

Complete Agenda

CABINET

GWYNEDD COUNCIL

DATE	Tuesday, 8th March, 2022
TIME	1.00 pm
LOCATION	Virtual Meeting - This Meeting will be webcast https://gwynedd.public-i.tv/core/portal/home
CONTACT POINT	Annes Siôn 01286 679490 / cabinet@gwynedd.llyw.cymru

GWYNEDD COUNCIL CABINET MEMBERS

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

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THE CABINET 15/02/22

Present-

Councillors: Dyfrig L Siencyn, Dafydd Meurig, Craig ab Iago, Gareth Griffith, Nia Jeffreys, Dilwyn Morgan, Ioan Thomas, Gareth Thomas, Catrin Wager and Cemlyn Williams.

Also present-

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

Item 6: Ffion Madog Evans (Senior Finance Manager)

Item 7: Rhion Glyn (Assistant Head - Adults, Health and Well-being Department) and Hawis Jones (Adults, Health and Well-being Projects Team Manager).

Item 8: Carys Fon Williams (Head of Housing and Property Department) and Lowri Roberts (Estates Manager)

Item 9: Bethan Griffith (Education Ancillary Services Manager) and Owen Owens (Senior Schools Manager)

Item 10-12: Geraint Owen (Head of Corporate Support Department)

Item 11: Dewi Wyn Jones (The Council's Business Support Service Manager)

Item 13: Sioned Williams (Head of Economy and Community Department)

1. APOLOGIES

The Cabinet Members and Officers were welcomed to the meeting.
No apologies were received.

2. DECLARATION OF PERSONAL INTEREST

A declaration of personal interest was received for Item 8: Lease of Canolfan Cefnfaes to Partneriaeth Ogwen from Cllr Dafydd Meurig as he was the Chair of Partneriaeth Ogwen and Cllr Catrin Wager as she was employed by Partneriaeth Ogwen. Both were prejudicial interest and both left the meeting during the discussion.

Declarations of personal interest were received from the following Councillors and Officers for Item 9: Dyfrig Siencyn, Craig ab Iago, Nia Jeffreys, Dilwyn Morgan, Gareth Thomas, Ioan Thomas, Catrin Wager, Cemlyn Williams and Dafydd Gibbard as they had children or grandchildren receiving school meals within the county. They were not prejudicial interests and they did not need to leave the meeting for the discussion.

3. URGENT MATTERS

There were no urgent items.

4. MATTERS ARISING FROM OVERVIEW AND SCRUTINY

There were no matters arising from overview and scrutiny.

5. MINUTES OF THE MEETING HELD ON THE 18 JANUARY 2022

The Chair accepted the minutes of the meeting held on 18 January 2022 as a true record.

6. BUDGET 2022/23

The item was presented by Cllr Ioan Thomas

RESOLVED

To recommend to the Council (at its meeting on 3 March 2022):

1. To set a budget of £295,232,820 for 2022/23, to be funded by £213,210,400 of Government Grant and £82,022,420 of Council Tax income, with an increase of 2.95%.
2. To establish a capital programme of £59,074,980 in 2022/23, to be funded from the sources noted in Appendix 4 of the report.

DISCUSSION

The report was presented and the decision was noted. It was explained that Welsh Government would announce the final grant settlement for local authorities on 2 March. It was noted that the Council had received a draft grant increase for 2022/23 which was a significant increase on what had been received in previous years. It was noted that the grant increase was of 8.8%, equivalent to an £18.1m.

It was noted that, despite this year's reasonable settlement, there were a number of factors that would create additional spending pressures on services in 2022/23. It was explained that, as well as addressing inflation rate, there was an opportunity to deal with wider expenditure pressures, including getting to grips with continued costs stemming from Covid-19 and cancelling or delaying savings schemes that it was not practicable to realise in 2022/23. It was noted that additional expenditure requirements considered totalled £20.2m and attention was drawn particularly to four headings of increases.

The first was salary inflation of £8.5m, and it was noted that the budget set aside an estimated increase of 4% in the 2022/23 pay agreement for the whole workforce and it was noted that an increase of 1.25% in National Insurance contributions would become effective in April 2022. Secondly was Other Inflation, and it was explained that the amount included provision for the impact of the 'living wage' on costs and fees payable to private suppliers together with inflationary increases on fuel and energy budgets and prices following re-tendering.

The third was Pressure on Services, and it was recommended that bids worth £6.7m for additional permanent resources submitted by Council departments to meet inevitable pressures on their services were approved. In addition to the permanent bids, it was also recommended that 'one-off' bids worth £6.2m to be funded from the Transformation Fund were approved. The fourth was Covid-19 pressures of £1.4m. It was stated that, since April 2020, the Government had compensated local authorities for the additional costs of the pandemic from the Hardship Fund. However, the Government had stated unequivocally that this support would cease at the end of March 2022 and local authorities would be expected to fund any additional costs or loss of income due to the pandemic thereafter. It was not anticipated that the £1.4m would be sufficient in itself but other funds were available within the Council to assist, such as the Covid Recovery Fund established when closing the accounts in 2020/21.

It was stated in relation to savings schemes, that the Council had realised £32.8m of savings schemes since 2015/16. As a result of the flexibility that this year's settlement had offered, savings worth £1.8m, originally planned to be realised in 2022/23, would no longer contribute to closing the budgetary gap. It was noted that savings schemes worth £595,000 remained in the programme to be taken out of the 2022/23 budget rather than £2.4m.

It was noted that the Council's expenditure requirements before taking out the savings for 2022/23 was £295.8m, and it was noted that the grant from the Government would be £213.2m. After taking account of the savings of £0.6m, there was a residual gap of £82m, and it was recommended that the gap be addressed through Council Tax, which meant an increase of 2.95%.

Looking to the future, it was noted that Welsh Government, when announcing the draft settlement, had confirmed that Local Authorities would receive +3.5% in 2023/24 and then +2.4% in 2024/25. It was noted that the increase would be substantially lower than that received in 2022/23. It was noted that in taking account of inflation rates, savings schemes would have to be revisited when planning for these years.

The Head of Finance added that the settlement was a good one, but that there was a need to monitor the settlement for the subsequent two years in order to be able to deal with the additional pressures on services.

Observations arising from the discussion

- The budget was supported and pride was expressed that funds could be committed through bids to the care field, as well as climate change, of £3m. Attention was drawn to expenditure of £330 on computer licences and it was noted that the figure was high for software. It was explained that a team was looking at information technology software across the Council, but that costs would continue for the time being to ensure service continuation.
- Support was expressed to removing the Post-16 travel pass costs, which would offer more opportunities for young people and was a scheme that would really make a difference.
- It was noted that the situation was good compared to some previous years when there were regular discussions about cuts. Attention was drawn to a

billion pounds which had now been lost from European funds across Wales, and that there were no additional funds from the Westminster Government.

- It was stressed that it would have been easy not to raise the Council Tax, particularly in an election year, but it was explained that this was the responsible decision to make.

7. NORTH WALES POPULATION NEEDS ASSESSMENT DRAFT REPORT 2022

The item was presented by Cllr Dafydd Meurig

RESOLVED

To recommend to the Full Council that it approves the North Wales Population Needs Assessment 2022.

DISCUSSION

The report was submitted noting that it provided an overview of the assessment for this year. It was explained that the report had been discussed at the Scrutiny Committee and it was added that it would be submitted to the Full Council in March. It was noted that the report had been created in response to the requirements of the Social Services Act (Wales 2014). It was explained that, as it was a statutory requirement, the timeframe was extremely tight and staff were thanked for their work to ensure that it was completed. It was explained that the assessment was created regionally with the six Local Authorities and the Health Board involved in the process.

It was noted that the structure of the report was a general one as it was a regional report. Nevertheless, it was stated that some specific elements were key to Gwynedd. It was noted that much work would stem from the report and that work would be done at a local level in order to create a specific assessment for Gwynedd which would be submitted in December 2022, hopefully.

The Project Team Manager added that the report was general and that the team would undertake more detailed work on the needs of Gwynedd in order to have a real understanding of people's needs in their communities. It was noted that further work of looking at the market would stem from this work in order to see whether the market had the capacity to meet the needs seen in the report.

The Assistant Head - Adults Department noted that this piece of work would be continuous and the information would need to be kept current in order to have an understanding of where the gaps were. It was noted that the timetable had been extremely challenging during the pandemic.

Observations arising from the discussion

- The member was thanked for the report and attention was drawn to the fact that the report acknowledged the high number of children with long-term illness, stressing the obesity was a major problem.

- With the Gwynedd Mental Well-being being the highest across north Wales, it was asked whether this was a good or a bad thing. It was noted that it was positive news but this highlighted the need for it to be worded more clearly.
- The staff were thanked for undertaking the work in such a challenging time, including regional staff who had brought all the information together. It was explained that the report would be used to work in fields where it was not possible to resolve matters locally.

8. LEASE OF CANOLFAN CEFNFAES TO PARTNERIAETH OGWEN

The report was submitted by Cllr Craig ab Iago

RESOLVED

To use powers under General Disposal Consent (Wales) 2003 to lease the Canolfan Cefnfaes site directly to Partneriaeth Ogwen for less than market rent, to ensure the provision of social, economic and environmental benefits.

DISCUSSION

The report was submitted noting that it asked the Cabinet to lease Canolfan Cefnfaes to Partneriaeth Ogwen. It was noted that the Partnership was undertaking innovative work and had definite plans for the use of the building. It was explained that the Partnership had received a grant to renovate the building and needed support for the first ten years.

Observations arising from the discussion

- Support was expressed for the scheme, noting the importance of supporting it. It was explained that a grant of £200,000 for the centre had been received and it was noted that they looked forward to seeing the development and to see the building rejuvenated.

9. PRIMARY, SPECIAL AND ALL-THROUGH SCHOOLS MEAL PRICE SEPTEMBER 2022

The report was submitted by Cllr Cemlyn Williams

DECISION

To agree not to raise primary, special and all-through school meal price in September 2022.

DISCUSSION

The report was submitted and it was noted that the item was a straightforward one. It was explained that the Council was required to consider raising school

meal prices annually in line with inflation. It was noted that Welsh Government had confirmed that there would free meals for every pupil in the Foundation Phase as part of the plans to provide free meals for all pupils and that this needed to be considered when reaching a decision. The desire not to increase the price of school meals was noted, emphasising that this would be for Key Stage 2 only.

It was explained that there was a need to look at school meals in general and the department's desire to look specifically at quality within secondary schools. The need to create a working group including Governors, parents and pupils to look specifically at this matter, was noted.

Observations arising from the discussion

- The decision not to increase the price of school meals was welcomed, noting that many families were under pressure and that the Council had a key role in supporting families.
- It was stated that, for some pupils, the school meal was the only hot meal they would have on some days and, therefore, this step was the responsible one for the Council to take.
- The department was thanked for its work and the desire to develop a working group. The need to ensure that families who were eligible for free meals received them without shame, specifically in secondary schools. It was noted that a Free School Meals Promotion Officer would be appointed which would make it easier for families to apply.

10. THE COUNCIL'S VISION FOR WORKING IN THE FUTURE

The report was submitted by Cllr Nia Jeffreys

DECISION

To adopt the vision for Working in the Future, and not return to the pre-pandemic way of working.

DISCUSSION

The report was submitted and it was noted that considerable attention was placed on the future of the world of work nationally. It was noted that Welsh Government had expressed an aim of 30% of the Welsh workforce working from home. It was explained that the Council had been planning for future working arrangements with an Offices Group meeting to discuss the matter. It was explained that the vision was part of the outcome of this group's work and was based on discussions with groups of staff and representatives of local Unions.

The vision of a workforce that can work flexibly and give their best to deliver and provide services of quality for the people of Gwynedd, was noted. Also, that the Council was a good place to work, which promoted a work-life balance for the well-being of staff and in order to retain and attract quality staff. It was explained that it would build on the experience of providing services during the pandemic. It was noted that Welsh Government statements highlighted the likelihood of further

relaxation of the rules and the time would come to implement the vision. It was added that the Chief Executive had shared an outline of the action plan with the staff and that a discussion had been held with the Governance and Audit Committee the previous week.

The Head of Corporate Support Department added that working from home would be voluntary for staff in the future and that it would not be enforced. He explained that not all jobs could be fulfilled from home and that a workforce assessment would have to be undertaken on individuals' home locations before making long-term arrangements. Attention was drawn to an incorrect figure in the report and that the staff travel cost savings was £997,499 for 2021/22.

Observations arising from the discussion

- Attention was drawn to the figure of 25% wanting to work from home in the long-term, and it was noted that this was because individuals felt more comfortable being at home.
- It was noted that working from home removed the opportunity for staff to network and meant that they lost the element of learning from each other. It was stated that it should be noted that 59% had noted a desire the work in a hybrid way, with 15% wanting to be in the office full-time. It was stressed that this period was a trial period and that staff could change their minds before making any long-term decision.
- It was stressed that there was a need to think about how Councillors would be welcomed and have fair opportunities following the election in May. It was explained that the report did not discuss Councillors but that work was being done behind the scenes to make arrangements for Councillors.
- It was explained that the conversation with staff in terms of work locations was a continuous one and that it would be possible to change as staff gained confidence, but the need to strike a good balance and to continue to prioritise the mental well-being of staff was stressed.

11. GWYNEDD COUNCIL PLAN 2018-2023 - 2022/23 REVIEW

The report was submitted by Cllr Dyfrig Siencyn

DECISION

To approve the Gwynedd Council Plan 2018-23 - 2022/23 Review for submission to the Council on 3 March 2022.

DISCUSSION

The report was submitted noting that this was the final review of the 2018-23 Council Plan. It was noted that a new Plan would be developed by the new Council. It was noted that there were no major changes to the Plan this year, but that it provided a clear picture of the Council's responsibilities, together with the responsibility of Gwynedd Councillors in supporting the lives of the county's residents.

The Council's Business Support Service Manager added that the review stated

what the council's priorities would be for the coming year. It was noted that there was a need to add the Leader's foreword before it would be submitted to the Full Council in March.

12. PERFORMANCE REPORT OF THE CABINET MEMBER FOR CORPORATE SUPPORT AND THE LEGAL SERVICE

The report was submitted by Cllr Nia Jeffreys

DECISION

To accept and note the information in the report.

DISCUSSION

The report was submitted and it was noted that the Legal Service has experienced a challenging time with a number of vacancies but that the service had continued. It was explained that the department had been looking at ways of appointing staff and that the recruitment process was now underway.

The Corporate Support Department was leading on nine of the priority projects, which appeared in the Council Plan. It was noted, in relation to the Keeping the Benefit Local Project, that the service was nearing the end of the pilot scheme and that the Third Sector Group had given its support to the work. It was explained that the Place Names scheme had been underway for six months and that much research had been undertaken. It was noted that a further report would be presented shortly. It was explained that the ten fields performed consistently well and that there was a continued desire to improve the provision.

The Health, Safety and Well-being Team was thanked for the support they had provided to support front-line services over the past two years. It was noted that the Customer Care and Registration Service had been under pressure due to vacancies as well as absences but that action had been taken to sustain the service. It was explained that there was a need to continue to monitor the average time taken to answer telephone calls and this was highlighted as a problem across the Council.

Attention was drawn to the Research and Information Service which had been key in collecting and analysing information during the pandemic and had given a firm basis for the Council's decisions. It was noted that, following the Cabinet's decision to appoint a Principal Language Officer, the service hoped to appoint at the beginning of March in order to start the work of establishing Hunaniaith as an independent entity.

Observations arising from the discussion

- It was stressed that working for the Council was a good and honourable job with many opportunities to develop further.
- Appreciation of the department was expressed as it was central to the work of other departments.
- Attention was drawn to the scheme to register 16+ young people to vote, enquiring whether it was possible to move this work forward. It was explained that an individual had been appointed to the post and that the original plans had been affected by the pandemic but that the plan was moving forward.

13. PERFORMANCE REPORT OF THE CABINET MEMBER FOR ECONOMY AND COMMUNITY

The report was submitted by Cllr Gareth Thomas

DECISION

To accept and note the information in the report.

DISCUSSION

The report was presented, and it was noted that the department's schemes that featured in the Gwynedd Council Plan would be outlined. In relation to the North Wales Growth Vision Plan, that significant progress had been made with the Rural Economy Centre in Glynllifon project and the Digital Signal Processing Centre project in Bangor University. In relation to the High Value Jobs project, it was noted that supported for the STEM project had been extended to mid-2023 and that work had been commissioned in order to create research jointly with the Education Department to assist schools to understand the skills needs of local businesses. It was also noted that officers had been recruited to the Egin company that had been established to facilitate the attraction of further investment to the Trawsfynydd Power Station site.

Disappointment was expressed regarding the decision by Welsh Government to suspend the development of the new access road to Llanbedr airfield. It was noted that the decision had already led to losing £7.5m of European funding together with significant private investment. Pride was expressed in relation to the Arloesi Gwynedd Wledig Programme and the fact that the Government had allocated £4m for ARFOR in the draft budget following the success of the scheme.

It was noted that the department's performance was generally good and it was good to note that the Neuadd Dwyfor Library had now re-opened. It was noted that further work needed to be done on the theatre.

Observations arising from the discussion

- The department was thanked for its work in leading on innovative schemes that made a difference to the residents of Gwynedd. Also, staff were thanked for their work supporting Gwynedd businesses, specifically during the pandemic.

The meeting commenced at 1pm and concluded at 3pm

CHAIRMAN

Agenda Item 6



Report to a meeting of Gwynedd Council Cabinet

Date of meeting:	8 March 2022
Cabinet Member:	Cllr. Dyfrig Siencyn
Contact Officer :	Dafydd W Williams, Head of Environment Department Bethan Richardson, Climate Change Programme Manager
Title of Item	Climate and Nature Emergency Plan 2022/23- 2029/2030

1. THE DECISION SOUGHT

- 1.1. The Cabinet's approval to adopting and implementing the Climate and Nature Emergency Plan 2022-2030.

