the support they need to thrive; or early on when a challenge or concern first emerges and before the situation deteriorates; and we will intervene in this way by working with the whole family.

The **Social Work Teams** in the Children and Supporting Families Department and the Adults, Health and Well-being Department are offering support and intensive intervention to children and their families. Social workers see children and their families regularly and keep in touch with them, remaining alert to issues of risk to children and young people. We ensure that there are resources available to support them and that their needs are clear to us. Then, plans are put in place to respond to their needs. At times, we will refer on to teams that offer more specialist interventions, such as the services in the Trobwynt Team.



Families First in Gwynedd offers support to families, subject to their needs. During the last year, we have continued to develop our interventions to allow us to respond to the needs of families in the most effective way, and trial pilot schemes by Barnardo's and Y Bont relating to managing conflict among families and supporting the well-being of children. We have also continued to offer support to parents in order to develop parenting and healthy relationship skills. With additional funding this year, we are able to collaborate with Home Start Cymru to develop a short project to provide support to fathers over the phone.

The **Team Around the Family** intervenes early when problems become apparent within families, but this happens on a voluntary basis and with the family's consent. We will help by responding to needs and providing appropriate services. We received 361 referrals to the Families First scheme in Gwynedd in 2020/21, with 227 of these referrals being offered further support by the Team Around the Family and other services commissioned through the scheme.

If a number of matters require attention within the family, the family can receive more intensive support from a Team Around the Family Coordinator, who will bring everyone together to create an integrated plan. During the year, 61 families received support from a Team Around the Family Coordinator, with a high percentage of families noting that there had been a positive difference in their lives after receiving intervention.

This is what one parent had to say:

'Thanks for the help with parenting - things have improved a lot with my daughter - we don't fall out as much, and we can do fun things such as cooking...My daughter seems much happier at school and at home.'

The **Early Years Service** provides support for children under 4 years of age and their families by supporting nursery education provisions, developing the childcare and play sector and providing parenting packs to help families bring up healthy, happy and safe children.

We also provide more intensive packages of support in specific areas of Gwynedd through the **Flying Start** programme. The programme supports families with raising children and parenting, children's language and speech development, and health and care support, through multi-agency teams from education, health and care.

During the year, we have been working on one of our priorities, namely a **Keeping Families Together** in the hope of starting to implement it in the year to come. The Strategy includes different levels of advice and



information, to more specialist and intensive interventions. Sometimes, difficult decisions will need to be made, and when we need to care for a child, we will seek to secure suitable placements, and support for the child and his/her family.

The function of the **Fostering Team** is to ensure that we have plenty of foster parents to meet the needs of children who are unable to live at home. The Team assess and support foster carers so that they can provide children who come into our care with the necessary support, which is a high priority for the Department. We are aware that children who are in stable situations get the best opportunity to test those boundaries that are crucial for good development. This lays the foundation for achieving the best outcomes for them.

We are very fortunate of our **Foster Carers** here in the Council, and this year, we have been striving to recruit more carers. Over a fortnight, a digital campaign was held, which included a video by famous individuals and Council officers. Following the campaign, 16 enquiries were received. Click [here](#) to watch a video that shows one couple's experience as foster carers.

Because of the pandemic, a helpline was established for foster carers so that someone was available during weekends to respond to any enquiries they had during the period. Social media was also used to share information and as a mode for carers to share experiences.

The **Trobwynt Service** was established to work intensively with the families at the edge of care. The service supports families with a range of specialist support, in a co-ordinated and timely way, and this year, the team worked with 212 children. We will act based on the outcomes of the multi-agency work that has been developed in 2020/21 to target young parents who are at a higher risk of meeting the care threshold with their parenting skills.

The **Edge of Care Team** offers intensive support packages aimed at keeping children stable in their homes. This year, work was carried out with 166 children, where 88 of these cases were new cases. During the year, we managed to continue to keep in regular contact with these children over the phone, via on-line platforms such as Zoom and via home visits.

The **Reflect** project offers specialist support to parents who have children in the care system on a permanent basis. This year, support was provided to nine parents. During the coming year, the hope is to develop support for the mother in relation to her final contact with her child(ren).





QUALITY STANDARD 6

Working with people and supporting them to achieve better economic welfare, have a social life and live in suitable accommodation that meets their needs

Offering support on matters relating to money, employment, accommodation and support to obtain easy access to services has never been so important, considering the current climate. One of our main priorities is ensuring sufficient bespoke housing of quality to address the needs of a changing population. In December 2020, approval was given to our [Housing Action Plan](#) (2020/21 to 2026/27), which is a programme of over 30 specific plans for a £77 million investment to realise the ambition of our Housing Strategy to *"ensure that the people of Gwynedd have access to a suitable home of a high standard, that is affordable and improves their quality of life"*.

These schemes will aim to fulfil the following objectives:

- No one is homeless in Gwynedd
- Social housing available to all who need one
- Everyone's home in Gwynedd is affordable to them
- Gwynedd Housing are environmentally friendly
- Homes having a positive influence on the health and well-being of the people of Gwynedd

Watch [this video](#) where Councillor Craig ab Iago, Gwynedd Council Cabinet Member for Housing and Property, explains more about the housing projects we have in the pipeline:

During 2021/22, we will begin to implement these plans in order to increase the opportunities for local people to have suitable homes within their communities.



The **Homelessness Service** provides advice and assistance to people who are homeless or at risk of homelessness. The team is discharging the Council's statutory duty to meet the requirements of the Housing (Wales) Act 2014. Their work includes:

- helping to prevent homelessness before it occurs
- assessing the accommodation and support needs of individuals and families who are threatened with homelessness
- helping to find somewhere else to live when an individual or family are facing homelessness
- providing temporary accommodation in emergency cases, and securing accommodation for those in priority need.