2. THE REASON FOR THE NEED FOR A DECISION

- 2.1. At the Council meeting on 7 March 2019, a Notice of Motion was presented by Councillor Catrin Wager outlining the dangers stemming from the effects of climate change. To quote from the Motion - 'All governments (local, regional and national) have a duty to limit the negative impacts of Climate Change...The Council has obligations, under the "Wellbeing of Future Generations Act" to consider the impact of any decision it takes on generations to come.'
- 2.2. The Council responded to the Notice of Motion with the following decision:

The Council resolves to:

- Do our utmost to ensure that the county remains a vibrant, viable and sustainable home for our children and their children for generations to come. We do this by means of:
 - Declare a Climate Emergency.
 - Commit to taking decisive action to reduce carbon emissions and strive for a zero-carbon future.
 - Look for innovative means to achieve zero-carbon targets.
 - Report back within 6 months on positive steps the Council has taken to reduce carbon emissions.
 - Call on Welsh Government and Westminster Government to provide the requisite powers and resources to achieve the target of a carbon-free Gwynedd by 2030.

- 
- 2.3 At the Council meeting on 19 December 2019, it was resolved to accept a progress report on the work which stated that a taskforce had been established by the Cabinet – the Climate Change Board - and that it would create a 'Climate Change Action Plan'.
 - 2.4 Though the Council declared a climate change emergency in March 2019, the Climate Change Board is now of the opinion that a nature emergency should also be declared. Both are so inter-dependent that it is nearly impossible to separate them. This is the reason for adding actions for ecology and biodiversity fields in the plan.
 - 2.5 In order to realise the above-mentioned decision, the Climate Change Board has created the Climate and Nature Emergency Plan which will outline the actions that we as a Council will take in order to reach the aim of being a net-zero carbon Council by 2030. The plan can be viewed in **Appendix 1**.

1. INTRODUCTION

- 1.1. It is a recognised fact that the release of carbon emissions (greenhouse gases) mainly from human activity leads to global warming. The Intergovernmental Panel on Climate Change (IPCC) notes that an increase in temperature of as little as 1.5°C can lead to a catastrophic outcome for people and nature, with sea level rise that would lead to flooding affecting 6 million people worldwide. The target of limiting global warming to "well below 2°C" compared to pre-industrial levels was set as part of the 2015 UN Paris Agreement, and further reinforced at the COP26 conference in November 2021.
- 1.2. The Welsh Government has also set a target for the Welsh public sector to achieve net-zero carbon status by 2030. 'Net-zero carbon' means that the total amount of carbon (greenhouse gases) released into the atmosphere is equivalent to the carbon absorbed back into the ground and stored safely. It is also known as 'carbon neutral'.
- 1.3. The Climate and Nature Emergency Plan explains the reasons why the Council needs to act, what action it will take, and provides an outline timetable and costs for the work. The ambition of the plan is "Gwynedd Council will be net-zero carbon and ecologically positive by 2030."
- 1.4. The Climate and Nature Emergency Plan builds on the work the Council has already undertaken to reduce our carbon emissions following the two Carbon Management Plans we published in 2010 and 2015.
- 1.5. This is a plan for the Council itself, and it does not claim to be a plan to reduce the carbon emissions of the whole of Gwynedd as a county, although of course it will contribute significantly to doing so. The Climate and Nature

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Emergency Plan in its current form explains what changes the Council wants to make to its own arrangements and way of delivering services. It does not, for example, contain detailed plans at this stage for reducing carbon emissions by the residents of Gwynedd more widely.

- 1.6. There are some schemes for responding to the flood risks in the Plan, but as we will follow the Welsh Government's timetable and develop a Local Flood Strategy during 2022/23, more detail on our schemes in this area will appear by the time we publish a revised version of the Plan in 2023/24.
- 1.7. For the reasons set out in 1.5 and 1.6 above, we consider that 'Phase 1' is the publication of this version of the Climate and Nature Emergency Plan. 'Phase 2' of the Plan will follow by 2023/24 after we have held consultations, and will include more information on how we can support activities in the community and how to respond to flood risk.

2. RELEVANT CONSIDERATIONS

- 2.1. The matters for the Cabinet members to consider before approving the Plan are noted below:
- 2.2. The Plan has set a timetable for the delivery of schemes by 2030 as this is the target to achieve net-zero carbon set by the Welsh Government. It is almost inevitable that continued action will be needed to reduce carbon emissions and increase carbon absorption capacity well beyond that date.
- 2.3. The Plan states that we as a Council do not have all the answers on how best to respond to all the climate change problems we currently face. Gwynedd Council is no different from any other organisation in this regard. New research and technology is continually being developed, the results of which may change the way we need to operate. The Plan therefore makes it clear that we need to be flexible and to adapt our approaches, and even our priorities, if evidence arises that proves the need to do so.
- 2.4. Although it is a Plan for changing the way the Council operates, we will not be able to deliver this Plan without working with others. We will consult with our partners and with the communities of Gwynedd during 2022/23 to see how we can best support community schemes, which may inform our review of this Plan.
- 2.5. Outline budgets are included in the Plan. While we have robust costs for some projects, there are other projects (particularly medium/long term) that we need to do further work on before we can be sure of their financial cost. Some projects that we contribute towards are co-funded with partners, and there are others that are dependent on grants or that we need additional funding to be able to deliver them. The Council will need to press governments to attract that necessary funding.

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3. Equality Act 2010

- 3.1 There is a statutory requirement to prepare and consider the findings of an equality impact assessment when preparing the plan in accordance with the requirements of the Equality Act 2010 as is implemented in Wales. The assessment is included in **Appendix 2**.
- 3.2 The assessment of the Plan in its entirety does not identify any impacts which would justify deviating from the recommendation and it is anticipated that there are elements which would have a positive impact. The Project Leaders will be responsible for undertaking a full Equality Impact Assessment on individual projects.

4. WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015

- 4.1 The Well-Being of Future Generations (Wales) Act 2015 is about improving the social, economic, environmental and cultural well-being of Wales. The Act places a 'well-being duty' on public bodies aimed at achieving 7 national well-being goals for Wales - a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language and is globally responsible. The Climate and Nature Emergency Plan has been prepared addressing the objectives and the requirements of the Act.

5. NEXT STEPS AND TIMETABLE

- 5.1. Once the Cabinet has adopted the Plan, it will be published on the Council's website and will become operational.
- 5.2. Further works needs to be undertaken to measure the financial costs of some projects, and to confirm the financial funds available to support this plan. This work will be done in the near future and a further financial report will be brought to Cabinet in order to prioritise the projects to be implemented.
- 5.3. During the 2022/23 year we will consult on the content of the Plan and discuss new needs and approaches to reduce the impacts of climate change with Gwynedd partners and communities.
- 5.4. Following these consultations, and following a review of the Plan to include flood prevention or response actions, we will prepare a revised version of the Plan by 2023/24.

6. ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION

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Views of the Statutory Officers:

i. The Head of Finance Department

The Climate and Nature Emergency Plan is a vital document that will guide the Council's activities for years to come. The narrative of the Plan is fully open in stating that the total funding required to deliver all the projects in this scheme has not been fully identified; it is unlikely that the funding needed to deliver all of the individual schemes will be available, so the need to adopt a prioritisation methodology seems inevitable. Of course, whilst the Council faces significant financial costs to address the substantial challenge ahead, there would be dire environmental, social and economic costs of not acting decisively.

In addition to pertinent schemes already in our capital programme, and further bespoke grants that will be available to us for decarbonisation, further funding has already been transferred from the Transformation Fund to create a Climate Plan Fund. We will continue to review the financial position to identify appropriate funding.

I note that a report will be presented to a further meeting of the Cabinet in due course which will identify the financial aspects in more detail.

ii. The Monitoring Officer:

The Plan provides an operational response to the Council's decision to declare a climate emergency. I support the recommendation and have no observations to add in relation to propriety.

7. Local Member's views

Not a local matter.

8. Results of Any Consultation

None to note.

Appendices

Appendix 1 - Climate and Nature Emergency Plan

Appendix 2 - Equality Impact Assessment

Climate and Nature Emergency Plan

2022/23 – 2029/30

Gwynedd Council

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1. Introduction

Climate change is one of the biggest challenges of our times, and calls for co-ordinated action from each one of us. As a result of the dramatic change in temperature seen world-wide since the 1950s we are experiencing serious effects such as receding glaciers, rising sea levels and changes in the seasons. Extreme weather resulting in drought or flooding are also becoming regular occurrences. One of the main contributors to this rise in temperature is the high levels of carbon released into the atmosphere by human activity.

In March 2019 Gwynedd Council declared a climate emergency, and vowed to take definitive steps to reduce carbon emissions and to work towards a carbon-free future. We now believe that we also need to give equal weight to the nature emergency since both co-exist in parallel. Changes to temperature and rainfall as a result of

climate change can lead to loss of habitat for nature and wildlife, and the loss of such habitat in turn increases the carbon levels in the atmosphere. It is vicious circle that must be broken.

We acknowledge that the long-term ambition of Gwynedd Council is to reach the ideal scenario of being a carbon-free council. In order for us to achieve this we need to plan how to respond and overcome the challenges facing us. One target that we can plan for, whilst we're on the journey, is how to become a net zero council by 2030.

The aim of the Climate and Nature Emergency Plan is to outline the steps that we will take between 2022 and 2030 to reach our ambition of being a net zero council.



2. The Council Leader's Foreword



It's so easy to take things for granted isn't it? How easy it is to forget how privileged we are to live in one of the most beautiful counties of Wales, if not the most beautiful! The environment and nature of Gwynedd are as unique and special as its people and language, and are therefore treasures that should be protected.

But Gwynedd is not unique at all in another way. We, like all other parts of Wales and the world, are already experiencing the effects of climate change. We can't ignore those effects and action has to be taken to alleviate them. It is therefore a privilege to introduce this Climate and Nature Emergency Plan, which will show how we as a council will respond to the huge challenges ahead.

I am delighted that the council has already reduced our carbon emissions by 58% between 2005/06 and 2019/20. This has given us a very robust foundation in planning the journey towards becoming a net-zero carbon council ultimately. It is on this foundation that the Climate and Nature Emergency Plan has been built.

I would like to thank the members of the council's Climate Change Board, both councillors and officers, for their work and enthusiasm in creating this plan. Teamwork brought the plan to fruition, and we can only implement it as one team. This is not a plan for 'environmental' areas of work, but a plan that will touch on the work of all elected members and staff of Gwynedd Council.

While this first publication of the plan focuses on the council's own work, and changes how we operate, we are also looking out towards our communities and partners. We will develop the plan over the coming years, and we are keen to do so by listening to and working with organisations and residents across Gwynedd.

Our children and young people are fully aware of the effects of climate change, and they are paying attention to what we as adults are doing in order to respond to the problems facing the planet. I'm very proud that we have a young generation who are interested enough in current affairs to want to put pressure on the people who take decisions. After all, it is their future, and that of every other generation to come, that we are shaping with our actions today. It is our moral responsibility as adults, and primarily for those of us who have the influence to change habits, to take the right decisions.

I view the Climate and Nature Emergency Plan as one piece in a large jigsaw that will help safeguard the future of our land and children. It is no less than our legacy for the Gwynedd of the future.



Councillor Dyfrig Siencyn
Leader of Gwynedd Council

3. Gwynedd Council in 2030

We have drawn up the Climate and Nature Emergency Plan in order to share how we will try and realise our ambition, namely:

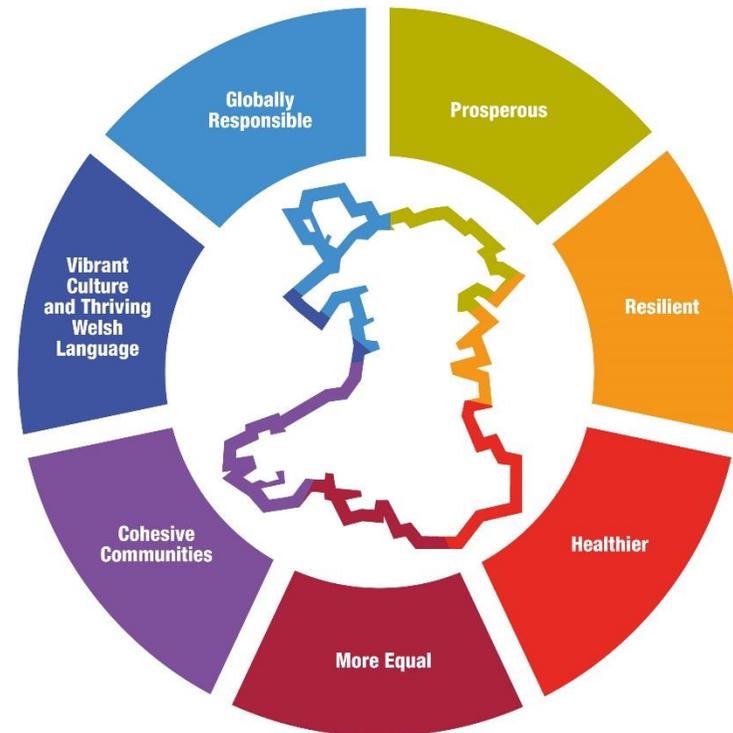
“Gwynedd Council will be net zero carbon and ecologically positive by 2030.”

This will be our measure, and we will plan our actions based on our belief that we can achieve this ambition.

This ambition is in keeping with the Welsh Government’s target for the public sector in Wales to be net zero carbon by 2030, and more can be found about this target in their document published in 2019 [Prosperity for All: A Low Carbon Wales](#) and in 2021 [Net Zero Wales: Carbon Budget 2 \(2021-2025\)](#). The Government has extended its target beyond the public sector since the [Environment \(Wales\) Act 2016 \(Environment Act\)](#) makes it a legal obligation for the Welsh Government to reduce greenhouse gas emissions in Wales by at least 80% by 2050. The Environment Act also places new obligations in relation to the decrease in biodiversity in Wales, and our hope is that this plan will also contribute to the ambition of maintaining healthy ecological systems and biodiversity for the future.

Similar to other public bodies in Wales, the council has committed to implementing the [Well-being of Future Generations \(Wales\) Act 2015](#), and ensuring a healthy net zero carbon future will contribute to all the well-being goals in the Act.

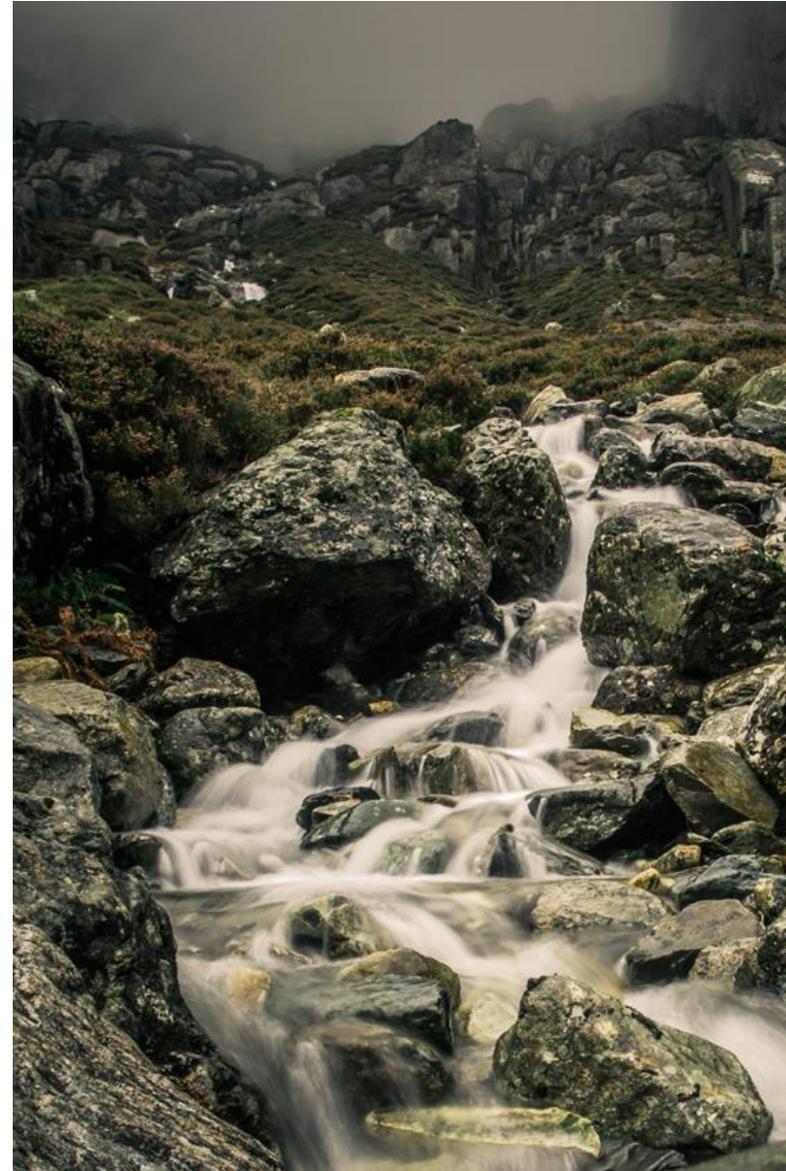
One of the 7 well-being objectives in [Gwynedd-Council-Well-being-Statement](#) is to ‘take advantage of the beauty of the county's natural environment’; and ‘responding to the climate change emergency’ is one of 8 Improvement Priorities in the [Gwynedd Council Plan 2018-2023: 2021/22 Revision](#).