Since 2015/16, the Homelessness Service has seen an annual increase in the number of individuals who are presenting themselves as homeless. Before Covid-19, we had seen an increase of 35% in the number who present themselves homeless or at threat of becoming homeless over 5 years. The demand remains higher than ever with 945 individuals receiving a service in 2020/21. As a result of the statutory requirement on us to ensure that individuals did not sleep on the street during the pandemic, additional funding was received from a new Welsh Government fund, to secure accommodation for everyone referred to us.

The service provides many temporary accommodations until a permanent property is available for homeless people, including two hostels in the Council's ownership, and 100 properties leased by private owners and Housing Associations. Accommodation was provided for 419 families/individuals in 2020/21. The number of homeless people have consistently increased for some years, and there is increasing pressure on the Service to deal with the need to home people at short notice.

Since many homeless people are also vulnerable, support is provided to ensure that individuals can maintain their tenancy and avoid becoming homeless again. Support is provided on a number of issues such as claiming benefits, support for the maintenance of accommodation, understanding rights and responsibilities, and applying for grants for furnishing a property.

There are a number of projects within the Housing Action Plan that will lead to additional units to address homelessness in Gwynedd. We hope to be able to commence the development work early in the year, which



will lead to an additional 44 Supported Units for homeless people. We also have a project in the pipeline to refurbish the former Natwest bank in Castle Square, Caernarfon, jointly with GISDA, in order to provide 5 flats for homeless young people, as well as a training flat. This work is expected to be completed in March 2022.

We have introduced a new **Housing Allocation Policy** which has been operational since the summer. This policy prioritises local people, and replaces the former points system of housing allocation. The new system means that applications for social housing are put into one of four 'bands' depending on their housing needs and their connection with Gwynedd.

In 2021/22 we will need to secure effective arrangements for the implementation of the new allocation policy, and establish a system to monitor that this policy is implemented throughout the County to ensure the best opportunities for the people of Gwynedd.

Since 2016, Gwynedd has contributed to the UK Government's **Syrian Vulnerable Person Resettlement programme**. The Council committed to welcome and provide a house for up to 40 individuals who had been forced to flee war-stricken Syria. We have now fulfilled our promise as a Council and take pride in the fact that we have helped eight families to settle in Gwynedd.

As a result of this programme's success, the Council has now committed to welcome up to 20 of the most vulnerable refugees identified by the United Nations' High Commissioner for Refugees (UNHCR) as part of the Worldwide Refugee programme over the next three years.

The Council has continued with a programme to invest and modernise our **residential homes** in order to improve the quality of bespoke resources to meet the needs of service users. During the year, work to create a new Dementia Unit was completed and this provision was retained as a back-up resource during the pandemic. Alongside this, investment programmes to the value of £500k have continued in Cefn Rodyn, Dolgellau, where we will maximise the quality of resources and create a new bariatric provision, and we are also creating a Dementia Unit within the Hafod Mawddach home. We hope that these resources will assist to meet the various needs of the people of Gwynedd, and promote independence and dignity.

Our **Adaptations Unit** is responsible for promoting the independence and well-being of Gwynedd residents by providing timely and high-standard adaptations to the homes of children and adults with physical impairments. Around £1.3m a year is invested on schemes such as creating accessible bathrooms, installing ramps outside the house, building extensions etc. Around 30 of these are referrals received from hospitals so as to enable patients to return home.



During the year, 132 houses were adapted for individuals with physical impairments. We have also continued to offer install and service **Telecare** equipment in the homes of some of our most vulnerable people around the county during the lockdown.

One of the Council's priorities is to encourage **More Gwynedd residents to play a full part in the world of work**. A substantial number of residents are unable to fulfil their full potential as they are underemployed or excluded from employment. Being outside the world of work leads to reducing residents' wealth and increasing the demand for public resources, and preventing this is a key part of the anti-poverty agenda. There are direct benefits from being in work in terms of increasing earnings, but there are also wider benefits in terms of health, children's life opportunities and pride in communities.

The Council has established an **Unemployment Taskforce** to address the increase in unemployment levels in the county, as a result of the pandemic. We have been working with employers, especially within the tourism industry, to ensure that more Gwynedd residents benefit from the employment opportunities available, and support the residents of Gwynedd to foster the digital skills required to access work. We are also working on an exciting and innovative project entitled Kickstart, jointly with the Dolan organisation and Grŵp Llandrillo Menai, to offer a period of work and training for unemployed young people in Gwynedd, and offer an opportunity for local businesses to receive help at no cost as they reopen and recover.

During the year, we have supported over 200 individuals with their **employability skills**, with over 50 of these having successfully found work. In future, we will continue with the above plans and develop further plans such as close collaboration with our partners across North Wales and with the UK Government's Department for Work and Pensions, to improve the coordination of our services.

In the challenging context of unemployment, as well as underemployment and restrictions on people's ability to work, the need for **financial, debt and access to benefits advisory services** has been more important than ever. We have been collaborating with our partners at the Citizens Advice Bureau and Housing Associations and other charities, to promote the local financial advice services, campaigns to maximise income, and co-administering vouchers to help with fuel costs and food costs in an emergency. As part of this, a leaflet was provided with each Council Tax bill distributed to all households in the county in March in order to raise awareness of the advisory and support services available.

As an Authority, we have also been administering **direct payments** for free school meals for families, as well as payments for residents who are losing income due to the need for them to self-isolate. We have continued



to work with the food banks and community feeding schemes to develop an infrastructure across the county's communities to ensure access to healthy and cheap food, and to food in an emergency, which will also address the issue of reducing food waste.

We have also prioritised training and employment opportunities for adults with learning disabilities. **The Work Opportunities Project Group** was established this year to lead on this work. In addition, as part of the development of our community hubs across Gwynedd, training and work opportunities will be an integral part of these hubs, for example, there will be training opportunities in Cegin Arfon, Galwch Acw in Caernarfon, etc. The Well-being Pathways Team will also focus on running accredited courses to facilitate and promote individuals with learning disabilities to be ready for the world of work.