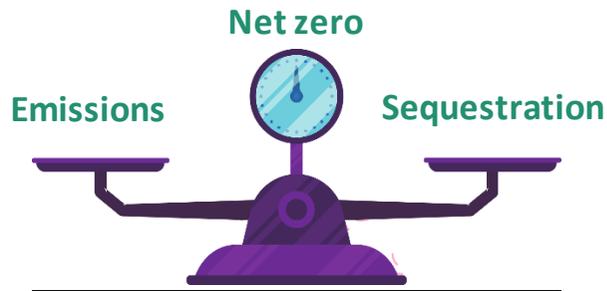
We need to be reminded that Gwynedd Council's commitment to reducing our carbon emissions is not a new statement. The council published its first Carbon Management Plan in 2010, and its Carbon Management Plan 2 in 2015. The Climate and Nature Emergency Plan is therefore an evolution of both its predecessors.

2005/06 was chosen as the baseline year for both Carbon Management Plans, and at that time the total carbon emissions from our buildings, street lighting, waste, fleet and business transport was 31,155 tCO₂e (further information on the meaning of tCO₂e in 'What is net zero carbon and why is it important?'). The council committed to reducing carbon emissions by 40% by 2021 compared with its baseline year, but indeed exceeded this target by going further and faster. By 2020 the council's carbon emissions were 13,003 tCO₂e, a reduction of 58%. The Welsh Government methodology that we must now follow means that this total has changed – more about this in 'Planning to achieve net zero carbon'.

There can be no doubt, therefore, that the council is committed to working towards achieving the ambition of being a net zero carbon council by 2030.



4. What is net zero carbon and why is it important?



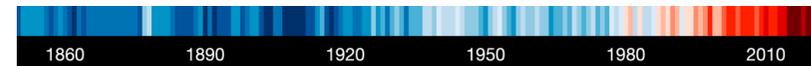
It's inevitable that there will be some carbon emissions from activities that cannot be avoided, and therefore if we want to see a world without any damaging carbon in our atmosphere then that carbon needs to be destroyed or absorbed and stored safely. This is the meaning of carbon sequestration (or 'carbon removal'). Research and new technologies are being developed in order to understand how best to store carbon, but the most effective means of doing so at the moment are the natural methods where the carbon is stored in trees, plants, land and plankton.

If the total amount of carbon released into the atmosphere is equal to the carbon absorbed back into the earth then we have reached a position of being 'net zero carbon' (also known as 'carbon neutral').

Why do we need to reach net zero carbon?

The increase in levels of greenhouse gas (GHG) emissions in the atmosphere is the main reason why the average temperature of the planet has increased, especially over the last half century. Both graphs below show the average yearly temperatures for the world, and for Wales:

World average temperature 1850 - 2020



Wales average temperature 1884 - 2020



(Range of : blues = cold / reds = heat)

In turn, an increase in temperature leads to far-ranging implications that are very damaging for the environment, nature and for us as humans. The average temperature in Britain is now 1°C higher than it was a century ago, and sea levels are rising 3mm each year (UK Climate Change Risk Assessment 2017: HMGovernment). This may not appear to be significant, but we must remember that the

Intergovernmental Panel on Climate Change (IPCC) states that insects, which are vital for pollination of crops and plants, will lose half their habitats following an increase of 1.5°C, but the probability will double with an increase of 2°C. An increase of 1.5°C will lead to rising sea levels that will affect 6 million people living in coastal areas around the world, but an increase of 2°C will affect 10 million people.

The target to limit global warming to “well below 2°C” compared to pre-industrial levels was set as part of the United Nations Paris Agreement 2015, and further strengthened at the COP26 conference in November 2021. The COP26: The Glasgow Climate Pact declares:

“The aim of the UK COP26 Presidency was to keep alive the hope of limiting the rise in global temperature to 1.5C, and the Glasgow Climate Pact does just that. Combined with increased ambition and action from countries, 1.5C remains in sight, but it will only be achieved if every country delivers on what they have pledged”.

Even considering the minor differences in both timeline stripe graphs above, they clearly show the tendency towards a hotter climate is as true here in Wales as it is for the rest of the world. The need to keep the increase in temperature to 1.5°C or lower, and to reduce to effect of climate change already underway, is just as important here in Wales as it is in the Amazon rainforest or the deserts of Australia.

If an increase in greenhouse gases in the atmosphere is the main reason for the increase in temperature, then it follows that we need to decrease the level of those gases in order to halt further temperature increases. The 3 greenhouse gases which have the biggest effect on climate change are:

Most damaging greenhouse gases -

- Carbon Dioxide (CO₂)
 - Methane (CH₄)
 - Nitrous Oxide (N₂O)
- } ...measured together as one unit, and called CO₂e

Method of measuring carbon emissions –

- Per kg – kgCO₂e
- Per tonne – tCO₂e

‘Releasing greenhouse gases’ or ‘greenhouse gas emissions’ are usually called ‘carbon emissions’, and by using terminology such as ‘carbon reduction’ what is meant is the reduction in the levels of all greenhouse gases, and not only carbon dioxide.

In order to be consistent with the measuring and reporting methods of the Welsh Government, UK Government and the IPCC, this plan will refer to ‘carbon emissions’, ‘CO₂e’ and ‘net zero carbon’.

5. Responding to the Effects of Climate Change

Thus far we have considered the importance of slowing down or stopping the process of global warming, and the need to reduce carbon emissions in the future. But what about the effects that global warming is already having on us here in Gwynedd?

One of those effects is the increasing danger of coastal flooding as a result of rising sea levels, and the effects of flooding inland as a result of extreme weather or an increase in river levels. Both could lead to ruining consequences for people, homes, nature and agricultural land.

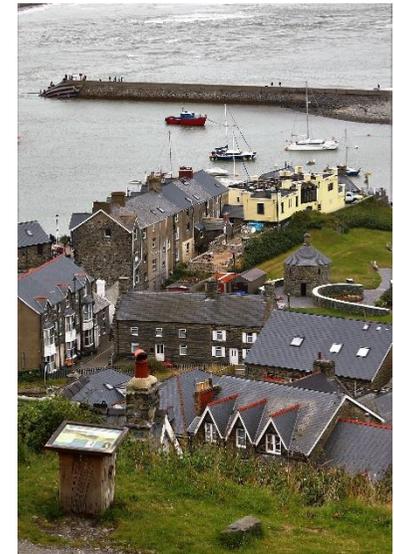
The Coast

Gwynedd's coastline is one of its most endearing attractions, but there are far reaching implications to protecting all of its 180 miles. The responsibility to protect the coastline and to respond to coastal flooding lies with Natural Resources Wales and Gwynedd Council. During the autumn of 2020 the Welsh Government published its National Strategy for Flood and Coastal Erosion Risk Management in Wales (FCERM), and its aim is to reduce the risks for people and communities from flooding coastal erosion. This is a ten-year strategy and we as a council are committed to its implementation, and it steers our work for the future.

Inland

As a Local Lead Flood Authority, we as a council have a responsibility to control the risk of flooding from surface water, ground water and from smaller streams know as common watercourses. In accordance with this responsibility we work together with Welsh Government, Natural Resources Wales and other local authorities to develop a Local Flood Risk Management Strategy. Its main objective is to try and stop flooding incidents, and to respond effectively if they occur, but its other aim is to positively contribute to biodiversity and create access for residents to green spaces.

This strategy will be completed during 2022/23 and therefore we haven't set targets or projects in this plan at this point in time since it would be premature to do so. A programme for responding to flooding risk will be added to a revised edition of this plan for 2023/24.



6. This Plan

This plan sets a target of net zero carbon for the activities and services that we as Gwynedd Council are responsible for. We intend to improve the way we provide services and run our organisation, and we'll be able to measure this since most of the work is under our management. The Climate and Nature Emergency Plan therefore contains the steps we will take in order to change those services that we directly provide.

The activities and projects that we will undertake to try and become a net zero council have been listed under the themes: Building and Energy, Mobility and Transport, Waste, Governance, Procurement, Land Use, Ecology, and all can be explored in chapters 7 - 13.

It is not, therefore, the ambition of this plan to create a work programme or to measure if the carbon emissions of Gwynedd as a county will reach net zero by 2030 – but of course, reaching the council's target will contribute greatly towards such an aim.

Reaching our ambition of net zero carbon will be a significant challenge and we are honest in our prediction that we don't have all the answers at the moment. More work needs to be undertaken by ourselves and others in order to find the most effective and successful ways of working in some areas. It is essential, therefore, to have an open mind and to learn about new developments, and

to adapt this plan and our ways of working if evidence comes to light that warrants such changes.

The Climate and Nature Emergency Plan is a document that will be developed and adapted regularly. We already know that we will include further information about our plans for flooding management by 2023/24, and we also need to work with partners and the communities of Gwynedd to plan how to positively change residents' behaviour.

On the other hand, there are several activities that we believe should be completed but that we have very little control over, or that we don't have the finances to fund at the moment. Additional resources will be needed to address our ambition, and we hope that further funding opportunities arise from Welsh Government and other sources.

We will co-operate and contribute towards realising ambitious plans, but we cannot fulfil them on our own.

Partners

It will be impossible for us as a council to achieve our ambition without working in partnership with a wide range of individuals and organisations. We provide services for, and alongside, so many other people and it is vital that we work together for everyone's

benefit. We will try to best of our ability to influence individuals and organisations to come with us on our journey. We will consult with our partners and with the communities of Gwynedd to measure the success of this plan and to see how best we can support them so that they may operate in as low carbon a way as possible.

A list of our partners can be seen in chapter 14. It isn't comprehensive, nor in order of priority, and we are open to discuss with any partner who also shares our ambition.

How will we measure success?

This plan will be monitored regularly as part of the council's internal performance monitoring process, and information about the plan's development will be shared publicly by the Cabinet Members Performance Reports to Cabinet meetings, and by Gwynedd Council's Annual Performance Report. We also have a Climate Change Board which provides strategic guidance, and includes the council's Leader, Cabinet Members, Chief Executive, Chief Officers, Biodiversity Champion and a representative of the Communities Scrutiny Committee.

One element of regular monitoring is data collection of carbon emissions and sequestration, and we do this by following Welsh Government's methodology ([Welsh Public Sector Net Zero Carbon Reporting Guide](#)). The results of annual data collation will be published in Gwynedd Council's Annual Performance Report, and

following publication we will also review this plan to ensure that we are on the right track to realise our ambition by 2030.

We have already collected data on carbon emissions and sequestration for the years 2019/20 and 2020/21. We have some reservations about the methodology used, especially for measuring the procurement upstream and downstream chains, but this data gives us a base to measure progress. Since 2020/21 was an unusual working year because of the circumstances created by the Covid-19 pandemic, we have chosen 2019/20 as our baseline year and we will compare progress against that year's data.

Data on carbon emissions is collected to measure activities in 3 areas, or 'scopes':

Scope 1 – Direct Emissions

e.g. producing electricity or heat with assets owned by the council such as boilers; travelling in council owned fleet.

Scope 2 – Indirect Emissions from Energy

e.g. electricity, heat or cooling systems produced by third parties but used by the council.

Scope 3 - Indirect Emissions

e.g. goods produced by third parties and purchased by the council; staff commute or staff using their own vehicles for business travel.

The Climate and Nature Emergency Plan runs concurrent with many other council strategies and policies, and indeed it is essential that the principles of this plan are entrenched across all the council's activities. Many of the action points for the future are likely to sit within other strategies or action plans. A current list of active strategies is listed in chapter 15, but it is open to constant adaptation.

Measuring carbon emissions and sequestration

As already mentioned, we won't know if we have reduced our carbon emissions and increased our capacity to absorb carbon unless we regularly measure both and compare the data with our baseline.

This is not a new activity for the council. As mentioned previously, the council have had two Carbon Management Plans since 2010 which were successful since we reduced our carbon emissions by 58% between 2005/06 and 2019/20, bringing the total down to 13,003 tCO₂e. Successes include changing 90% of street lighting to LED lamps so far, insulating buildings and installing PV solar panels.

Under both Carbon Management Plans we measured our carbon emissions from buildings, street lighting, waste generated by the council, council fleet and staff business travel. By today all local authorities must follow data collection methodology as set by Welsh Government, which leads us to measure many more activities in addition to those we measured up until 2019 – e.g. water use, biomass, emissions further up the supply chain (well to

tank), staff commute, emissions from the process of producing goods or services we purchase (procurement), and we also cannot claim credit for PV energy exported to the national grid.

Even though the council doesn't control many of these additional activities, we must now report on all the emission generated by them. The emissions generated by procurement are calculated based on the monetary value of the goods or services we purchase. Put simply, the more we spend the higher our carbon emissions, regardless of what the goods are or how they are produced.

It is therefore inevitable that the new data sets we collect will be much higher than those under both Carbon Management Plans.

The following table shows the data collected for the baseline year of 2019/20 and for 2020/21 following Welsh Government reporting guidance:

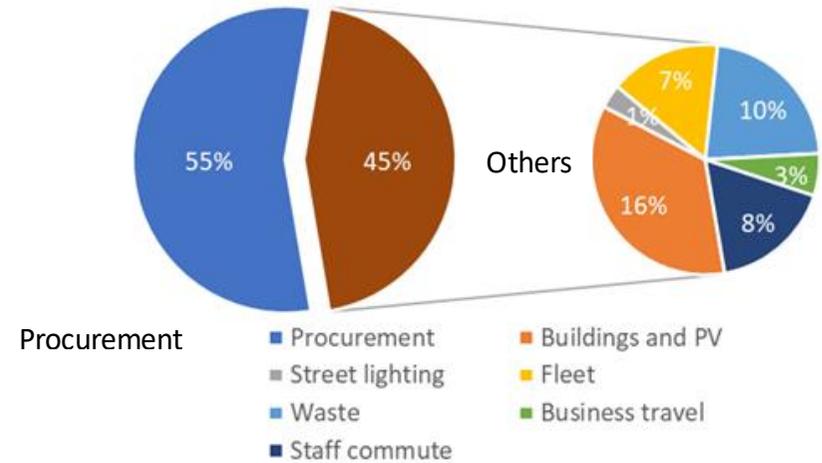
Total Operational Carbon Emissions over 2 years :

	2019/20	2020/21
	Total tCO₂e	Total tCO₂e
Buildings and PV (photovoltaic)	11,549	8,594
Street lighting	1,101	931
Fleet	5,145	4,729
Waste	7,331	
Business travel	1,944	919
Staff commute	5,623	5,701
Total	32,693	20,874
Procurement	40,639	39,959
Total including procurement	73,332	60,833

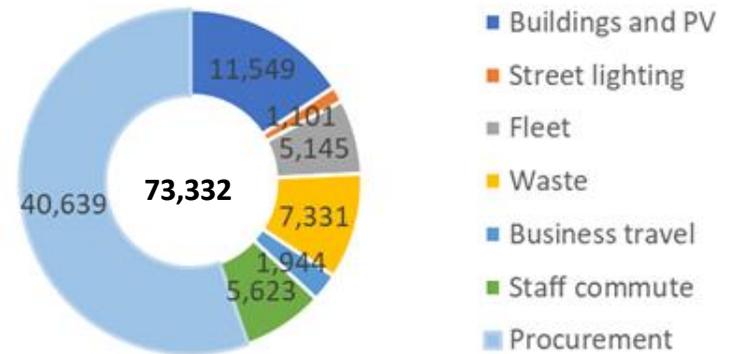
There are several reasons why the total has already fallen by 2020/21: stopping waste going to landfill and changes in working practices as a result of Covid-19 are examples.

The following charts show the total and percentages of emissions across several fields:

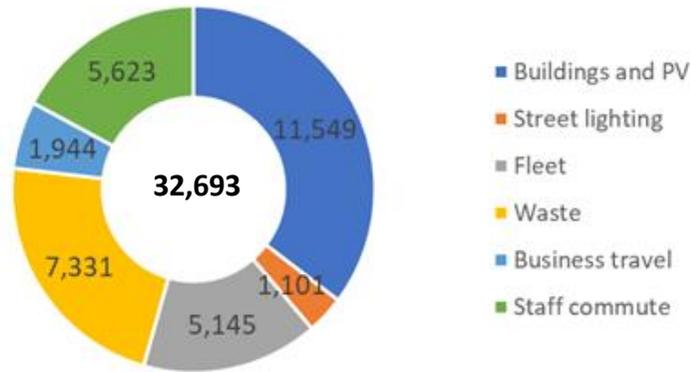
Percentage of carbon emission per field 2019/20



2019/20 Carbon Emissions by tCO₂e including procurement



2019/20 Carbon Emissions by tCO₂e



We also follow Welsh Government methodology to measure the total carbon that land owned by the council is able to absorb. The table below shows the different types of land to be measured, and the total carbon absorbed (sequestration).

Measuring total carbon sequestration:

Lands	2019/20 Total tCO ₂ e	2020/21 Total tCO ₂ e
▪ Forest land		
▪ Grassland	5,893*	5,893
▪ Wetlands		
▪ Settlements		

*based on 2020/21 figures

Gap that needs to be closed to achieve net zero carbon:

2019/20	32,693 – 5,893 =	26,800 tCO₂e	(67,439 tCO ₂ e with procurement)
2020/21	20,874 – 5,893 =	14,981 tCO₂e	(54,940 tCO ₂ e with procurement)

Planning to achieve net zero carbon

We need to close the gap of around 26,800 tCO₂e by a combination of reducing our emissions and increasing our capacity to absorb carbon. Regardless of the potential to increase carbon sequestration (more on this in [12. Land Use](#)) it is true that we need to concentrate on substantially decreasing our emissions, and our activities and projects intended for achieving this are outlined in the following chapters (mainly scopes 1 & 2):

7. Buildings and Energy

8. Mobility and Transport

9. Waste

We can support all the work in these areas by strengthening our internal procedures, and more on this can be found in the [10. Governance](#) chapter.

The **11. Procurement** chapter outlines our plans to begin the substantial challenge of reducing the carbon emissions within the supply chain, or the goods and services that the council purchases (scope 3).

Lastly, the **12. Land Use** ac **13. Ecology** chapters outlines our responsibilities to use our land to its maximum potential for carbon sequestration from the atmosphere, and to support nature and to increase biodiversity so that we build a green Gwynedd for the future.



Finance

Chapter **6. This Plan** has already explained that we don't have, at this moment in time, the total funds needed to fulfil all the projects in this plan. Some projects have already begun and therefore we already have the costs and funding details. Others can be partially developed whilst we seek additional funding, and others are dependent on continued grant funding.

There are also other projects that, for various reasons, we do not know what the full costs will be. We will need to undertake further work, or to co-operate with others, to calculate those costs.

Nevertheless, our current financial position does not stop us from starting or continuing to implement the projects outlined in this plan. Information about the estimated costs can be seen in chapters 7 – 13.

Timetable

Chapters 7 - 13 lists the projects we aim to realise and sets a timetable for their implementation. Here's a summary:

Short term	2022/23 – 2023/24	Years	1 - 2
Medium term	2022/23 – 2026/27	Years	1 - 5
Long term	2022/23 – 2029/30	Years	1 - 8

7. Buildings and Energy

As the Carbon Management Plan 2 came to its conclusion in 2020 the Welsh Government Energy Service (WGES) were appointed to assess the opportunities to reduce carbon emissions across the council's estate. A desk-top revision of current energy management practices was undertaken, along with a quantitative evaluation of the efficiency of council owned buildings, and further potential to save energy, reduce carbon emissions and costs.

Our carbon emissions from buildings and PV in 2019/20 was 11,549 tCO₂e. The following projects will contribute towards reducing this figure, but substantial financial investment is needed in some areas, such as solar farms, in order to bring this figure down to zero and beyond.

Planned projects -

	Ambition	Activity	Timetable	Projected costs £	tCO ₂ e savings – whole life cycle
7.1	Aim for long term benefits when planning building work or renovating buildings	Drawing up a policy which will give guidance on the minimum technical standards for energy efficiency in new buildings or when extending an existing building. We will price work based on a 'whole life cycle' principle.	Short term, then continuous	No additional costs	No direct savings
7.2	Save 5% of carbon emissions from buildings by bringing them up to CIBSE 'good practice' standards	Plan and implement a work programme to upgrade buildings.	Medium term, then continuous	Savings -225,000	488

7.3	Decarbonise the council's energy supply	We will move the energy supply for all the council's buildings to a supplier who offers 'green energy' by the end of 2022. 'Green energy' comes from renewable energy sources.	Short term	Further work needed to measure financial costs or savings	Further work needed to measure carbon savings
7.4	Increase our carbon 'credit' by creating solar farms to create energy that the council can use or sell	Further investigate the sites already identified for potential solar farms, and draw up business plans based on the best carbon and financial benefits.	Medium term	Range from 2,400 – 18,956,000	Year 1 effect = 377 – 10,201
7.5	Reduce our carbon emissions by expanding our use of PV to generate renewable energy	Expand our current programme for installing PV systems (or solar panels) to more of the council's assets. We will draw up business plans per asset but they may include offices, schools, care homes, leisure centres and car parks.	Medium term	1,862,000	7,234
7.6	Use <i>Passivhaus</i> low carbon building practices for developing our innovative housing pilot	We will continue to operate, and then evaluate, our pilot project to provide temporary accommodation in low carbon 'pods' – further information in our Housing Action Plan.	Short term	300,000	Further work needed to measure carbon savings
7.7	Provide information and advice to Gwynedd residents about the advantages and	Via the housing 'one stop shop' on the council's website we will promote the opportunities available to save energy and	Short term, then continuous	500,000	No direct savings

	opportunities to use low carbon building practices when building homes, and about low carbon heating/energy systems	costs by using low carbon methods of building and heating homes to try and avoid fuel poverty. We will also continue to work in partnership with community organisations who offer similar support in order to spread the message as widely as possible.			
7.8	Improve the fabric of council owned buildings to make them as energy efficient as possible	Much has already been accomplished, but further work can be done in some instances along with continuous maintenance.	Continuous	638,000	4,120
7.9	Electrification of heating systems in buildings to reduce carbon emissions	We will investigate the feasibility of installing electrification systems – or heat pumps – in buildings. Since substantial financial investment is needed for installation, further work needs to be done before choosing if they will be installed and which sites will benefit most.	Medium term	2,777,000	18,740
7.10	Installing EC air fans in buildings in order to reduce the energy needed to run them in comparison to other air fans	Electrical current (EC) air fans run on DC current rather than AC, and are managed digitally which leads to more efficient and quieter performance. We will investigate which of the council's assets they will be suitable for and build a work programme accordingly.	Medium term	93,000	153
7.11	Install individual room heating systems in order to reduce the	Wireless technology enables us to manage individual radiators without the need for	Short term	68,000	2,240

	energy needed to heat a building	expensive wiring. This will ensure that rooms can be heated at different temperatures and also to turn off the heat when the room is empty. We will build a work programme, and prioritise installation in care homes.			
7.12	Upgrade specialised lighting in leisure centres in order to use less energy	New technology allows us to use LED lighting in swimming pools and open-air playing areas. We will run work programme to upgrade the current lamps.	Medium term	107,336	254
7.13	Upgrade street lighting and traffic signs in order to use less energy	We have been running a programme to exchange the lamps from old SOX lanterns to new LED lanterns since 2015/16, leading to nearly halving the carbon emissions. We will continue with the remaining work programme and also investigate the need and advantages of dimming lights and its effect on biodiversity. Lastly, we will evaluate the project to learn lessons for the future and to plan a maintenance programme.	Short term	Further work needed to measure financial costs or savings	Further research needs to be undertaken to measure carbon savings
7.14	Stop the over-development of fossil fuel energy plans	Act according to the Replacement Joint Local Development Plan and the Supplementary Planning Guidance on renewable energy or low carbon technologies, water preservation, and protecting biodiversity.	Continuous	No additional costs	Dependent on plans which would have been submitted

7.15	Maximise the benefits gained from implementing our energy and heating policies	<p>By monitoring the application of policies by our staff, and monitoring the technologies which operate the systems, we can target where improvements need to be made.</p> <p>We will use Energy Management Software to monitor electricity data, and make improvements where needed.</p> <p>We will offer training to staff to implement these policies.</p>	Continuous	No additional costs	4,000
7.16	Equipment used within council buildings to be as energy efficient as possible	<p>Implement the Energy and Heating Policies and ensuring that bought 'white goods' have a A+++ rating.</p> <p>When hiring electrical equipment, priority will be given to those that can be switched off when not in use.</p>	Continuous	Dependent on total sum of equipment purchased or leased	Dependent on total sum of equipment purchased/leased
7.17	Improving the energy infrastructure in Gwynedd and north Wales in order to support low carbon energy and transport systems	We will contribute towards producing and implementing a Local Energy Plan under the leadership of Ambition North Wales	Short term	Work not started	Work not started

8. Mobility and Transport

There is great potential for the council to reduce the carbon emissions of our own fleet of vehicles, and we have commissioned studies to offer guidance on which new vehicles to buy in a time of ever-changing technological advances. We intend to move towards having a fleet of ULEV (Ultra-low Emission Vehicle).

Carbon emissions from our fleet (which includes refuse and recycling vehicles) was 5,145 tCO₂e in 2019/20, and emissions from business travel was 1,944 tCO₂e. Both of these are within scope 2,

but the total emissions from staff commuting (scope 3) was 5,623 tCO₂e.

The following project will contribute greatly to reducing these emissions, and many are running in conjunction with energy projects which will increase our capacity to produce our own renewable energy (e.g. solar farm) or are dependent on expanding regional or national energy networks.

Planned projects -

	Ambition	Activity	Timetable	Projected costs £	tCO₂e savings – whole life cycle
8.1	Move away from using fossil fuel vehicles to a ULEV fleet (cars and vans)	We will implement our Green Fleet Strategy, buying new vehicles when they become available.	Short term	369,000	877
8.2	Installing vehicle electrical charging points for council fleet	We will expand our programme for installing electrical charging points beyond the existing 4 sites to support the ULEV council fleet.	Short term	Further work needed to measure financial	Further research needs to be undertaken to measure carbon savings

				costs or savings	
8.3	To have a low carbon, or carbon free fuel option for the council's heavy vehicle fleet	Contribute to the Deeside Hydrogen Hub project under the leadership of Ambition North Wales which is investigation the use of hydrogen as a fuel for heavy vehicles. In the meantime, we will trial sweeper vehicles and gritter vehicles in order to move away from fossil fuel dependent heavy fleet.	Short and medium term	888,000	2,108
8.4	Installing vehicle electrical charging points for Gwynedd residents	We will install vehicle electrical charging points across Gwynedd for residents and visitors.	Short term	Further work needed to measure financial costs or savings	Further research needs to be undertaken to measure carbon savings
8.5	Reduce business travel	The Covid-19 pandemic accelerated the move towards remote working, which in turn significantly reduced the need to travel to council offices to conduct internal and public meetings. Section 3 of the Wales Local Government Act also notes that meetings of the Council, Audit and Governance Committee and Scrutiny Committees may be held using a combination of virtual hybrid and face to face working	Short term	Could be up to -550,000 financial savings, but further research needs to be undertaken following changes in working	Could be up to 445, but further research needs to be undertaken to measure carbon savings

		practices, but that the remainder of the council's meeting may be held virtually. We will continue to encourage staff and elected members to prioritise virtual meetings and to keep to a minimum the need to travel for face to face meetings.		practices during the Covid-19 pandemic	
8.6	Reduce the carbon emissions of staff commuting	<p>The council has formed a partnership with the Tusker company to offer a 'green car' plan, with the majority of staff members eligible. The plan offer staff the opportunity to drive a brand-new car, including maintenance and insurance costs, for three years for a set monthly sum</p> <p>We will promote this option to become an electric car owner, especially when vehicle electrical charging points are installed on the council's estate.</p> <p>We will also encourage staff to use public transport or walk or cycle to work where possible.</p>	Continuous	Further work needed to measure financial costs or savings	Further research needs to be undertaken to measure carbon savings
8.7	Encourage active travel amongst staff – for health and well-being benefits and to reduce carbon emissions	The council has formed a partnership with 11 companies in Gwynedd to offer most staff the opportunity to hire a bike, which can include electrical bikes, on condition that they are used 50% of the time for work commute. The bike can also be used for leisure which will	Continuous	Further work needed to measure financial costs or savings	Further research needs to be undertaken to measure carbon savings

		bring additional health and well-being benefits for staff.			
8.8	Encourage active travel for Gwynedd residents and tourists - for health and well-being benefits and to reduce carbon emissions from short car journeys	<p>The council has invested in many cycle routes over the past few years, and we will promote these to encourage residents and tourists to use them for walking or cycling to work, to shop or for leisure.</p> <p>We will also promote and encourage the use of public transport, walking and cycling as we develop our sustainable tourism strategy.</p>	Continuous	Further work needed to measure financial costs or savings	Further research needs to be undertaken to measure carbon savings
8.9	Reduce carbon emissions and parking problems in areas popular with tourists	Work in partnership with Snowdonia National Park on a travel plan for popular hot-spots - e.g. foot of Snowdon, Dyffryn Ogwen – in order to reduce car journeys and encourage the use of public transport.	Short term	Further work needed to measure financial costs or savings	Further research needs to be undertaken to measure carbon savings
8.10	Increase the opportunities for community organisations to have access to EV or ULEV vehicles	Our programme, Arloesi Gwynedd Wledig, will support individual community organisations or umbrella organisations to experiment with new low carbon technologies or use low carbon vehicles.	Continuous	Further work needed to measure financial costs or savings	Further research needs to be undertaken to measure carbon savings

9. Waste

It has already been explained that we calculate our carbon emissions by following Welsh Government methodology. The figure of 7,331 tCO₂e of carbon emissions from council waste in 2019/20 stems from the practice at the time to send waste to landfill. By 2020/21 no waste was sent to landfill, with all the council's waste being sent for safe burning, hence the emissions figure for 'waste' in 2020/21 was down to zero. The carbon emissions from waste sent for recycling or burning is accounted for under the figures for 'fleet'.

We will always seek opportunities to go beyond the target of net zero carbon, and therefore the following projects have been planned so as to maintain our target and also to promote the principles of a circular economy. Here we hope to reduce waste as much as possible whilst simultaneously encouraging economic activities and community regeneration.

Planned projects -

	Ambition	Activity	Timetable	Projected costs £	tCO₂e savings – whole life cycle
9.1	Repair, adapt and sell goods which would otherwise be disposed of as waste	We are currently adapting the Llandygai recycling depot in Bangor and will open a shop which will sell goods that have been repaired or adapted. We will continue to support this project.	Continuous	Further work needed to measure financial costs or savings	Further research needs to be undertaken to measure carbon savings

9.2	Reduce the amount of goods deposited as waste by encouraging residents to repair and re-use	Our Repair Café project will establish a network of centres/cafes across the county to train local residents with the skills to repair and re-use goods rather than dispose as waste.	Short and medium term	226,000	Further research needs to be undertaken to measure carbon savings
9.3	Promote a circular economy in order to reduce the amount of goods sent to waste sites, and the carbon emissions in the supply chain from buying new goods	We will run and then evaluate the 'Pethe' pilot project. This project will be managed by a third party in 3 locations across Gwynedd and its aim is to be a borrowing 'library' for goods – e.g. toys, goods for the home or garden.	Short term	33,222	Further research needs to be undertaken to measure carbon savings
9.4	Reducing food waste by supporting community projects that share surplus supermarket food	Continue to support the existing 11 community food hubs by providing information and advice	Continuous	No additional costs	No direct savings
9.5	Reduce the street waste sent for disposal and increase street waste sent to be recycled.	As part of our Clean and Tidy Communities plan, and our street cleaning programme, we will start a new pilot programme to install recycling bins in our communities. We will also install technologies in our bins that will compress waste and measure when bins are ready to be emptied. This will lead to fewer journeys for our heavy fleet vehicles.	Short term	35,000	Will be measured at the end of the pilot project
9.6	Reduce paper use	Before we were hit by the Covid-19 pandemic we had begun a project to measure our paper use across all the council's offices with the aim	Short term	Further work needed to	Further research needs to be undertaken to

		<p>of reducing use, and reducing the amount of energy used to run printing machinery.</p> <p>With the majority of staff now working from home, paper use has decreased significantly, but it's important to complete this project in order to learn lessons for when staff return partially or full time to our offices.</p>		<p>measure financial costs or savings</p>	<p>measure carbon savings</p>
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10. Governance

This chapter outlines the changes we believe need to be made in order to support the rest of the activities in this plan. By making changes to internal practices we as a council can create the best possible circumstances for our elected members and staff to take decisions and to act for the sake of our planet.

Much of the planning work behind this plan, and its revision in the future, is done in partnership with other organisations and communities. This underlying principle supports the projects listed below, and for many others outlined in this plan.

Planned projects -

	Ambition	Activity	Timetable	Projected costs £	tCO ₂ e savings – whole life cycle
10.1	<p>Elected members and staff who:</p> <ul style="list-style-type: none"> • Understand the consequences of climate change • Take decisions based on information about the consequences • Operate in the most positive manner possible in order to alleviate the effects of climate change 	<p>The council needs a workforce informed about climate change and ecology in order to take responsible decisions, and to act to reduce carbon emissions.</p> <p>We will introduce a continuous training programme for elected members and staff on the fundamental principles of this plan, and will investigate the need for further information or training in specific areas.</p> <p>The training will reinforce the clause already in staff job descriptions that states they will</p>	Short and medium term	No additional costs – funded by central training costs or provided by Welsh Government	No direct savings

	and to be ecologically positive	act according to the Carbon Management Plan.			
10.2	Encourage staff to develop their careers in fields which will lead to reducing the effects of climate change or are ecologically positive.	We will use the council's successful apprenticeship programme to encourage more new apprentices to follow careers in fields such as biodiversity and energy.	Continuous	No additional costs – funded by the Apprenticeship Scheme	No direct savings
10.3	Review current policies and strategies so that reducing carbon emissions or alleviating the effects of climate change are factors when making decisions	Implement a continuous programme of reviewing decision making and policy guidance, giving advice on which conditions can be set.	Short term, then continuous	No additional costs	No direct savings
10.4	Sharing information publicly about the council's work to reduce carbon emissions in order to influence others to do the same	We will create a 'one stop shop' on our website which will include all the information about the council's activities on this topic, and links to useful information on outside websites. This will be reviewed and updated regularly. We will share information and examples of good practice via our social media platforms in order to try and influence residents to change their practices.	Set up – short term Maintain - continuous	No additional costs	No direct savings
10.5	Support communities to plan and provide local answers to local needs	Our programme of developing Local Regeneration Plans/Our Area will identify the	Short term, then continuous	No additional costs	No direct savings

		<p>different priorities and concerns that may lie in different communities across the county.</p> <p>We will work alongside local communities and partners who provide services in order to implement the ambition of this plan.</p>			
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11. Procurement

Welsh Government data collection guidance leads us to collect data about council expenditure on goods and services provided by outside suppliers. These vary widely from auditing services or advertising costs to purchased goods such as food or personal protection equipment for schools and care homes.

Our carbon emissions under the ‘procurement’ heading is measured solely on expenditure, and not on any efforts to reduce costs or carbon emissions by ourselves or our suppliers as part of the process of setting contracts.

The total carbon emissions from all our procurement activity, by following the methodology explained above, was 40,639 tCO₂e in 2019/20, which comes under scope 3.

Gwynedd Council has operated its Sustainable Procurement Policy since 2011, where we consider the possible social, economic and environmental effect of our procurement decisions, and which steps we can take to make best use of council spend for the county’s benefit. ‘Reducing the negative environmental effects by better choice and use of goods, services and work’ is an aim within the policy.