We are working alongside the Health Board to support individuals with mental health difficulties in order to promote recovery and assist them to live independently. We also offer assessment and support for mental health carers. The **ICAN project** was developed this year to offer support to individuals in the community, close to home. As part of the project, community centres were opened, for example, a centre was opened in Pwllheli soon before the pandemic struck. Unfortunately, because of Covid-19, all of the centres had to be shut. In response to this, ICAN provided support to individuals virtually and over the phone and individuals were able to make direct contact to receive support.

Gwynedd Council has been prominent in terms of ensuring that services for residents are available through the medium of Welsh as we operate through the medium of Welsh internally. It is continual work to **Promote the use of the Welsh language** within the Council's Services, and we are aware that we need to continue to maintain our staff's language skills.

In future, we will contribute to a work programme that will draw together the Council's Adults, Health and Well-being Department, the Health Board and Anglesey Council to establish working arrangements in a bilingual situation for the Community Resources Teams, namely the teams that will provide care and support for the people who need it.



4. How we do our work

The Welsh Language and delivering against the requirements of the 'More than Just Words' Framework

We have committed in full to Welsh Government's **'More than Just Words' Framework**, which places expectations on local councils and health boards to provide services through the medium of Welsh. I am the national lead on the More than Just Words agenda on behalf of the Wales Directors of Social Services. I also chair the North Wales More than Just Words Forum, and as a Council, we participate in full at this Forum. The forum provides opportunities to share ideas and collaborate with the Health Service, councils and other organisations.

The Council has a robust recruitment policy which has existed for many years. Council staff are required to be able to communicate effectively in Welsh and English to an appropriate standard and in order to be able to fulfil their duties in full in line with the Council's language policy. Each post has been assessed in terms of language needs and the language skill is included in the recruitment process. If the person appointed does not meet the language designations of the post, the line manager contacts the Welsh Language Learning and Development Officer within the Council to arrange an appropriate timetable. In order to meet the needs of the people of Gwynedd, the person is expected to meet the post's language designations within the timetable set. The individual is given full support to achieve this.

We are very confident in the departments' ability to provide their services through the medium of Welsh. To date, 730 of staff in the Social Services departments have completed an assessment to ensure that they meet the language requirements that are appropriate to their post, and from these staff, 99% of them are able to speak Welsh, whether fluently or on a basic level.

There are more opportunities available than ever before to learn or develop Welsh in the new digital climate, and during the year, the Council has supported 27 members of staff from the Adults, Health and Well-being and Children and Supporting Families Departments. Providing on-line lessons and resources are advantageous for a number of reasons, including:

- no need to travel to learning locations, and so:
 - o there is no need to release more time than the lesson length for the individual

- o learners across Gwynedd can attend lessons, regardless of where they live or work
- more lessons can be held on the same time (the availability of teaching rooms have restricted us previously)
- advantage can be taken of the support and assistance of individuals from locations across Gwynedd, in terms of tutors, colleagues (via our Cyfeillion Cymraeg Scheme) and internal officers and tutors
- more flexibility in some cases in terms of time and content

For the small percentage who are unable to speak Welsh within the care workforce, there is evidence of the culture change with purposeful plans being put in place to learn Welsh, and the managers and senior managers taking more ownership and driving the agenda forward, e.g. two Area Managers have acknowledged that there is a responsibility on them and home managers to support the learners once they have returned to the workplace. See Case Study 3 in Appendix 2 of this Report (page 44) to learn more about this.

Our workforce and how we support their professional role

Social care in Gwynedd is provided by a broad range of agencies from the statutory services, private sector, and the third sector, and staffing the field is one of the greatest challenges of our social services. The challenges are particularly prominent in the domiciliary care field, and this is of increasing concern to me as Director as we are unable to provide care packages in some situations as a result of staff shortages.

We have an effective and committed workforce, and this has been especially evident during the Covid-19 emergency. However, we must ensure that we have sufficient workers with the necessary skills to cope with the increasing need that is likely to arise in the future, and this need has been prioritised in the 2018-23 Council Plan.

We have been striving to try to better understand the challenges that exists across the field, and in response to this a work programme was developed in an attempt to address some of the concerns. The work of establishing a new home care provision system will have a positive impact on elements such as the wages of front line staff in the private sector, duration of work contracts and career pathways in the field.



To coincide with this work, a **campaign** was held this year to increase the size of the care workforce in the Adults field in order to respond to workforce shortages to ensure service continuity. The **#SOSGalwGofalwyr** campaign was established in an attempt to recruit over 100 new staff members, both part-time and full-time.

Very often, our officers need a chat or consolation after visiting difficult cases in the field, and this could be done quite easily in a relatively informal way in an office environment. Our officers have not been able to work in our offices during the year, and therefore, offering such support when working from home has been more difficult, but we have managed to provide an office resource that coincides with the Covid-19 regulations so that those staff can come to the office when they need to do so, in order to receive the support they need.

Covid-19 gave an opportunity for some members of staff from Social Services to redeploy to the new Covid Support Teams. A large number of staff from other Council Departments were redeployed to the Social Care field also; whether they worked in the PPE field; Track, Trace and Protect Team or in care homes.

We are also very eager to plan succession in order to ensure that we have the correct workers with the correct skills for now and the future. For example, we have a Trainee Scheme that runs annually for social workers. In addition, we are proud to be able to offer apprenticeships in many fields this year, including learning disabilities, adult care and childcare. Here is a video to explain more.

Unfortunately, at the beginning of the crisis, the placements for social work students had to be suspended. However, as the situation stabilised and as we got used to working virtually, detailed discussions were held between Bangor University and Gwynedd Council to plan to recommence placements. This will have to include consideration and investment in virtual methods of working (laptops etc.) and on-line training. I am very satisfied with the collaboration that took place during the year between us as a Council and the University, and I am also incredibly proud of the students for being so prepared to offer support during this difficult time.

Our financial resources

Like everything else this year, Covid-19 has had a substantial financial impact on the Council, with the implications of that involving additional costs, loss of income and slippage in our savings scheme as the Council has prioritised protecting the health and lives of the people of Gwynedd in response to the crisis. Welsh Government established a hardship fund towards compensating for the costs and income losses of Local Government.