We will continue to implement the Sustainable Procurement Policy, and will develop the following projects -

	Ambition	Activity	Timetable	Projected costs £	tCO₂e savings – whole life cycle
11.1	Provide support for the market, especially local companies, to be able to measure the effect of their actions on their carbon footprint	We will continue to work with Busnes Cymru and others to introduce a programme of information to support businesses. This will help them reduce their carbon emissions without impairing their ability to submit tenders for work.	Continuous	No additional costs	No direct savings

11.2	Understand and measure carbon emissions when delivering contract in the supply chain	We will continue to review our own processes to set criteria for assessing tenders so that we can be sure that we are measuring the environmental impact of contracts.	Continuous	No additional costs	No direct savings
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12. Land Use

Responsible management of council owned land will reap many benefits. Not only can it offer life to many species by protecting or even saving them, but our land is also a natural carbon absorbing machine and we should maximise its potential.

Our assessment to measure the carbon sequestration capacity of all the council's land in 2020/21 showed that it could absorb 5,893 tCO₂e. This assessment is based on the following types of land:

Forest land	A combination of different trees: native, evergreen etc. Some will be dense, and other will be populated by less trees.
Grassland	Combination of land where grass grows – some are not cut whilst others are cut regularly, e.g. playing fields, school grounds or road verges.
Wetlands	Land containing peat; land regularly covered in water; lakes and rivers.
Settlements	Any developed land that doesn't already appear under another category, e.g. buildings. They may include: multipurpose playing fields, transport infrastructure, 'grey' pre-industrial land.

We acknowledge that further work needs to be done in order to fully and correctly measure the carbon sequestration potential of our lands – e.g. types of trees, constitution of soil etc. This is a very common problem for many local authorities and organisations and we will therefore work with others to form a programme to collect data and manage our land for the future.

Flooding

Another element of the work needed to treat and protect our lands are the steps needed to alleviate the effects of flooding. The council has already partaken in many projects in coastal areas, e.g. Fairbourne, and has responded to many occurrences of flooding in inland areas. Climate change has of course contributed to most of the increase in flooding and therefore unfortunately those instances are likely to increase.

We are currently working with Welsh Government, Natural Resources Wales and other local authorities to draw up a Local Flooding Strategy. Its main aim will be to try and stop instances of flooding and to respond effectively if flooding occurs, but it also has a purpose to positively encourage biodiversity and provide access for residents to green spaces.

This strategy will be completed in 2022/23 and therefore we haven't set any targets or projects within this plan since doing so

would be premature. A full programme to respond to flooding will be added to this plan for 2023/24.

The work to respond to flooding will tie closely with our work to maintain our land and biodiversity, since changes in one could

adversely affect the other. For example, maintaining wetlands or planting trees high up in a valley could reduce the amount of water flowing down into rivers and causing floods lower down the valley. Many of the projects in this chapter, and the following ‘Ecology’ chapter will contribute to alleviating the effects of flooding.

Planned projects -

	Ambition	Activity	Timetable	Projected costs £	tCO₂e savings – whole life cycle
12.1	Identifying the contribution that council owned trees can make to carbon sequestration and reducing the possibility of flooding	Accelerate our programme to correctly measure data from council owned trees for their success, or not, in carbon sequestration	Short and medium term	Further work needed to measure financial costs or savings	2,715+
12.2	Identifying the contribution that council owned lands can make to carbon sequestration and reducing the possibility of flooding	Accelerate our programme to correctly measure data from council owned lands for their success, or not, in carbon sequestration	Short and medium term	Further work needed to measure financial costs or savings	3,612+

12.3	Create tree nurseries to grow trees ready for planting	Work in partnership with other organisations and educational institutions to create tree nurseries	Medium term	Further work needed to measure financial costs or savings	Further research needs to be undertaken to measure carbon savings
12.4	Identify opportunities to plant trees as part of the National Forest for Wales initiative	Work in partnership with Welsh Government on their National Forest for Wales initiative and increase the numbers of trees to be planted	Medium term	Further work needed to measure financial costs or savings	No direct savings
12.5	Manage Ash Dieback in trees and to make good for any carbon emissions as a result of cutting down trees	Continue with our programme to identify and treat ash dieback. Ensure, if a tree needs to be felled, that another tree is planted in its place, in conjunction with other tree management projects in this plan	Continuous	No additional costs	Carbon neutral
12.6	Forest land owned by the council are protected so that we maximise their potential to absorb carbon and be habitats for nature	Improve our management of the current 4 forest lands, and any other new forests the council may plant, so that they are healthy and robust for the future	Continuous	Further work needed to measure financial	2,715+

				costs or savings	
12.7	Protect agricultural land in Gwynedd to be used for suitable purposes, and to contain forestation projects	<p>At its meeting on 2 December 2021 Gwynedd Council adopted the following:</p> <p>The Council calls on the Welsh Government to:</p> <ul style="list-style-type: none"> • Urgently amend the eligibility of their Glastir (GWC) grant so that only active farmers in Wales are able to apply. • Introduce planning development legislation to enable local planning authorities such as Gwynedd to control afforestation projects. • It is vital the Welsh Government moves to protect Wales' rural environment and resources for the benefit of a new Green circular economy and to strengthen Welsh industries, communities and services. 	Medium term	No additional costs	No direct savings

13. Ecology

Gwynedd Council declared a climate emergency in 2019, but we now believe that we also need to give equal weight to the nature emergency since both co-exist in parallel. Losing natural habitats for wildlife can increase the carbon levels in the atmosphere and changes in temperature and rainfall can affect the distribution of wildlife habitat.

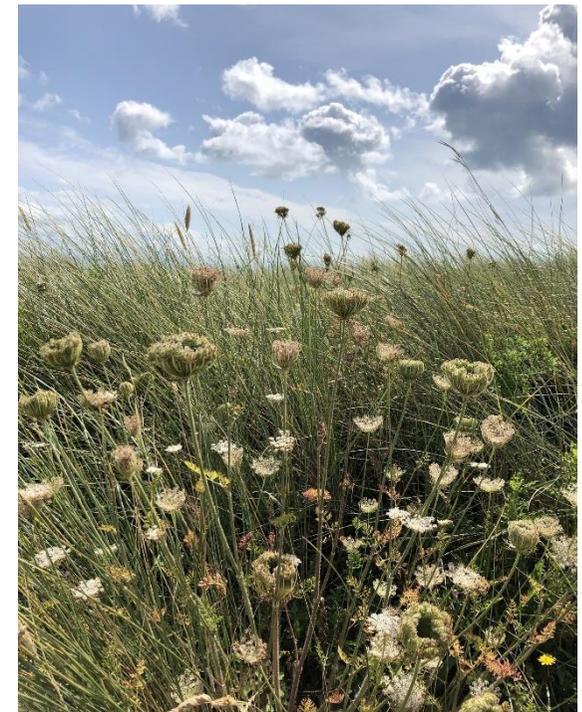
It is evident that the result of global warming is having a detrimental effect on the natural world, even here in Wales, and that we need deliberate action if we are to protect our fragile eco-systems for the future.

Our ambition is to not only protect the natural world and biodiversity in our county from the harmful effects of climate change, but also to strengthen it so that nature can positively contribute to the battle for carbon sequestration, as explained in the chapter **12. Land Use**.

We want to be an ‘ecologically positive’ council, not only in a climate change context but because we believe that nature has an immeasurable worth of its own. One of seven of the council’s well-being aims is to ‘take advantage of the beauty of the county’s natural environment’, and the ‘importance of protection of the natural environment’ and ‘promoting the use of natural resources to improve health and well-being in the long term’ are two out of

nine key messages in the Gwynedd and Anglesey Well-being Plan (Public Service Board).

In June 2021 Welsh Government declared a Biodiversity Emergency and noted: “There is an inherent value in biodiversity and the benefits it offers people through eco-systems such as flood alleviation and food production. We therefore believe that biodiversity loss leads to a risk to public safety and well-being”.



Planned projects -

	Ambition	Activity	Timetable	Projected costs £	tCO₂e savings – whole life cycle
13.1	Identify the steps we need to take to protect nature habitats and biodiversity for the future	Review the Biodiversity Action Plan by the end of 2022	Short term	No additional costs	No direct savings
13.2	Identify valuable species and habitats and which measures need to be taken to protect and restore them	Natur Gwynedd (Local Nature Partnership) to create a new Nature Restoration Plan for Gwynedd based on the Wales Nature Restoration Plan published by Welsh Government	Short term	No additional costs	Dependent on the content of the Nature Restoration Plan for Gwynedd
13.3	Increase the number of pollinators by protecting habitats or creating new habitats	<p>Transform the Ffridd Rasus and Llwyn Isaf landfill sites to become wildflowers meadows.</p> <p>Use the Local Places for Nature programme to maximise the potential of schools' land by planting flowers and plants suitable for pollinators (insects/bees).</p> <p>We will continue with our programme to maintain grass verges on our roads and to control the frequency and locations of grass cutting in order to support biodiversity, where it's safe for drivers and pedestrians.</p>	Medium term	400,000	Further research needs to be undertaken to measure carbon savings

13.4	Support voluntary and community organisations, and town and community councils who wish to protect or promote wildlife	Use the Local Places for Nature programme to kick-start new projects and to continue with others – e.g. getting rid of alien species in the Ffestiniog area; manage the Lôn Cob Bach nature reserve in Pwllheli	Medium term	No additional costs	Further research needs to be undertaken to measure carbon savings
13.5	Encourage and maintain Gwynedd residents' interest in ecological matters so that they wish to protect natural habitats	Encourage and maintain Gwynedd residents' interest in ecological matters so that they wish to protect natural habitats	Continuous	Further work needed to measure financial costs or savings	Further research needs to be undertaken to measure carbon savings
13.6	Protect valuable habitats for nature	Work in partnership with Natural Resources Wales, town and community councils and the RSPB to maintain 8 nature reserves across Gwynedd.	Continuous	No additional costs	Further research needs to be undertaken to measure carbon savings

14. Partners

As has been noted several times, Gwynedd Council cannot fulfil all the work that needs to be done to achieve our ambition of being net zero carbon by 2030 on our own. Many of the projects mentioned in this plan should be planned and implemented in conjunction with other organisations. We as a council are also prepared to contribute to developing ideas or undertaking projects which are led by other organisations.

Below is a list of partners with whom we will be working to realise this plan. The list isn't in priority order and we will be adding to it and changing it often –

- Gwynedd and Anglesey Public Services Board
- Ambition North Wales
- Energy Service (Welsh Government)
- Gwynedd Community and Town Councils
- Anglesey County Council
- Conwy County Borough Council
- Denbighshire County Council
- Flintshire County Council
- Wrexham County Borough Council
- Natural Resources Wales
- Welsh Local Government Organisation
- Snowdonia National Park
- Natur Gwynedd
- RSPB
- Y Dref Werdd
- Partneriaeth Ogwen

15. Strategies and Policies

Further information about some of the action points mentioned in this plan already exists in other published documents. Rather than repeating this information here you can turn to the following documents for further reading (not all are published on our website) -

[Gwynedd Council Plan 2018-2023](#)

[Gwynedd Council Annual Performance Report](#)

[Gwynedd Housing Strategy 2019-24](#)

[Gwynedd Council Housing Action Plan 2020/21 – 2026/27](#)

[Gwynedd and Anglesey Well-being Plan \(link to Public Services Board website\)](#)

[Replacement Joint Local Development Plan](#)

[Sustainable Procurement Policy and Guide](#)

[Tree Preservation Order](#)

Energy Policy

Heating Policy

Lighting Policy

Green Fleet Strategy

Corporate Assets Strategy



Assessing the Impact on Equality Characteristics, the Welsh language and Socio-Economic Disadvantage

Please see the sheet *How to Make an Equality Impact Assessment* for assistance to complete this form. You are also welcome to contact Delyth Williams, Policy and Equality Officer on ext. 32708, or DelythGadlysWilliams@gwynedd.llyw.cymru, for further assistance.

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

The Council is also required, under the requirements of the Welsh Language Standards (Section 44 of the Welsh Language (Wales) Measure 2011), to consider the impact that any change in policy or procedure (or the creation of a new policy or procedure), will have on opportunities for people to use the Welsh language and to ensure that the Welsh language is not treated less favourably than English. This document therefore ensures that these decisions safeguard and promote the use made of the Welsh language.

From 1 April 2021, the Council has a duty to give due attention to addressing socio-economic disadvantage in strategic decisions.

1) Details

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

Climate and Nature Emergency Plan (CNEP)

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

To provide guidance to the elected members and workforce of Gwynedd Council and to the residents of Gwynedd more widely on the action needed for the Council's carbon emissions to reach net-zero by 2030.

The CNEP explains why there is a need to respond to the impacts of climate change that have already occurred as well as why global temperature increases need to be reduced into the future. Following on from that, it explains what steps the council will take to change its working arrangements to reduce its carbon emissions and to increase the carbon absorption capacity of the lands it owns.

1.3 Who is responsible for this assessment?

Bethan Richardson - (Acting) Climate Change Programme Manager

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

Version I - February 2022

2) Action

2.1 Who are the stakeholders or partners whom we will have to work with to carry out this assessment?

All residents of Gwynedd will be affected by global warming, but there are some climate change impacts that are going to have a greater impact on some residents than others, e.g.: residents living in areas that are more likely to be flooded or residents living in fuel poverty. The CNEP needs to be implemented in conjunction with a number of other organisations and with communities across Gwynedd. Though the plan in its current guise focuses on changing working practices and provision by the council itself, over the coming year we will discuss with other organisations and Gwynedd communities how we can extend the plan.

2.2 What steps have you taken to engage with people with protected characteristics, regarding the Welsh language or with communities (either due to location or due to need), who are living with a socio-economic disadvantage?

We have been consulting with communities across Gwynedd about their priorities to regenerate their local area through the Local Regeneration (Area Ni) plan. That work has been carried out on-line and face-to-face (following Covid-19 rules) to give as many people as possible the opportunity to contribute. The need to respond to climate and nature problems has been identified in each area, and we will go back to discuss further with local communities how the council can best work with other communities and organisations to try to overcome the challenges.

We have been consulting with communities directly affected by flood risk, and have drawn up plans to respond to that threat in conjunction with those communities – taking into account the needs of all residents.

We will engage more widely with partners across all sectors, and with local communities, during 2022/23 to further develop the Climate and Nature Emergency Plan. We will engage with certain communities of people – e.g. users of community food hub schemes, to ensure

that our projects address their needs as well as the aim of reducing food waste.

2.3 What was the outcome of the engagement?

The engagement on flood response plans has led to the creation of plans to respond to a flood incident. Engagement on the Local Regeneration plan has highlighted that communities are keen to take action to reduce the impact of climate change.

2.4 On the basis of what other evidence are you acting?

We have data on how much of Gwynedd's population, and what the infrastructure is, at risk of flooding. We know that the population demographics of some areas likely to be flooded mean that a high number of older people will be affected. We will produce separate Equality Impact Assessments on some of the individual projects within the CNEP and may highlight further evidence.

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

The Census provides us with data on the demographics of geographical communities but will not provide us with full information on each of the 5 protected characteristics. We would need to keep track of further information about characteristics such as sexual orientation or belief/religion as we hold consultations with communities, and act on any evidence that these are not being given due attention. As the CNEP will be reviewed by 2023/24 we will also adapt this Equality Impact Assessment, and address any weaknesses.

3) Identifying the Impact

3.1 The Council must duly address the impact that any changes will have on people with the following equality characteristics. What impact will the new policy/service or the proposed changes in the policy or service have on people with these characteristics? There is also a need to consider the impact on the socio-economic disadvantage and on the Welsh language.

Characteristics	What type of impact? *	In what way? What is the evidence?
Race (including nationality)	None identified	There are no individual plans that involve this feature. The Equality Impact Assessments on the individual plans will need to identify any matters to consider.
Disability	Positive	While the consequences of climate change affect all people,

		<p>not responding to the consequences would affect disabled people worse than the rest of the population.</p> <p>The CNEP seeks to respond to problems caused by flooding, hoping to reduce the likelihood of flooding in the first place, and plans how to respond when flooding events arise. These response plans take account of the need to offer suitable or additional support to disabled people.</p> <p>The Local Flood Strategy, which will be developed during 2022 and will contribute to the CNEP, will take account of creating easy access for disabled people when planning flood defences.</p> <p>Our plans to install electric car charging points across the county will increase the accessibility of residents living in rural communities to low or zero carbon transport. They will be able to use electric vehicles adapted to their needs without having to rely on a fossil fuel motor. It will be necessary to be aware, at the same time, that the charging points are being installed in places that are accessible and safe for disabled people.</p> <p>The council also encourages staff and elected members to prioritise virtual methods of holding meetings and to carry out their work. This can increase the opportunities for disabled people to carry out their work from home, or from a location convenient to them, without having to travel to a location such as an office. On the other hand, we will also need to ensure that disabled people are suitably equipped to carry out their work from home safely and efficiently.</p> <p>Our active travel plans and biodiversity projects contribute positively to the mental well-being and health of residents and visitors to Gwynedd. Access to nature and green spaces has been proven to be a positive factor in maintaining healthy mental health.</p> <p>We will be consulting further on the CNEP during 2022/23 with the communities of Gwynedd – via on-line and face-to-face methods. A number of the consultations will be held in conjunction with discussions on the Local Regeneration/Ardal Ni plans and we will therefore need to ensure that disabled people have access to any event so that we can gather their views.</p> <p>New individual projects listed in the CNEP will carry out their own equality impact assessments.</p>
Gender	None identified	<p>There are no individual plans that involve this feature. The Equality Impact Assessments on the individual plans will need to identify any matters to consider.</p> <p>We will be consulting further on the CNEP during 2022/23 with the communities of Gwynedd – via on-line and face-to-face methods. A number of the consultations will be held in conjunction with discussions on the Local Regeneration/Ardal Ni plans and we will therefore need to</p>

		ensure that a person's gender will not be a barrier to them having access to any event so that we can gather their views.
Age	Positive	<p>If we do not respond to the effects of climate change and reduce the likelihood of global warming, then young and older age groups will be affected worse than others. These two age groups would need additional support to protect themselves – e.g. in cases of flooding; to find food if there is a threat to our ability to grow crops; to travel if there is no public transport.</p> <p>Our active travel schemes, plans to grow and plant trees and create nature habitats are going to help the education and well-being of both age groups.</p> <p>We will be consulting further on the CNEP during 2022/23 with the communities of Gwynedd – via on-line and face-to-face methods. A number of the consultations will be held in conjunction with discussions on the Local Regeneration/Ardal Ni plans and we will therefore need to ensure that a person's age will not be a barrier to them having access to any event so that we can gather their views.</p> <p>New individual projects listed in the CNEP will carry out their own equality impact assessments.</p>
Sexual orientation	None identified	<p>There are no individual plans that involve this feature. The Equality Impact Assessments on the individual plans will need to identify any matters to consider.</p> <p>We will be consulting further on the CNEP during 2022/23 with the communities of Gwynedd – via on-line and face-to-face methods. A number of the consultations will be held in conjunction with discussions on the Local Regeneration/Ardal Ni plans and we will therefore need to ensure that a person's sexual orientation will not be a barrier to them having access to any event so that we can gather their views.</p>
Religion or belief (or non-belief)	None identified	<p>There are no individual plans that involve this feature. The Equality Impact Assessments on the individual plans will need to identify any matters to consider.</p> <p>We will be consulting further on the CNEP during 2022/23 with the communities of Gwynedd – via on-line and face-to-face methods. A number of the consultations will be held in conjunction with discussions on the Local Regeneration/Ardal Ni plans and we will therefore need to ensure that a person's religion or belief will not be a barrier to them having access to any event so that we can gather their views.</p>
Gender reassignment	None identified	<p>There are no individual plans that involve this feature. The Equality Impact Assessments on the individual plans will need to identify any matters to consider.</p>

Pregnancy and maternity	None identified	<p>There are no individual plans that involve this feature. The Equality Impact Assessments on the individual plans will need to identify any matters to consider.</p> <p>We will be consulting further on the CNEP during 2022/23 with the communities of Gwynedd – via on-line and face-to-face methods. A number of the consultations will be held in conjunction with discussions on the Local Regeneration/Ardal Ni plans and we will therefore need to ensure that pregnancy will not be a barrier to having access to any event so that we can gather their views.</p>
Marriage and civil partnership	None identified	<p>There are no individual plans that involve this feature. The Equality Impact Assessments on the individual plans will need to identify any matters to consider. We will be consulting further on the CNEP during 2022/23 with the communities of Gwynedd – via on-line and face-to-face methods. A number of the consultations will be held in conjunction with discussions on the Local Regeneration/Ardal Ni plans and we will therefore need to ensure that this feature will not be a barrier to someone having access to any event so that we can gather their views.</p>
The Welsh language	Positive	<p>All schemes named in the CNEP will be maintained and promoted in Welsh or bilingually in accordance with the Council's language policy.</p> <p>The CNEP will contribute to regional plans to improve 'green' energy and transport infrastructure and therefore all communities – rural and urban – should benefit equally. Our plans to install electric car charging points across the county will increase the accessibility of residents living in rural communities to low or zero carbon transport. All of this will mean that Welsh-speaking residents can continue to live in their local communities.</p>
Socio-Economic Disadvantage	Positive	<p>In line with the Welsh Government's intention in Net Zero Wales: Carbon Budget 2 (2021-25) our approach to reducing carbon emissions should not have a greater impact on some sections of society than others – i.e. we should 'ensure that no one is left behind'.</p> <p>The CNEP encourages the use of electric private cars, but also recognises that, at present at least, their cost is beyond the reach of a large number of people. We will therefore also work with others to develop a network of low carbon public transport.</p> <p>Many of the individual schemes, as well as trying to reduce waste, also seek to reduce financial poverty. The 'repair café' schemes, Community food hubs, and our support for partners supporting residents with fuel poverty will all help residents who are under socio-economic disadvantage.</p>

* To be deleted as required

3.2 The Council has a duty under the Equality Act 2010 to contribute positively to a fairer society through advancing equality and good relations in its activities in the fields of age, gender, sexual orientation, religion, race, transgender, disability and pregnancy and maternity. The Council must duly address the way any change impacts on these duties.

General Duties of the Equality Act	Does it have an impact?*	In what way? What is the evidence?
Eliminate unlawful discrimination, harassment and victimisation	Yes	The plan as a whole and the individual schemes should have a positive impact on the duty. The Equality Impact Assessments on the individual schemes will need to identify any matters to consider.
Promote equal opportunities	Yes	In line with the Welsh Government's intention in Net Zero Wales: Carbon Budget 2 (2021-25) we should 'ensure that no one is left behind'. In engaging on and through the implementation of the CNEP we will ensure that everyone has equal access to information on the impacts of climate change and can contribute to the debate in the field.
Foster good relationships	Yes	In engaging on and through the implementation of the CNEP we will ensure that everyone has equal access to information on the impacts of climate change and can contribute to the debate in the field. By negotiating solutions to the problems of climate change we can bring communities closer together.

* To be deleted as required

3.3 How does your proposal ensure that you work in accordance with the Welsh Language Standards (Welsh Language (Wales) Measure 2011), to ensure that the Welsh language is not treated less favourably than the English, and that every opportunity to promote the Welsh language is taken (beyond providing bilingual services) and increase opportunities to use and learn the language in the community?

In addition to the information under the headings of 'the Welsh language' in 3.1, the CNEP will promote the Welsh language through the following actions –
 All information and advertising signs and materials will be published bilingually with Welsh first, in line with the Council's language policy.
 Projects in the field of 'land use' and 'ecology' targeted at children and young people will increase their knowledge and confidence in the Welsh language outside the classroom.
 We will work with community organisations to carry out activities that will teach about climate change and on practical projects to respond to the effects of climate change – all

through the medium of Welsh and English, with the Welsh language being given priority.

3.4 What other measures or changes could you include to strengthen or change the policy / practice so as to have a positive impact on people's opportunities to use the Welsh language, and to reduce or prevent any detrimental impacts that the policy/practice could have on the Welsh language?

In monitoring the plan we will look for any problems that might have suggested that the council's language policy is not being followed, and correct that.

3.5 How does the proposal show that you have given due regard to the need to address inequality due to socio-economic disadvantage? (Please note that this relates to closing the inequality gap, rather than improving outcomes for everyone only).

In line with the Welsh Government's intention in [Net Zero Wales: Carbon Budget 2 \(2021-25\)](#) our approach to reducing carbon emissions should not have a greater impact on some sections of society than others – i.e. we should 'ensure that no one is left behind'. The CNEP encourages the use of electric private cars, but also recognises that, at present at least, their cost is beyond the reach of a large number of people. We will therefore also work with others to develop a network of low carbon public transport. Many of the individual schemes, as well as trying to reduce waste, also seek to reduce financial poverty. The 'repair café' schemes, Community food hubs, and our support for partners supporting residents with fuel poverty will all help residents who are under socio-economic disadvantage.

3.6 What measures or other changes can you include to strengthen or change the policy / custom to show that you have given due regard to the need to reduce disproportionate outcomes as a result of socio-economic disadvantage, in accordance with the Socio-Economic Act?

We will consult with Gwynedd residents on the content of the CNEP during 2022/23, and as we are also reviewing the plan annually we will incorporate any changes that need to be made by the revised version for 2023/24. This will be in addition to the schemes referred to in 3.2 and 3.5. The Equality Impact Assessments on the individual plans will need to identify any matters to consider.

4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the above? What is the reason for this?

The CNEP has had a positive impact on all equality characteristics, or no impact has been identified. Equality impact assessments will be completed for individual projects. The impact of climate change hits all members of society, and so as we plan our response to those impacts we deliver on the basis of different needs – e.g. flood defences and response plans.

4.2 Is the policy therefore likely to have a significant, negative impact on any of the above? What is the reason for this?

No significant negative impacts have been identified for the CNEP as a whole, but equality impact assessments will be completed for individual projects.

4.3 What should be done?

Select one of the following:

Continue with the policy / service as it is robust	X
Revise the policy to remove any barriers	
Suspend and abolish the policy as the harmful impacts are too great	
Continue with the policy as any harmful impact can be justified	
No further steps at present, it is premature to decide, or there is insufficient evidence	

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

This is not relevant to the Plan in its entirety.

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

This is not relevant to the Plan in its entirety.

5) Monitoring

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

This plan will be monitored regularly through the Council's internal performance monitoring arrangements, and information on the development of the plan will be shared publicly through Cabinet Members' Performance Reports to Cabinet meetings, and through Gwynedd Council's Annual Performance Report. We have a Climate Change Board that provides strategic leadership to the work, and includes the Leader of the Council, Cabinet Members, Chief Executive, Chief Officers, Biodiversity Champion and a representative from the Communities Scrutiny Committee.

One element of the regular monitoring is the collection of data on emission levels and carbon absorption, and we will do so by following the Welsh Government's methodology ([Welsh Public Sector Guide for Zero Net Carbon Reporting](#)) while also adapting our methodology if guidance is issued to do so. Annual data results will form part of Gwynedd Council's Annual Performance Report, and following their publication we will also review this plan to ensure that we are on track to achieve our ambition by 2030.

In reviewing the CNEP for 2022/23 we will also review this Equality Impact Assessment.

Agenda Item 7

GWYNEDD COUNCIL CABINET



A Report to a meeting of the Gwynedd Council Cabinet

Date of meeting: 08 March 2022
Cabinet Member: Councillor Dafydd Meurig
Contact Officer: Aled Davies
Head of Adults, Health and Well-being Department
Contact E-mail: aled@gwynedd.llyw.cymru
Title of Item: Residential and Nursing Homes Fees for 2022/23

1. THE DECISION SOUGHT

1. To agree upon the standard fees for independent residential and nursing homes for 2022/23, and implement them in accordance with the Council's terms and conditions on the following levels:

<i>Residential</i>	£627
<i>Residential EMI</i>	£695
<i>Nursing</i>	£731
<i>Nursing EMI</i>	£774

2. Request a further report on the matter in order to consider the appropriateness of a review on the fee levels for the year.

2. THE REASON FOR THE NEED FOR A DECISION

The Council sets an annual fee for placements in care homes (residential and nursing) within the private sector.

The Council needs to set a fee before April 2022 in order to allow for implementation. For 2022/23, there is an opportunity for the Council to consider the possibility of a higher fee for staff levels, as well as annual inflation costs; however, further work will need to be carried out on the financial aspects of this before being able to reach a decision.

3. BACKGROUND

- 3.1 The sustainability of the care market is one of the main risks within the care field and members will be aware that this is included on the Council's Risk Register. One of the most important factors in terms of attempting to respond to the risk of market stability and sustainability, particularly in relation to nursing homes and dementia homes, is ensuring that the fees set by the Council allow these homes to be financially viable, which in turn allows the homes to pay staff a fair wage for their work and, indeed, provide quality care for our residents.
- 3.2 This year, the settlement that the Council has received from the Government has been higher than what we have received for many years. Although it is insufficient to respond to all demands on services and from Gwynedd residents, it is an opportunity to provide a more comprehensive response to the demands within the care market, compared to what has been possible in the past.
- 3.3 Following a recent statement from Welsh Government on paying the Real Living Wage to care staff from April onwards, the Council has received a financial sum within the settlement in order for this to be reflected within provider fees.
- 3.4 In terms of the process of establishing the fees, the Council is participating in a regional process, which assesses the costs of maintaining a quality service, based on considerations such as:
- a) Salary / pay
 - b) The Staffing Levels required in order to respond to residents' needs - a questionnaire and the Laing & Buisson model are used
 - c) Inflation (Consumer Price Index [CPI] / Retail Price Index [RPI])
 - d) Insurance payments
- 3.5 The above-mentioned work has been completed again this year. The north Wales region has set up a task group, and one of the recent exercises that have been carried out is to compare our current standard fees with what is being suggested by the 'Laing & Buisson Toolkit'. The financial difference for each of the 4 care categories we have is substantial. Work has also been carried out to gather evidence and hold discussions with the local providers, and this needs to be developed further over the coming weeks. We will need an opportunity to consider all implications for service users, providers and other stakeholders before coming to a final conclusion on the fees for the coming year.
- 3.6 The intention is for the six counties to seek to agree on the same option, in order to obtain regional consistency. However, counties may choose a different option, subject to the affordability of different options for them.
- 3.7 We are aware that the settlement level for the next two years, after 2022/23, will return to the usual levels; however, this year we have an opportunity to try to respond to the

increase in fees that is needed to fully reflect the costs of running care homes to the expected standard, but in order to reach that conclusion, thorough financial work on affordability needs to take place.

- 3.8 The sum is an estimate of the additional cost we would need as an authority should we increase our standard fees to the levels suggested by the latest 'Toolkit' and the evidence from our local providers. The estimate also considers the income being collected from individuals who are able to contribute / pay for their care.
- 3.9 See below the tables that note the options in relation to a weekly fee per bed:

	2021/22	2022/23		
	Fee	Option 1	Option 2	Option 3
Residential	£586	£615	£627	£671
Residential EMI	£651	£681	£695	£768
Nursing	£684	£716	£731	£756
Nursing EMI	£722	£757	£774	£880

Option 1	National Living Wage, CPI and no changes in staffing levels
Option 2	Real Living Wage, CPI, 10% insurance, and no changes in staffing levels
Option 3	Real Living Wage, CPI, 10% insurance, increase staffing levels by taking the average from the questionnaire feedback and the findings of the Laing& Buisson toolkit

- 3.10 The department's preferred option is option 3; however, more time is needed in order to ensure that we are aware of all implications of increasing the fees to be in-keeping with option 3, including ensuring that this option is affordable, not only for this year, but for future financial years.
- 3.11 As more time is needed to complete a full assessment, the department is asking the members to agree to Option 2 above which would enable the providers to have a fee which will allow them to pay the Real Living Wage and deal with inflation matters, while the Council looks at the affordability of option 3.
- 3.12 The Council is subject to public sector duties under the Equalities Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties Councils must, in making decisions, have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics and having due regard to the socio-economic duty under Section 1 of the Act. An equalities impact assessment has been prepared and is appended at Appendix 1. The Cabinet will need to have regard to its findings when

coming to a decision. The assessment does not identify a particular impact stemming from the decision.

- 3.13 The Well-Being of Future Generations (Wales) Act 2015 is about improving the social, economic, environmental and cultural well-being of Wales. The Act places a 'well-being duty' on public bodies aimed at achieving 7 national well-being goals for Wales - a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language and is globally responsible. The recommendations have been prepared having regard to the requirements of the Act.

4. THE RATIONALE AND JUSTIFICATION FOR RECOMMENDING THE DECISION

- 4.1 The Department favours an option that reflects option 3, but due to the financial implications of this option, detailed work needs to be undertaken on the long-term implications and affordability. It is not possible to delay setting a fee for 2022/23 as providers and the Council as a commissioner need a fee in order to implement placement arrangements.
- 4.2 In announcing the draft 2022/23 settlement in December 2021, Welsh Government has confirmed that Welsh Local Authorities will generally receive +3.5% in 2023/24 followed by +2.4% in 2024/25.
- 4.3 This means that the increase in Government grant for the following two years will be significantly less than what we will receive in 2022/23, and this is the context in which the long-term sustainability of any financial commitments must be weighed up.
- 4.4 Consequently, it is suggested that a fee at the level of option 2 is agreed for the time being in order to be able to operate from April 2022 onwards. The recommended fee ensures that providers are able to pay a Real Living Wage to their staff, as well as cope with inflation.
- 4.5 Once further financial work has been completed, a further report will be presented to the Cabinet, after the election period, in order to reach a decision as to whether the Council can increase the fee for 2022/23 to the Option 3 level.

5. NEXT STEPS AND TIMETABLE

Subject to the decision made today, the fee will be set and communicated with providers for payments from April 2022 onwards.

Further work will be carried out on the financial affordability of Option 3.

A further report will be presented to the Cabinet in June/July 2022 in order to consider increasing the fee for 2022/23 further.

6. ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION

i) Monitoring Officer:

A recommendation is proposed in the report to set a Standard fee for 2022/23 based on particular factors which are explained and assessed. It therefore sets a fee on a reasoned basis. The acceptance in the report that there may be room to further review following completion of additional work reflects the challenge of setting and financing a Standard fee. The report states the reasons for this recommendation.

ii) Head of Finance:

The Council, in setting the budget for 2022/23 at its meeting on 3 March, will have considered recommendations for ways of dealing with financial pressures on services in the new financial year and subsequent years. As part of this procedure, there was a recommendation to set aside a prudent amount so that resources were available to fund Option 3 should Cabinet decide that it favoured this option. It was made clear then that we will need an opportunity to consider all the implications for service users, providers and other stakeholders before reaching a final conclusion on the fees for the coming year.

However, the setting of fees must be determined before the start of the new financial year, so the decision sought is appropriate, and Finance officers have had detailed input into the calculation of the unit costs. I consider Option 2 to be affordable and sustainable. While Option 3 is also affordable for 2022/23, detailed consideration will be required whether these fees are sustainable in the longer term, or if setting Option 3 for 2022/23 and beyond would require more significant savings in other areas of expenditure in subsequent years.

Assessing the Impact on Equality Characteristics, the Welsh language and Socio-Economic Disadvantage

Please see the sheet *How to Make an Equality Impact Assessment* for assistance to complete this form. You are also welcome to contact Delyth Williams, Policy and Equality Officer on ext. 32708, or DelythGadlysWilliams@gwynedd.llyw.cymru, for further assistance.