Of course, the care field has faced substantial pressure this year, and as a result, overspending occurred in the Adults, Health and Well-being Department and in the Children and Supporting Families Department. Although we attempted to continue with our financial savings schemes, we needed to respond to the crisis at the same time. Of course, we are giving due attention to the financial situation to ensure that we budget suitably to meet the demand, but we are also ensuring that we act as effective as possible.

The additional pressure on budgets on the care field has been acknowledged with additional permanent funds to the value of over £2.7 million allocated to the care field for the 2021/22 budget.

Working in partnership

A core part of our work is working in local and regional partnerships with partners such as the Health Board, the Police and the third sector. Throughout the report, I refer to various pieces of work that are often implemented in partnership with other agencies. I am very proud of the relationship we have with our partners locally, where constructive collaboration takes place along with open discussions on any differing opinions in an attempt to ensure that we reach agreement on the best way of working for our population.

Of course, we saw more collaboration than ever before during the crisis in order to ensure public safety. A large number of local businesses in the area were collaborated with, which went the extra mile to support our communities through efforts such as providing hot meals for residents, assisting with collecting and delivering prescriptions to people who had to shield, contributions to the food bank, etc.

Joint work was also undertaken with Betsi Cadwaladr University Health Board, Welsh Government, Public Health Wales, Gwynedd social housing providers, voluntary sectors such as Mantell Gwynedd and Age Cymru, to put emergency arrangements in place to respond to the pandemic. For example, partnership work was carried out with Adra, a housing provider in Gwynedd, to distribute around 1,000 items of PPE, as well as supporting Gwynedd food banks. Also, 23 Health Board services were moved from Betsi Cadwaladr Buildings into the Council's buildings. Collaboration efforts took place with the Health Board on establishing Ysbyty Enfys in Bangor and on the Vaccination Programme.

A number of groups and voluntary organisations were established during the year as well, and collaboration was undertaken with a number of these to create a map of the services available in each area of the county:

<https://www.google.com/maps/d/viewer?mid=1cVj6cth01MifwHTEbqObs9IMw8BKrXtz&ll=52.97441139028482%2C-4.2539057576171935&z=11>

We managed to continue to provide essential services during the crisis, and we worked closely with partners to support efforts. The main thing that has been highlighted during the crisis is the importance of close collaboration between us as partners in the future.

The **North Wales Regional Partnership Board** has now been operational for some years. Both the Cabinet Member for Adults, Councillor Dafydd Meurig, and I are members of this Board. We as partners also meet as an Integrated Care and Health Group in order to ensure that we agree on the way forward on a more local level. This group is also accountable to the Gwynedd and Anglesey Public Services Board, which strengthens the local accountability. I am also an associate member on Betsi Cadwaladr Health Board. My role in this respect relates to advising and providing feedback to the Health Board on matters relating to the social care field, and although I do not have a voting role on the Board, I consider it to be a valuable time investment in terms of trying to give a care steer to these discussions.

The Third Sector Liaison Group, which provides an overview of the field and encourages and drives effective collaboration between statutory organisations and the third sector, is also important in the context of care. During the year, good collaboration took place to share information and resources during the crisis, and it is a good method to arrange presentations from various members of the Group so that others learn about the work happening in other parts of the county. The Liaison Group will ensure that opportunities to improve services for the population are discussed and agreed, and it is likely that the Covid-19 crisis will have had a positive impact on the way we collaborate to support our communities. Keeping hold of that will be essential.

Political and Corporate Leadership, Governance and Accountability

It is important for me to draw your attention to Part 8 of the Act, which notes the requirements imposed on me as the Statutory Director of Social Services. Gwynedd Council Cabinet has approved the '**Director's Protocol**'. This is a document that outlines how we will ensure that we address the legislative requirements. This protocol ensures robust governance arrangements along with strong lines of accountability.

The Council has robust governance arrangements in place to support the effective management of social services. As well as submitting reports to scrutiny committees, we also have a robust departmental performance challenging structure in place. We also hold regular meetings with the Inspectorate to ensure that our procedures are sound. The Scrutiny Committees has made a substantial contribution again this year in scrutinising particular fields and offering us important perspectives in order to continually improve.



Again this year, the Cabinet has shown its commitment to support the Council's care services, and to investing financially in these services to realise the plans in the pipeline. The Council has appointed two Cabinet Members for the fields within Social Services, namely Councillor Dafydd Meurig for the fields of Adults, Health and Well-being, and Councillor Dilwyn Morgan for the fields of Children and Supporting Families. We are also very proud to have Councillor Craig ab Iago, as Cabinet Member for Housing, who has been a great help with the broader care agenda.

5. 2021/22 Priorities

Here are the main priorities of Social Services for the 2021/22 year. More details about them can be obtained in the Council's [Improvement Priorities](#):

- Help people who need support to live their lives as they wish
- Ensure suitable care provision and sustainable well-being for the future
- Improve the quality of our care provision across the county
- Re-design our well-being care services
- The workforce and recruitment in the care field
- Ensure that we keep families together
- Ensure an appropriate provision for children with complex needs in order to keep them in our communities
- Ensure that families and children with autism have access to the support they need to thrive
- Support people's well-being

6. Further Information and Key Documents

Well-being and Population Documents

[Gwynedd Well-being Assessment](#)

[Gwynedd and Anglesey Well-being Plan](#)

[Assessment of the North Wales Population Needs](#)

[The Well-being of Future Generations \(Wales\) Act 2015](#)

[A Healthier Wales](#)

Gwynedd Policies

[Council Plan](#)

[The Council's Performance Report](#)

[Training Information](#)

[Language Policy](#)

[Listening, responding, improving](#)

Access to further information

[Dewis Cymru](#)

Concerns about an individual

If you are aware of an individual who is at risk of abuse or who is being abused, it is very important that you inform the Council or the police.

If the individual is in imminent danger, call the police on 999. Unless it is an immediate risk, call Social Services as soon as possible to share your concerns.