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

The Council is also required, under the requirements of the Welsh Language Standards (Section 44 of the Welsh Language (Wales) Measure 2011), to consider the impact that any change in policy or procedure (or the creation of a new policy or procedure), will have on opportunities for people to use the Welsh language and to ensure that the Welsh language is not treated less favourably than English. This document therefore ensures that these decisions safeguard and promote the use made of the Welsh language.

From 1 April 2021, the Council has a duty to give due attention to addressing socio-economic disadvantage in strategic decisions.

I) Details

I.1 What is the name of the policy / service in question?

Nursing and Residential Home Fees
Care Provision Service

I.2 What is the purpose of the policy / service that is being created or amended? What changes are being considered?

The Council sets an annual fee for placements in care homes (residential and nursing) within the private sector.

The Council needs to set a fee before April 2022 in order to allow for implementation. For 2022/23, there is an opportunity for the Council to consider the possibility of a higher fee for staff, as well as annual inflation costs; however, further work will need to be carried out on the financial aspects of this before being able to reach a

decision.

1.3 Who is responsible for this assessment?

Aled Davies, Head of Adults, Health and Well-being Department

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

February 2022. Version 1.0.

2) Action

2.1 Who are the stakeholders or partners whom we will have to work with to carry out this assessment?

Providers.

2.2 What steps have you taken to engage with people with protected characteristics, regarding the Welsh language or with communities (either due to location or due to need), who are living with a socio-economic disadvantage?

We comply with the More Than Just Words strategy, which ensures that patients and residents receive the Active Offer in relation to the Welsh language. We are also aware of the shortcomings in salaries for care staff, and the pressure care homes have been under during Covid-19, and therefore these fees attempt to mitigate some of these financial shortcomings.

2.3 What was the outcome of the engagement?

N/A.

2.4 On the basis of what other evidence are you acting?

One of the most important factors in terms of attempting to respond to the risk of

sustainability and stability in the market, especially the nursing homes and dementia homes, is to ensure that the fees that are set by the Council allow these homes to be financially viable, which in turn will allow the homes to pay a fair wage to staff for their work and, of course, to provide high quality care for the residents.

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

Detailed work needs to be carried out on the long-term implications and affordability. This work will be undertaken in the next two months.

3) Identifying the Impact

3.1 The Council must duly address the impact that any changes will have on people with the following equality characteristics. What impact will the new policy/service or the proposed changes in the policy or service have on people with these characteristics? There is also a need to consider the impact on the socio-economic disadvantage and on the Welsh language.

Characteristics	What type of impact? *	In what way? What is the evidence?
Race (including nationality)	None identified	There is no evidence to suggest that the fees would have a positive or negative impact on individuals due to their race.
Disability	Positive	It is believed that care home residents would benefit from the higher fees, by receiving better care and service.
Gender	None identified	There is no evidence to suggest that the fees would have a positive or negative impact on individuals due to their gender.
Age	Positive	Older people are most likely to benefit the most, however it is possible that it will also affect other ages that require care/a service.
Sexual orientation	None identified	There is no evidence to suggest that the fees would have a positive or negative impact on individuals due to their sexual orientation.
Religion or belief (or non-belief)	None identified	There is no evidence to suggest that the fees would have a positive or negative impact on individuals due to their religion, belief or lack of belief.
Gender reassignment	None identified	There is no evidence to suggest that the fees would have any impact on this category.
Pregnancy and maternity	None identified	There is no known impact on this category.
Marriage and	None	There is no known impact on this category.

civil partnership	identified	
The Welsh language	Positive	As a result of better employment to locals, it is likely that this would have a positive impact on the Welsh language provision and the active offer for residents.
Socio-Economic Disadvantage	Positive	Offering a higher salary would have a positive impact on the staff, and also on residents, as staff recruitment and retention levels would be higher, meaning a better care provision.

* To be deleted as required

3.2 The Council has a duty under the Equality Act 2010 to contribute positively to a fairer society through advancing equality and good relations in its activities in the fields of age, gender, sexual orientation, religion, race, transgender, disability and pregnancy and maternity. The Council must duly address the way any change impacts on these duties.

General Duties of the Equality Act	Does it have an impact?*	In what way? What is the evidence?
Eliminate unlawful discrimination, harassment and victimisation	Yes	The fees would be consistent for all providers and therefore there would be no discrimination.
Promote equal opportunities	Yes	There would be improved staffing levels as a result of better wages, meaning that staff would have more of an opportunity to do more and to be a more active part of their community.
Foster good relationships	Yes	Staff morale would improve with more staff being recruited and kept. Additionally, residents would have a more stable workforce which is an opportunity to foster good relationships.

* To be deleted as required

3.3 How does your proposal ensure that you work in accordance with the Welsh Language Standards (Welsh Language (Wales) Measure 2011), to ensure that the Welsh language is not treated less favourably than the English, and that every opportunity to promote the Welsh language is taken (beyond providing bilingual services) and increase opportunities to use and learn the language in the community?

We comply with the More Than Just Words strategy, which ensures that patients and residents receive the Active Offer in relation to the Welsh language. Increasing the fees is likely to have a positive impact on the active offer.

3.4 What other measures or changes could you include to strengthen or change the policy / practice so as to have a positive impact on people's opportunities to use the Welsh language, and to reduce or prevent any detrimental impacts that the policy/practice could have on the Welsh language?

We have done everything within our ability to ensure that there will be no adverse impact on the Welsh language.

3.5 How does the proposal show that you have given due regard to the need to address inequality due to socio-economic disadvantage? (Please note that this relates to closing the inequality gap, rather than improving outcomes for everyone only).

The fees would enable carers to receive a higher salary, equivalent to the Real Living Wage.

3.6 What measures or other changes can you include to strengthen or change the policy / custom to show that you have given due regard to the need to reduce disproportionate outcomes as a result of socio-economic disadvantage, in accordance with the Socio-Economic Act?

We have done everything within our ability, and the fees are set in order to give due regard to the need to reduce disproportionate outcomes as a result of socio-economic disadvantage by addressing the Real Living Wage for carers.

4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the above? What is the reason for this?

It is likely to have a significantly positive impact on the group with a socio-economic disadvantage as they will receive the Real Living Wage.

4.2 Is the policy therefore likely to have a significant, negative impact on any of the above? What is the reason for this?

The plan should not have a negative impact on any individuals with a specific protected characteristic.

4.3 What should be done?

Select one of the following:

Continue with the policy / service as it is robust	X
Revise the policy to remove any barriers	
Suspend and abolish the policy as the harmful impacts are too great	
Continue with the policy as any harmful impact can be justified	
No further steps at present, it is premature to decide, or there is insufficient evidence	

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

We do not expect any negative impacts, however we will monitor and deal with any negative impacts that may arise.

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

N/A.

5) Monitoring

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

We intend to continuously monitor the impact of the fees.

Agenda Item 8

Meeting	Gwynedd Council Cabinet
Meeting date	March 8, 2022
Cabinet Member	Councillor Cemlyn Rees Williams
Officer	Rhian Parry Jones
Item Title	Welsh in Education Strategic Plan 2022-2032

1. **DECISION SOUGHT**

The Cabinet is asked to approve the Welsh in Education Strategic Plan for the period 2022-2032, before the Authority submits it to the Welsh Government for approval.

2. **REASON WHY DECISION IS NEEDED**

In accordance with Welsh Government guidance, the Plan needs to be approved by Cabinet and signed by the person with statutory responsibility for education within the authority.

3. **BACKGROUND**

- 3.1 The purpose of The Welsh in Education Strategic Plan is to outline a vision of a Welsh and bilingual education system that places the needs of our learners at the heart of our provision.
- 3.2 These first plans came into effect on 1 April 2014 for a period of three years to March 2017, and the Plan was updated for the following three years. Due to the unprecedented circumstances of the Covid-19 Pandemic, their duration was extended by one additional year. This new Plan will be operational for a period of ten years from September 2022 to 31st August 2032.
- 3.3 The Strategy is interpreted in the context of Gwynedd Council's Language Policy thereby achieving the outcomes. The Authority will ensure that key elements are reflected upon and appropriately addressed in the Strategic Plan.
- 3.4 The Strategy has been prepared addressing the objectives and the requirements of the public sector duties under the Equalities Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties Councils must in making decisions have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics and having due regard to the socio-economic duty under Section 1 of the Act.
- 3.5 The Well-Being of Future Generations (Wales) Act 2015 is about improving the social, economic, environmental and cultural well-being of Wales. The Act places a 'well-being duty' on public bodies aimed at achieving 7 national well-being goals for Wales - a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language and is globally responsible. The Strategy has been prepared addressing the objectives and the requirements of the Act.
- 3.6 The Plan sets a clear vision and direction for ensuring that Gwynedd's learners attain the highest standards to maintain the language, culture and economy locally.

4. REASON AND JUSTIFICATION BEHIND THE DECISION

4.1. Approving the Welsh in Education Strategic Plan will enable the Welsh Government to monitor how local authorities respond to and contribute to the need to implement the aims of the Strategy by:

- ensuring that all stages of local authority education processes take full account of Welsh-medium education;
- expanding Welsh-medium education, where required, on the basis of better planning;
- ensure that Welsh-medium education support services are delivered on a consortia basis;
- improve standards and extend the use of Welsh among children and young people;
- demonstrate progress against the specific targets of the Welsh Medium Education Strategy.

4.2 Approving the Strategy in the context of Gwynedd Council's Language Policy will achieve the seven outcomes outlined in it:

WELSH IN EDUCATION STRATEGIC PLAN: OUTCOMES	
1	More nursery children/3-year olds receive their education through the medium of Welsh
2	More reception class children/ 5-year olds receive their education through the medium of Welsh
3	More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another
4	More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh
5	More opportunities for learners to use Welsh in different contexts in school
6	An increase in Welsh-medium education provision for learners with additional learning needs (in accordance with duties determined by the ALN Act)
7	Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

5. NEXT STEPS AND TIMETABLE

Subject to Cabinet approval, and then Welsh Government approval, Local Authorities will be required to commence implementation of the WESP from 1 September 2022.

6. ANY CONSULTATIONS UNDERTAKEN PRIOR TO MAKING THE DECISION

A public consultation on the draft Plan, for a period of eight weeks, took place from 15 October to 17 December 2021. In accordance with the The Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013 the following have been consulted:

- The Welsh Language Commissioner
- Early Years Development and Childcare Partnership
- Mudiad Meithrin
- County Schools
- Post 16 Colleges / Grŵp Llandrillo Menai
- The Diocese of the Church in Wales
- Constituency and Regional Assembly Members
- Members of Parliament representing Gwynedd
- Welsh Government
- Her Majesty's Chief Inspector of Education and Training in Wales
- The Regional Education Consortium (GwE)
- Parents for Welsh Medium Education
- Association of Schools for Welsh Medium Education

- Cymdeithas yr Iaith Education Campaign Group
- Mentrau Iaith Cymru
- Community / Town Council
- Neighbouring Local Authorities
- Council Services

Below is a summary of the nature of the comments received, and the main messages:

- Generally, sound and detailed planning.
- Many see success for Welsh-medium primary education in Gwynedd but more concerns arise about progression to the secondary sector.
- It is not sufficient to refer to the County's general Language Policy in the Plan; rather it is necessary to discuss the provision throughout the County from the early years onwards.
- Need to clarify what bilingual education means by conveying a message that bilingualism is a result not a method.
- There needs to be a rigorous process for assessing and revising policy proposals in the future, in order to maximise the positive effects on the Welsh language and the achievement of the WESP.
- It would be useful to include data for the number and percentage of pupils studying 5 or more GCSE subjects through the medium of Welsh in the County, the percentage of subjects available entirely through the medium of Welsh for GCSE in the County and percentage of subjects available entirely through the medium of Welsh at A level.
- Overall, the key objectives, targets and how the authority will achieve them are not clear enough.

Modifications to the WESP have been made following some of the main comments received above in order to strengthen the revised document. The main changes that have been added to the document are a brief explanation of the language designations and Language Policy, and the addition of data to the 10 year target tables at the end of each outcome.

7. STATUTORY OFFICERS' COMMENTS

Statutory Finance Officer: The report's author has confirmed that there are no financial implications arising from this report, as the Education Department will operate their Welsh in Education Strategic Plan from within the relevant grants' resources. Consequently, I have no comments to add from the perspective of financial propriety.

Monitoring Officer: As set out in the report the Welsh in Education Strategic Plan is now a statutory document. One of the consequences is that there is a consultative and approval processes to be followed in order to create the Strategy. The consultation document was approved by the Cabinet in July 2021. This report brings the results of the consultation before the Cabinet for consideration and response. It is important therefore that the Cabinet considers the results in considering the decision to adopt the Strategy.

An equality assessment will need to be prepared including the socio-economic duty.

Appendix 1 – Welsh in Education Strategic Plan 2022-2032

WELSH IN EDUCATION STRATEGIC PLAN



Name of Local Authority

Gwynedd

The duration of this Plan

September 2022 - 31 August 2032.

This Welsh in Education Strategic Plan (WESP) is made under section 84 of the *Schools Standards and Organisation (Wales) Act 2013* and the content complies with the *Welsh in Education Strategic Plans (Wales) Regulations 2019*¹⁻². We have given due regard to the statutory guidance issued by Welsh Ministers when setting our targets.

Signed:

Date:

(This Plan needs to be signed by the Chief Education Officer within your local authority)

¹ [The Welsh in Education Strategic Plans \(Wales\) Regulations 2019](#)

² [The Welsh in Education Strategic Plans \(Wales\) \(Amendment\) \(Coronavirus\) Regulations 2020](#)

Guidance notes

You will be required to outline the vision of Welsh medium education within your local authority over the next ten years, as well as the main strategic objectives for this period. Demonstrate how you will achieve Outcome 1-7 with reference to the Guidance.

Before completing this template, you should refer specifically to Part 2 of the Guidance on Welsh in Education Strategic Plans.

<https://gov.wales/welsh-education-strategic-plans>

This section specifies the statutory requirements in terms of what must be included in your Plan (as outlined in the Schedule of the Welsh in Education Strategic Plans (Wales) Regulations 2019). As well as your general ten-year target, some statements in the Schedule require you to set other targets, and if so, you should refer to them also.

Our ten-year vision for increasing and improving the Welsh-medium education provision planning in our area

"I am pleased to publish the **Gwynedd Welsh in Education Strategic Plan for 2022-2032**. The Plan reflects my vision of having a Welsh-medium and bilingual education system that puts the needs of all our learners at the heart of our provision. The Plan sets a clear commitment and direction for ensuring that learners in Gwynedd attain the highest standards in order to maintain the language, culture and economy locally.

The Council's Departments, schools and wider partners are committed to accomplishing all the aims and objectives of the **Welsh in Education Strategic Plan** and consequently to supporting Welsh Government's strategy to reach the goal of a million Welsh-speakers by 2050, ensuring that there are opportunities at every stage of an individual's life to learn Welsh and to learn through the medium of Welsh. The vision of the Welsh Language Promotion Plan for Gwynedd (2013-23) has been incorporated, and as well as that, consideration has been given to the requirements of the following acts and strategies when forming the Plan: *The Well-being of Future Generations Act (2015)* *Prosperity for All: The National Strategy: Taking Wales Forward (2016-2021)*, *the Progressive Agreement (2016)*, *ALN and Education Tribunal (Wales) Act (2018)*."

Councillor Cemlyn Rees Williams,
Cabinet Member for Education.

"It is a very exciting time for the Welsh language, and I would like to ensure high quality provision, experiences and support through the medium of Welsh that respond to the needs of the learners and their families, enabling them to develop as independent and confident bilingual learners and to succeed and thrive. Similarly, I would like to ensure that the entire workforce of our schools is confidently bilingual, receiving support to nurture their confidence and skills in the Welsh language, and able to transfer those skills effectively to teach and learn through the medium of Welsh and bilingually in the classroom."

Garem Prytherch Jackson
Gwynedd Head of Education

Our aim is to ensure that all stakeholders will take effective action in relation to the Welsh language in order to ensure continuity from one key stage to the next in accordance with the arrangements noted in the **Partnership Agreement** between the Authority and the schools and cyлноedd meithrin. In this context, the attention of local elected members and the Chair of Governors would be drawn to any issues of concern that relate to inaction on the content of the Language Policy or Welsh in Education Strategic Plan.

Contact

For further information about the Welsh language, the Education Language Policy, or the Welsh in Education Strategic Plan, please contact:

Head of Education
Education Department
Headquarters
Gwynedd Council
Caernarfon
Gwynedd
LL55 1SH

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Accessible Versions

If desired, we can provide accessible versions of the Gwynedd Welsh in Education Strategic Plan 2017-20 upon request, this includes:

- Large print version
- Audio version
- Braille version
- BSL version

Please contact the Head of Education to order an accessible version.

EXPLANATORY NOTES

The document regularly refers to the following.

LANGUAGE POLICY:

Background:

Specific expectations are set for Gwynedd Council's Education Department to contribute to national strategies and legislation in terms of promoting and increasing the use of the Welsh language.

It is a requirement, under section 84 of the School Standards and Organisation (Wales) Act (2013), and to comply with the Welsh in Education Strategic Plans (Wales) Regulations 2019, for all Local Education Authorities to prepare and submit a Welsh in Education Strategic Plan, outlining the vision of Welsh medium education within the authority over the next ten years. A statutory requirement is also placed on the Council under Section 44 of the Welsh Language Measure (Wales) 2011 to draft and publish county strategies outlining how it will contribute to the national aim set by the Welsh Government's Welsh Language Strategy, Cymraeg 2050, to increase the number of speakers throughout Wales and to increase the opportunities for people to use the Welsh language every day. The Gwynedd county language strategy - Welsh Language Promotion Plan for Gwynedd 2018-23 - sets the commitment and vision for the county, and the work of the Education Department and aims of the WESP contribute to the objectives of this county strategy.