Child:

01766 772577 • 01248 353551 (outside working hours) • cyfeiriadauplant@gwynedd.llyw.cymru

Adult:

01766 772577 • 01248 353551 (outside working hours)

APPENDIX 1: Information about the Quality Standards as noted in the Social Services and Well-being Act (2014)

Quality Standard 1: Working with people to define and co-produce personal well-being outcomes that people wish to achieve

In order to achieve this, local authorities should:

- ensure access to clear and comprehensible information, advice and assistance to support people to maintain their well-being and make informed decisions
- work with individuals, their carers and partner organisations, to support and maintain the independence of individuals without the need for care and support
- complete well-being assessments in a timely manner
- ensure that decisions respect individual circumstances across the entire range of needs and that they give due attention to the United Nations' conventions and principles for children, older people and disabled people
- ensure that people are treated with dignity and respect
- enable people to have control over the planning and provision of care
- promote a healthy lifestyle and support them
- enable access to services and activities that maintain mental health and emotional well-being
- encourage and empower people to control their own health and well-being, to be active and benefit from care and proactive preventative support
- arrange independent advocacy where needed or refer to other types of advocacy to enable people to overcome obstacles to participation when reviewing and meeting needs
- arrange contact names and share relevant information with partners in order to allow for the smooth transfer of care and support across the services
- facilitate multi-disciplinary care and support plans
- put arrangements in place for assessing needs and deciding on eligibility
- explain challenges as well as achievements
- measure the impact of the care and support, and support to carers, on people's lives and well-being outcomes
- ensure that people are aware of the arrangements for paying and charging for care.



Quality Standard 2: Working with people and partners to safeguard and promote the physical and mental health and emotional well-being of people

In order to achieve this, local authorities should:

- promote and support a healthy lifestyle
- support access services to maintain mental health and emotional well-being
- encourage and empower people to control their own health and well-being, to be active and benefit from care and proactive preventative support

Quality Standard 3: Safeguarding and protecting people from abuse, neglect or harm

In order to achieve this, local authorities should:

- respond effectively to changing circumstances and regularly review the achievements of individuals' well-being outcomes
- provide care and support to meet the assessed needs to protect people from abuse or neglect or other harm
- develop protective procedures for those who put their own safety at risk to prevent abuse and neglect.
- manage risk in a way that empowers people to feel in control which is in accordance with safeguarding needs
- work in partnership in order to investigate allegations of abuse or neglect in order to ensure that people are protected from harm
- advocacy in relation to safeguarding

Quality Standard 4: Encouraging and providing support for people to learn and contribute in society

In order to achieve this, local authorities should:

- provide support for people to do the things that matter to them
- assist people to gain the educational skills and achievements they need to participate in the things that matter to them
- encourage people to be active members in the community and support each other to reduce social isolation.

Quality Standard 5: Providing support for people so that they can develop safely and maintain healthy relationships in the home, with families and on a personal level

In order to achieve this, local authorities should:

- provide support for people to maintain relationships that are of importance to them, in accordance with the safeguarding needs
- assist people to acknowledge unsafe relationships and to safeguard themselves from abuse and neglect
- where appropriate, give consideration to the views of families, carers and other personal relationships when assessing care and support needs

Quality Standard 6: Working with people and supporting them to achieve better economic welfare, have a social life and live in suitable accommodation that meets their needs

In order to achieve this, local authorities should:

- provide support for people to contribute as active citizens, both economically and socially
- provide support for people to acquire meaningful work and retain that work
- provide support for people to receive financial advice and support and assistance with benefits and grants
- provide access to services through the medium of Welsh and other languages of choice
- provide support for people to acquire accommodation which meet their needs and to facilitate their independent living

APPENDIX 2: Case Studies

Case Study 1: Covid Support Team

Mr X contacted the Team as he was concerned about his mother who had received a shielding letter. He arranged and paid for private care for his mother, but he was concerned that her health and memory were deteriorating. He was not sure how his mother was, as he was unable to travel to see her - his car was broken and there was no way of fixing it or travelling on public transport at the time.

A member of the Covid Support Team kept in regular contact with Mr X.

His PIP benefit had been stopped but he was not sure what would happen to him now. Therefore, it became apparent that Mr X had his own health problems because of that benefit, but he was not concerned about his own health and he was satisfied with the support from the doctor and hospital specialist.

Mr X lived with his son. He had some concern about his son as his attention and time was spent worrying about his parent at the moment. He was unsure how his son was coping. The dog was company to his son.

Mr X was ill during lockdown and he was unable to go out. He needed help to get groceries and nobody was taking the dog for a walk.

What did we do?

- Kept in regular contact.
- Brought in the Adults Team for a care and support assessment, and a package has been offered to him through the Social Workers.
- Brought in the Children's Team in to help with parenting and a request for a Family Coordinator as many services were involved in their lives by now.
- CAB took his PIP appeal on, and was making other benefit applications in the meantime.
- A volunteer took the dog for a walk.
- A Local Group delivered food.

Outcome

- Mr X is now happy that his income is being addressed and that support is available to his mother by the Adults Team and that he is having support from the Family Support Officer.
- Community support has ended as he is now able to do more for himself.



Case Study 2: DementiaGo

Mr and Mrs Jones live in the Arfon area in Gwynedd. Mr Jones has dementia, and Mrs Jones is his main carer. For two years, Mr and Mrs Jones have been keen members of the DementiaGo class in Byw'n Iach Arfon. Mr Jones also enjoyed the Walking Football sessions, and he attended six cultural and artistic sessions at the Slate Museum in Llanberis.

Because of Covid-19, all face-to-face activities were suspended, and the only contact they had with the Gwynedd Dementia Actif team was regular weekly telephone calls. During some of these contact calls, the trainer started to do light exercises on WhatsApp video calls as Mr and Mrs Jones felt that their physical health had deteriorated as a result of not attending the classes.

Mr and Mrs Jones did not attend the on-line classes because they did not have a digital device to do so and they did not have the confidence or digital knowledge to join. In September, Mr and Mrs Jones completed the Gwynedd Dementia Actif Questionnaire based on the 'Next Steps'. They said that they would be interested in participating in on-line classes but that they would need support to do so.

In October, Gwynedd Dementia Active managed to access a number of Tablets by the local Y Dref Werdd project. In November, a member of the Gwynedd Dementia Actif team sent the tablet to Mr and Mrs Jones's home. The tablet was already set-up with a new Google e-mail address and the Zoom app ready to use. They also received a set of simple instructions that were devised to help them at the start.

The team established a Zoom exercise meeting, where they were able to talk them through the process and ensure that everything worked properly and that they felt confident using the tablet. Since then, Mr and Mrs Jones have joined the on-line exercise classes, as well as the Sport Memories meetings.

Feedback from Mrs Jones:

"My husband loved going to the exercise classes at the leisure centre. He wanted us to go early so that he could sit in the café and have a cuppa before going to the class. It was important for him to have that social contact and see people. Therefore, since the classes ended because of COVID-19, he has missed them greatly and I believe that his fitness and strength have deteriorated and that he's lost all motivation.

We have been receiving excellent support from the team, the telephone calls and the attention we've been having from the coach has been excellent. She's even got my husband to exercise on one occasion via a WhatsApp video call. He thinks the world of her and knows when to expect her phone call."



Case Study 3: Welsh in the Workplace

For years, it was a challenge to find a stable and effective arrangement for a service manager in the Children and Supporting Families Department. Because of the nature of his work, time was scarce, and attending a regular course, such as a weekly course or releasing time for an intensive course, was impossible. It was no easy task to find a tutor who would be able to visit the workplace to hold 1:1 sessions for him either.

Now, thanks to the new opportunities that have arisen as a result of the pandemic, he receives weekly 1:1 lessons with a tutor and he is making excellent progress. The fact that the course can be tailored to his needs is very beneficial and means that he can use what he learns in his day-to-day work, and the flexibility of the meeting time suits his timetable perfectly.

He is receiving high praise from his tutor, in respect of his commitment to learning Welsh and his general progress. "He is now putting complete sentences together in Welsh and uses different patterns, he is extending his vocabulary and to top it all, he now provides a short report to the Management Team twice a week in Welsh - WAW!"

It is nice to note that his managers and colleagues can see progress in his work as well, for example, the Head of Department does not send bilingual e-mails to the Management Team any more, and she even receives some e-mails back in Welsh. The Head of Department said: "*He now contributes to the Management Team through the medium of Welsh for some weeks - and today, he did that so naturally so that he uses our day-to-day vocabulary rather than formal vocabulary*".

APPENDIX 3: Measures and Data

	Measure/Data	2018/19	2019/20	2020/21	Comments
1	Number of users of adults services who receive direct payments	142	132	159	
2	Percentage of older people and people with physical or sensory disabilities who have reported that they have achieved what matters to them, either in full or in part.		96%	94%	The figure has deteriorated this year as a result of Covid-19, and that for a number of reasons, including services being restricted or prevented temporarily, number of people shielding and unable to go out, social activities suspended temporarily, and waiting lists for care.
3	Percentage of people with learning disabilities who have reported that they have achieved what matters to them, either in full or in part.		99%	100%	
4	The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over	5.23	3.8	not available	Due to Covid-19, this measure was not recorded regularly this year.
5	Percentage of the adult safeguarding referrals completed during the year, where the risk has been controlled	91.50%	93.50%	92.07%	It is not possible to manage risk in each safeguarding case as the individual must decide whether or not to accept the support or intervention in the first place.
6	Of the adult safeguarding referrals completed during the year, the percentage where the danger has been	93.10%	100%	98.0%	The data is not reported accurately on our current forms, therefore we are in the process of updating the report forms in order to simplify them.

	controlled (except for those who have refused intervention)				
7	The percentage of safeguarding enquiries completed within seven working days.	90.3%	95.1%	93.2%	
8	The number of people who received support from the Homelessness Unit	768	745	945	As a result of the statutory requirement on us to ensure that individuals did not sleep on the street during the pandemic, additional funding was received from a new Welsh Government fund, to secure accommodation for everyone referred to us.
	Measure/Data	2018/19	2019/20	2020/21 Up to the end of Quarter 3	Comments
9	The percentage of looked after children at 31 March who have had three or more placements during the year	5.9%	8%	2%	The number of children who have moved is low because of the COVID-19 circumstances.
10	The percentage of looked after children on 31 March, with experience of moving school once or more during their period or periods of receiving care and if that move was not because of transition arrangements in the 12 months up to 31 March	16.70%	14.20%	9%	Schools have been closed because of COVID-19 so the figure is low for 2020/21.
11	Percentage of reviews of looked after children held within the statutory timetable during the year	85%	84%	86%	

12	The percentage of child protection reviews to be held within the statutory timetable during the year	94%	80%	91%	
13	The percentage of statutory visits with looked after children that were supposed to be held during the year that were held in accordance with the regulations	93%	90%	Not completed	
14	The percentage of eligible, relevant and previously relevant children that have been allocated a personal advisor	100%	100%	100%	
15	Percentage of case conferences where the voice/views of the child were heard (except children under 5 years old)	99%	94%	86%	
16	The rate of children who were discussed in supervision, where significant harm had been considered (and the answer recorded)	100%	100%	100%	
17	Percentage of risk assessments submitted to a Case Conference which were considered as exhibiting quality in decision making	99%	99%	95%	
18	Percentage of assessments completed for children within the statutory timescales	87%	86%	80%	Referrals Team assessments only.
19	Percentage of children being assisted to continue living with the family	63%	61%	78%	

20	Percentage of children who returned home during the year	5.80%	8%	6%	
21	Total number of looked after children as of 31 March	253	291	281	

Agenda Item 12

Meeting	Council
Date	13 May 2021
Subject	Extend the appointment of lay member of the Audit and Governance Committee
Cabinet Member	Councillor Ioan Thomas, Finance Cabinet Member
Author	Dafydd L Edwards, Head of Finance

At the full Council on 15 June 2017, Mrs Sharon Warnes was appointed as a lay member of the Audit and Governance Committee for a period of 4 years.

As the Local Government and Elections (Wales) Act 2021 comes into force, the Audit and Governance Committee will need to revisit the Council's wider systems in relation to the Act.

I understand that Section 116, the section dealing with the membership of the Audit and Governance Committee, requires a 'Commencement Order' before it comes into force, and this change will take place at the time of the local election in May 2022.

In the meantime, we need to plan and implement aspects such as the requirement to appoint lay members to one third of the membership of the Audit and Governance Committee from May 2022.

Therefore, as the current local government period comes to an end in 2022, and with constitutional changes meaning that the Audit and Governance Committee changes for the new term, it makes sense that the full Council extends Mrs Warnes' appointment for an additional year.

Recommendation

That the appointment of Mrs Sharon Warnes as lay member of the Audit and Governance Committee be extended for a further year, up to the May 2022 election.

Opinion of local member

Not a local matter

Views of the Statutory Officers

Monitoring Officer:

I can confirm that there will be quite significant changes to the membership of the Committee as a result of the Local Government and Elections (Wales) Act 2021. The recommendation is sensible in the circumstances.

Head of Finance:

Author of the report

GWYNEDD COUNCIL



Report to a meeting of Gwynedd Council

Date of Meeting: 13 May 2021

Title of Item: Annual review of the Council's political balance

Contact Officer: Geraint Owen, Head of Democracy Services
(Head of Corporate Support Department)

1. THE DECISION SOUGHT

The Council is asked to:

- adopt the list of committees and sub-committees to be established for the municipal year, as noted in **Appendix A**, and adopt the seats allocation as noted in the appendix.
- delegate the power to the Head of Democratic Services to make appointments to the committees on the basis of political balance and in accordance with the wishes of the political groups.
- allocate the chairpersonships of scrutiny committees on the basis of political balance as follows:

Education and Economy Scrutiny Committee
Communities Scrutiny Committee
Care Scrutiny Committee

Independent Group
Plaid Cymru Group
Independent Group

2. BACKGROUND AND RATIONALE

2.1. INTRODUCTION

2.1.1 In accordance with statutory requirements, it is required to undertake an annual review of the Council's balance, and this is completed at the annual meeting.

2.1.2 At the annual meeting of the full Council on **1 October 2020**, it was reported that the political constitution of the Council was as follows:-

Plaid Cymru	40
Independent	21
Llais Gwynedd	6
United Independent Group for Gwynedd	3
Individual Member	3
The National Party	2
Total	75

2.1.3 Since then, the following changes:

- A by-election was held in Llanrug ward following the death of Councillor Charles Wyn Jones, Plaid Cymru group.
- Councillor Beca Brown, Plaid Cymru Group, has been elected to represent Llanrug ward.
- Plaid Cymru Group has decided to suspend one councillor from the group. For the purpose of this review, this Councillor will be considered as an individual member.
- The group known as “The National Party” have changed their name to “Propel” group

2.1.4 Therefore, the Council's political balance is now as follows:-

Plaid Cymru	39
Independent	21
Llais Gwynedd	6
United Independent Group for Gwynedd	3
Propel Group	2
Individual Member	4
Total	75

2.2 ALLOCATION OF SEATS ON COMMITTEES

2.2.1 To remind members, the four main rules included in the Local Government and Housing Act 1989 in relation to the allocation of seats are noted here:-

- Every seat on a committee cannot be allocated to the same political group;
- The majority of seats on a committee must be allocated to a political group if the number of persons who are members of that group constitute a majority of the Council's members;
- Subject to paragraphs (a) and (b) above, the number of seats on ordinary committees allocated to each political group will be the same as the number of total seats the members of that group have on the Council;
- Subject to paragraphs (a), (b) and (c) above, the number of seats on a committee allocated to each political group will be the same proportion of seats on the committee as the number of seats the members of that group have on the Council.

2.2.2 In order to ensure that these rules are adhered to, the Council has been dealing with

committees in different blocks in the past. Also, this makes it easier to ensure that rule (c) in paragraph 2.2.1 above is adhered to.

2.3 CHANGES TO THE ALLOCATION OF SEATS ON COMMITTEES

2.3.1 The table in **Appendix A** confirms which committees are to be established for the municipal year. The table also confirms the higher salaries that are to be paid.

2.3.2 The changes to the political balance are as follows:

- An Independent Member gains one seat on the Care Scrutiny Committee at the expense of the United Independent Group for Gwynedd.
- An Individual Member gains one seat on the Chief Officers Appointment Panel at the expense of Llais Gwynedd Group.
- An Individual Member gains one seat on the SACRE Committee at the expense of the Independent Group.

2.3.3 The Council is requested to adopt the seating allocation in accordance with the political balance as noted in **Appendix A**.

2.4 CHAIRPERSONSHIPS AND VICE-CHAIRPERSONSHIPS

2.4.1 In order to respond to the requirements of the Local Government Measure (2011) in terms of allocation of chairpersonships and vice-chairpersonships, the committees are divided into separate blocks.

2.4.2 In accordance with the requirements of sections 66-75 of the Local Government (Wales) Measure 2011 it is a requirement to allocate the chairpersonships of scrutiny committees in order to ensure, as far as possible, that political balance is reflected in those chairpersonships and that the groups that are not represented on the executive are given a fair proportion of the chairpersonships.

2.4.3 The only committees in which the chairs are to be allocated on the basis of political balance are the following Scrutiny Committees. The annual review confirms that the Chairpersonship of two of the scrutiny committees are to be allocated to the Independent Group and one of the Chairpersonships to Plaid Cymru.

2.4.4 To ensure continuity, the Council's Business Group recommends that the chairpersonships are allocated as follows, to enable the potential progression from Vice-chair to Chair.

Education and Economy Scrutiny Committee	Independent Group
Communities Scrutiny Committee	Plaid Cymru Group
Care Scrutiny Committee	Independent Group

2.4.5 In accordance with section 83 of the Measure, the chairperson of the Audit and Governance Committee cannot be a member of a political group which is represented on the executive.

2.4.6 There are no statutory or constitutional provisions to control the appointments to the vice-chairpersonships or to the chairpersonships of the remaining committees (other than a member of the executive cannot chair the Licensing Committee).

2.4.7 The committees themselves will elect their chairpersons in these cases subject to

the procedural rules limiting the term of a Chairperson to two years.

3. ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION

3.1 As previously noted, the Council's Business Group was consulted.

3.2 STATUTORY OFFICERS' OBSERVATIONS:

Monitoring Officer:

I have advised on the report, no observations to add in relation to propriety.

Statutory Finance Officer:

Nothing to add to the report from a financial propriety perspective.

APPENDIX A – ALLOCATION OF SEATS ON COMMITTEES

A	Plaid Cymru	Independent	Llais Gwynedd	The National Party	United Independent Group for Gwynedd	Individual Member	Total
Education and Economy Scrutiny Committee	10	5	1	1	1	0	18
Communities Scrutiny Committee	10	5	2		0	1	18
Care Scrutiny Committee	10	5	1	1	0 (down from 1)	1 (up from 0)	18
Audit and Governance	10	5	1		1	1	18

B	Plaid Cymru	Independent	Llais Gwynedd	The National Party	United Independent Group for Gwynedd	Individual Member	Total
Democratic Services	8	4	1	1	1		15
Planning	8	4	1		1	1	15
Central Licensing	8	4	1		0	2	15
Language	8	5	1		1		15
Chief Officers Appointment	8	4	1 (down from 2)	1	0	1 (up from 0)	15
Employment Appeals	4	2	1		0		7
Number of seats	84	43	11	4	5	7	154

C	Plaid Cymru	Independent	Llais Gwynedd	The National Party	United Independent Group for Gwynedd	Individual Member	Total
Pensions	4	2	0		0	1	7
Local Joint Consultative Committee	6	3	1		1		11
SACRE	4	1 (down from 2)	0	1	0	1 (up from 0)	7
Joint Planning Policy Committee	5	2	1		0		8

Total seats	103	51	13	5	6	9	187
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In accordance with the previous decision of the Council, the higher salaries are paid as follows:

- Leader
- Deputy Leader
- 8 other Cabinet members
- The Leader of the largest Opposition
- Committee Chairs
 - Scrutiny Committee (x3)
 - Audit and Governance Committee
 - Planning Committee
 - Licensing Committee (Central and General count as one Committee)
 - Pensions Committee

26 November 2020

Emyr.Williams@eryri.llyw.cymru

Y Cyng. D. Siencyn
Arweinydd Cyngor Gwynedd
Swyddfa'r Cyngor
Caernarfon
Gwynedd, LL55 1SH.

Dear Dyfrig,

There is no doubt that this matter has come to the fore following the incredible events that we have confronted during the Covid-19 pandemic. One of the results was an increased number of visitors to the area following the lockdown. In addition to this, anti-social behaviour was experienced in the most popular areas, in Snowdonia and further afield.

Legal matters:

At present, the current points of access to Snowdon are based on six Public Rights of Way, Open Access Land and Access Agreements:

1. There are three bridal ways (on foot, bike and horse) – Cwellyn Path, Rhyd Ddu and Llanberis and the remaining routes are Public Footpaths – Watkin Path, PYG Path and Miners Path.
2. In addition, Snowdon is almost entirely 'access land' that has been designated and mapped this way under the Countryside and Rights of Way Act 2000.
3. A large percentage of this land is also subject to open access agreements on farm-land (1949 legislation) made by the old Gwynedd Council in cooperation with the Welsh Office during the 1980s. These agreements could not be withdrawn, and there is a payment to the landowners to reflect the potential damage to their land / animals due to human pressure.

Attempting to set tariffs would raise a number of points: Setting any kind of 'charging system' for access on Snowdon would set a precedent for Public Rights of Way and would be contrary to the ethos of the Highways Act. This would undoubtedly be subject to significant and severe legal challenge at a national level. This is arguably contrary to the ethos of the National Parks Act and all the legislation that has been in place since the Second World War.

A practical question also arises, namely who should get the benefit out of any income that would be raised, e.g.

- Landowner - as it would be a way of getting value out of the asset,
- The farmer or tenant - who may be suffering from people pressure,
- Highways Authority - which has statutory responsibilities to maintain the paths,
- The National Park Authority - which manages most aspects of public use,
- Communities - seasonal impact due to people.

One thing is certain, there is a lack of resources to respond to the challenges that arise.

Operational implications:

Implementing any regulations on restrictions on access on the ground would be very difficult. The potential of at least two options for implementation would have to be explored. Gates and physical barriers on the ground where users pay to access the mountain. Obviously, it will be necessary to decide which mountains will be within this boundary. It can be complicated and expensive to set up. Another option would be invisible boundaries with an online payment system. Lower costs to set up but difficult to manage.

Any option of implementation would require an element of enforcement and control. In order to do this a staff resource would be required on the ground. This would have to result in the creation of a specific role as the role of Council staff and Authority Wardens at present focuses on developing the relationship we have with the public, landowners and partners rather than enforcement.

Tourism Tax – Past Work

Gwynedd Council's tourism team commissioned a substantial piece of work to look at options under the banner of 'Benefiting from Tourism', with input from officials from this Authority as well as other organizations. The study concluded that there are four main options for generating revenue: Visitor Giving Scheme (building on the Snowdonia Giving project), Tourism Business Improvement District (TBID), Tourism Tax and commercialisation of the area and offer in various ways. Each had their own strengths and weaknesses. Their revenue raising potential also varied. It was concluded that the most sustainable long-term solution was a Tourism Business Improvement District (TBID) or a Tourism Tax. The report outlines that a tourism tax would require the need for powers granted by the Welsh Government to be exercised.

I hope that you find the above comments helpful in reporting back to the Council.

Your sincerely,

Emyr Williams
Chief Executive