Promoting the use of the Welsh language is also one of Gwynedd Council's improvement objectives, with the Council's Strategic Plan stating that the aim is to see: "The people of Gwynedd taking advantage of opportunities to use the Welsh language in the community, the workplace and in accessing public services".

Therefore, this policy has been drafted in order to give a summary of the expectations placed on Headteachers and their schools in relation to promoting the use of the Welsh language, and to confirm the procedures that already exist in this context.

The policy is split into four sections, outlining best practice under the following headings:

- **Education Medium**
- **Social Use**
- **Recruitment and Appointment of Staff**
- **Administration and Communication**

Every Headteacher, in consultation with his/her staff and the Governing Body, is expected to approve and adopt this Language Policy.

It is the Headteacher's responsibility to ensure the success of the Language Policy in his/her school, and the Headteacher is expected to provide clear guidance in order to establish a thorough understanding of the policy's aim and to ensure that the efforts of classroom teachers are reinforced by all the school's staff through ensuring an appropriate Welsh ethos in the school.

GENERAL OBJECTIVES

The main aim of the policy is to ensure that Headteachers, school staff and Governors are aware of the expectations to use and promote Welsh in all parts of the operation of schools in the county, and ensure that the rights of pupils and the school's extended family to use Welsh when dealing with the school is always respected.

In implementing this policy, the school and governing body will ensure:

- that all pupils in the county possess appropriate linguistic skills in Welsh and English, and that this expectation is consistent across each school.
- that there is an appropriate provision to enable every pupil to develop bilingual proficiency. In this context, schools are expected to continue to foster the skills of those pupils who are Welsh first language, and introduce Welsh to those who are Welsh learners.
- that all of the county's education establishments are expected to reflect and reinforce the Language Policy in their administration, social life and pastoral arrangements, as well as in their curricular provision.

Although the general aim of the policy in terms of the education medium is to develop bilingualism, the balance is weighted in favour of the Welsh language. This is especially true in the early years (nursery, and in the years leading up to the end of the Foundation Phase) in order to set firm foundations for further development. For the other Key Stages, it is expected that a purposeful strategy is implemented to enable pupils from Welsh speaking and non-Welsh speaking households to develop their grasp of both Welsh and English. In this context, the emphasis placed on both languages at different times in the pupil's development, will differentiate according to the pupil's linguistic background and the area served.

1. EDUCATION MEDIUM

GENERAL PRINCIPLE

All the county's schools should operate in a way that contributes to the aims and objectives of the Welsh in Education Strategic Plan, to increase and improve planning for Welsh-medium education provision.

2. SOCIAL USE OF WELSH

GENERAL PRINCIPLE

Every school is expected to nurture positive attitudes among pupils and the workforce towards the language, creating pride and increasing the use of the language within and outside the classroom.

3. RECRUITMENT AND APPOINTMENT

GENERAL PRINCIPLES

Every school is expected to act in accordance with the Recruitment and Appointment Policy (2021) and to ensure that the Welsh language receives appropriate attention when advertising jobs and recruiting.

It is expected that Governing Body appointment panels will be aware of the need to consider language needs when they appoint.

It is expected for Welsh to be noted as an essential/key skill for every post, and the exact level of linguistic skills needed to achieve the requirements of the post - *speaking and listening, reading, comprehension and writing* - shown clearly in the Person Specification when advertising.

It is expected that individuals appointed will possess the linguistic skills that are noted for the post. If an individual is appointed, who does not possess the essential skills noted for the post in question, then they will be expected to commit to a training programme in order to improve their language skills.

4. ADMINISTRATION

GENERAL PRINCIPLE

All educational establishments in the county are expected to communicate with pupils, parents and the school's extended family bilingually, respecting the choice of language and the right of individuals to use Welsh when dealing with the school.

Although it is generally expected that information will be provided bilingually, it is also recognised that Welsh is the operational, natural language of schools, and schools are encouraged to consider circumstances where it is appropriate to communicate only in Welsh.

The Governing Body is expected to review and approve the Language Policy in accordance with the annual system to review policies.

THE LANGUAGE OF LEARNING:

The aim of the Language Policy is to ensure that all the pupils within the county, in all of our schools, have the appropriate linguistic skills in both Welsh and English. All of the county's education establishments are expected to reflect and reinforce the Language Policy in their administration, social life and pastoral arrangements, as well as in their curricular provision. The Language Policy places an emphasis on immersing 0-7-year-old learners in the Welsh language, ensuring that they only receive a Welsh assessment at the end of the Foundation Phase. In KS2, the aim is to continue to develop the pupils' grasp of Welsh, giving attention to the development of their skills in both languages. In secondary schools, every pupil who has attained the necessary level, namely level 3+ at the end of KS2, is expected to pursue Welsh and English as subjects until the end of Year 11. Secondary schools build upon the foundations set in the primary by ensuring that each pupil continues to develop skills in Welsh and in English.

LANGUAGE DESIGNATIONS:

In an attempt to obtain consistency in terms of linguistic requirement expectations (Language Designations), for posts across all Council departments (including schools), the Education Officers have been working closely with Human Resources Officers, Democracy and Language Officers, and Learning and Development Officers on the work of determining our expectations in terms of linguistic requirements for the appointment of our schools' workforce. The Language Policy and School Safe Recruitment and Selection Policy make the linguistic requirement expectations of the Education Department clear to Headteachers and Chairs of Governing Bodies. It is expected for Welsh to be noted as an essential skill for every teaching post, with the exact level of linguistic skills needed to achieve the requirements of the post - speaking and listening, reading and comprehension, and writing - being clearly shown in the Person Specification when advertising. We have amended the Job Descriptions, Person Specifications, Language Policy and School Safe Recruitment and Selection Policy in our schools to ensure that they include a reference to the Language Designations. Consequently, when appointing to the education workforce, it is expected for the Language Designations to be included in every advertisement, in line with the Education Department's expectations.

IMMERSION EDUCATION SYSTEM:

As a result of the pandemic, Language Centre staff had to adapt and transform the way they provided support for newcomers to acquire the Welsh language. On 6 July 2021, the Cabinet approved a new vision for a modern immersion education system in Gwynedd, which places the learner at the centre, as they and the county's newcomers are supported to acquire the Welsh language. This new vision also includes a capital investment of £1.1 million from the Welsh Government for the purpose of establishing new immersion education sites in Bangor and Tywyn, as well as improving existing facilities at the Eifionydd site, Porthmadog. It is hoped that the new-look immersion education system will come into force on 1 January 2023.

ANNUAL CENSUS OF THE EDUCATION WORKFORCE:

We have given particular attention to supporting the language skills of our secondary schools' workforce in an attempt to facilitate the future of the Welsh-medium provision across the curriculum in Key Stages 3, 4 and 5 by trialling a Welsh Government Work Welsh for Teachers pilot with teaching staff in one secondary school in the county. Based on the latest Education Workforce Language Census data, we are also targeting and supporting some schools across the county to ensure that they are able to respond to the linguistic needs of their staff by promoting access to opportunities to learn Welsh or increase their confidence in Welsh, as well as respond in full to the language policy of Gwynedd schools in terms of the teaching medium and administrative language of the school. In our Business Plan that accompanies our ten-year WESP, we note our commitment to work with specific schools in order to increase their use and provision of Welsh, in line with the Council's Language Policy, which will lead to an increase in the % of nursery children who will transfer to Welsh-medium education, and an increase in the % of secondary pupils who will study subjects through the medium of Welsh and sit exams in Welsh at the end of Key Stages 4 and 5.

GWYNEDD SECONDARY SCHOOLS' LINGUISTIC CATEGORIES:

The Authority is working with the Welsh Government to endeavour to ensure that School Linguistic Categorisation is appropriate to respond to WESP outcomes. The Welsh Government aims to facilitate all schools to move towards Category 3 (Welsh/Bilingual) or to receive additional support from the Authority or Welsh Government, to strengthen their Category 3 provision, by 2032.

THE CURRENT CATEGORIES:

Defining Schools according to Welsh medium provision (Welsh Government 2007).

BILINGUAL SECONDARY SCHOOL:

The Curriculum: This category has 4 sub-divisions according to the percentage of subjects taught through the medium of Welsh and whether there is parallel provision in English. The categories and definitions do not reflect the number or proportion of pupils taking advantage of provision in Welsh in a school. Governing bodies will be expected to provide information in the school prospectus on the extent to which choice of provision is available and whether access to Welsh medium provision is conditional on the level of competence the pupil has in Welsh. The prospectus should also indicate the number of pupils taking up choices of provision.

Category 2A	At least 80% of subjects apart from English and Welsh are taught only through the medium of Welsh to all pupils. One or two subjects are taught to some pupils in English or in both languages.
Category 2B	At least 80% of subjects (excluding Welsh and English) are taught through the medium of Welsh but are also taught through the medium of English.
Category 2C	50 - 79% of subjects (excluding Welsh and English) are taught through the medium of Welsh but are also taught through the medium of English.
Category 2CH	All subjects, except Welsh and English, are taught to all pupils using both languages.

The Language of the School: The day-to-day language or languages of the school will be determined by its linguistic context. Both languages are used to communicate with pupils and for the school's administration. A high priority is given to creating a Welsh ethos. The school communicates with parents in both languages.

Outcomes - For pupils in categories 2A, 2B and 2C following the maximum number of courses through the medium of Welsh, the normal expectation is that assessment at KS3 and KS4 would be through the medium of Welsh in those subjects and that they would be able to progress easily to post 16 provision through the medium of Welsh in chosen subjects. For pupils in Category 2Ch the normal expectation is that assessment at KS3 and KS4 would be through the medium of Welsh in all subjects except English and that they would normally be able to progress easily to study at post 16 through the medium of Welsh in chosen subjects.

THE CURRENT SITUATION IN GWYNEDD SECONDARY SCHOOLS:

(September 2022)

CURRENT CATEGORIES		
CATEGORY 2A	CATEGORY 2B	CATEGORY 2C
Ysgol Ardudwy	Ysgol Bro Idris	Ysgol Friars
Ysgol Botwnnog	Ysgol Brynrefail	Ysgol Tywyn
Ysgol Dyffryn Nantlle	Ysgol Godre'r Berwyn	
Ysgol Dyffryn Ogwen	Ysgol Syr Hugh Owen	
Ysgol Eifionydd	Ysgol y Moelwyn	
Ysgol Glan-y-môr		
Ysgol Tryfan		
50%	35.7%	14.3%

Outcome 1

More nursery children/ three-year-olds receive their education through the medium of Welsh

Where are we now?

The aim of the Language Policy is to ensure that all the pupils within the county have the appropriate linguistic skills in both Welsh and English. It is ensured that every Early Years setting sets a strong foundation for Welsh, ensuring that every child is given a Language, Literacy and Communication skills assessment in Welsh on entry and at the end of part-time nursery education, and at the end of the Foundation Phase. There are 58 education settings without Early Years provision in Gwynedd.

Please see below our current situation in terms of the number of nursery children/three-year-olds educated through the medium of Welsh.

Gwynedd Cylch Meithrin Data 2018-19 (No data available for 2019-20 due to COVID):

Area	Cylch Meithrin Numbers	Number/% of nursery three-year-old children transferring to Welsh-medium education	
Arfon	28	834	99.3%
Dwyfor	18	301	100%
Meirionnydd	19	346	100%

Linguistic designation data for other childcare provision in the County:

Provision	Welsh	Bilingual	English
Nurseries	13	5	1
Cylchoedd Meithrin/ <i>Playgroup</i> - that do not provide NE	7	1	
Childminders	39	7	12
After-school/Holiday Clubs	10	4	

Where do we want to be within the first five years of this Plan, and how do we intend to get there?

Where?:

We will aim to continue to maintain the high standards of achieving the target of 100% of three-year-old children being educated through the medium of Welsh. We will make the most of each opportunity to communicate and jointly plan with external bodies in the Early Years field, including Mudiad Meithrin, to strengthen and expand Welsh-medium childcare provision, in order to ensure an unbroken path to bilingual education, in line with the county's Language Policy. We will continue to work with public bodies such as Cymraeg i Blant, Regional Consortia, RhAG, Urdd Gobaith Cymru and the Mentrau Iaith.

How?:

We will continue to:

- use the data from childcare provision in order to plan Welsh-medium education in the county.
- plan to ensure that the Authority fulfils the statutory requirement of securing a nursery place for every child from the term after his/her third birthday.
- provide information to parents on the availability of Welsh-medium education and the type of Welsh-medium education offered, on the Council's website and on relevant social websites.
- ensure that the Family Information Service for parents/carers and prospective parents/carers provides information on the advantages of raising children bilingually.
- provide parents and carers with information on the benefits of Welsh-medium education.
- make the best use of information regarding the advantages of bilingualism and multilingualism.
- regularly monitor all settings, to ensure compliance with the requirements of the county's Language Policy.

Where do we expect to be at the end of our ten-year Plan?

At the end of our ten-year plan, the Early Years Education Service will be maintaining the same high standards, and ensuring appropriate provision to allow each pupil to become bilingually proficient in all provisions.

Key Data

No births data is available. Note that births are generally lower - with 1300 births recorded in 2022. The targets below are based on existing PLASC information (2019/20/21) and take into account the nursery class numbers of one specific English-medium school targeted by the Authority to meet the expectations of the Gwynedd Language Policy.

% of nursery/three-year-old children educated through the medium of Welsh.

2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027
100%	100%	100%	100%	100%
2027 - 2028	2028 - 2029	2029 - 2030	2030 - 2031	2031 - 2032
100%	100%	100%	100%	100%

Outcome 2

More reception class children/ five-year-olds receive their education through the medium of Welsh

Where are we now?

The Authority's Language Policy places an emphasis on immersing 0-7-year-old learners in the Welsh language, ensuring that they only receive a Welsh assessment at the end of the Foundation Phase. The aim of the Language Policy is to ensure that all the pupils within the county, in all of our schools, have the appropriate linguistic skills in both Welsh and English. The county does not define schools according to language categories since the same Language Policy is implemented in every school. An appropriate provision to enable every pupil to develop bilingual proficiency must be ensured. There are 80 primary schools, two all-through schools and two special schools in Gwynedd.

Where do we want to be within the first five years of this Plan, and how do we intend to get there?

Where?:

We will:

- aim to ensure that 100% of our reception class/five-year-old children receive their education through the medium of Welsh, by arranging appropriate training to support and assist staff who will require support to enable them to do so.
- ensure that each reception class/5 year old learner in Gwynedd is educated through the medium of Welsh.
- ensure that the requirements of the Language Designations are acted upon, and that robust plans are in place to provide support where needed.
- ensure that arrangements for newcomers to Welsh-medium education are clearly and effectively communicated with parents and carers.
- equip the Foundation Phase workforce with immersion education principles so that they can respond to the needs of pupils who are new to the school, and/or new pupils who transfer back to the school following a period in the Immersion System.
- use Welsh as the school's official assessment language at the end of the key stage.

How?:

We will:

- consider how proposed changes to school designations according to their provision will impact upon the county's commitment to increasing Welsh-medium education provision in English-medium and bilingual/dual-stream schools within the county.
- ensure that schools build on the foundation established at the nursery stage by continuing to develop five-year-old pupils' grasp of Welsh, and begin the process of developing their English language skills.
- provide newcomers to the county with support from the Immersion Education System to develop Welsh skills at an early stage.
- provide a programme of appropriate linguistic immersion training for FP staff - teachers and assistants.

Where do we expect to be at the end of our ten-year Plan?

At the end of our ten-year plan, the Service will show an increase in Welsh-medium education provision, which allows each pupil to develop bilingual proficiency. The county's newcomers will benefit from an innovative immersion education system, which is flexible and provides a contemporary immersion education of the highest standard, nurturing their skills in Welsh to enable them to succeed and thrive in our schools and become bilingually proficient speakers.

Key Data

No births data is available. Note that births are generally lower - with 1300 births recorded in 2022. The targets below are based on existing PLASC information (2019/20/21) and take into account the numbers of reception class/five-year-old learners of one specific English-medium school targeted by the Authority to meet the expectations of the Gwynedd Language Policy.

% of five-year-old children educated through the medium of Welsh.

2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027
98.82%	98.9%	99%	99.3%	99.5%
2027 - 2028	2028 - 2029	2029 - 2030	2030 - 2031	2031 - 2032
99.6%	99.7%	99.8%	99.9%	100%

Outcome 3

More children continue to improve their Welsh-language skills when transferring from one stage of their statutory education to another

Where are we now?

The Language Coordinators in each Cluster within the county are held accountable by the Authority's Language Charter Coordinator and the Secondary Sector Language Strategy Coordinator. The Cluster Coordinators:

- encourage and inspire discussions which ensure collaboration between all schools.
- ensure clear lines of communication when making decisions.
- attend termly Cluster Meetings, arranged by the Authority, and which are attended by a representative of GwE.
- report back to a contact in each primary school, and the secondary school within the cluster, regarding discussions and decisions.
- promote collaboration, in line with the outcomes of the Authority's Welsh in Education Strategic Plan (WESP).

All of the county's education establishments are expected to reflect and reinforce the Language Policy in their administration, social life and pastoral arrangements, as well as in their curricular provision. We support primary and secondary schools to work together closely in partnership to target parents/carers in order to promote linguistic progression, and ensure that all staff members who are likely to come into contact with parents are aware of the key messages regarding Welsh-medium and bilingual education, as well as linguistic progression, in order to respond to potential questions.

Our current situation:

As a result of the COVID-19 pandemic, no data is available for 2019-20 and 2020-21.

2018-19	Year 9 learners being assessed in the medium of Welsh (First Language)	84.5%
2018-19	Foundation Phase learners gaining Outcome 5+ in Welsh (teacher assessments)	78.8%
2018-19	KS2 learners gaining Level 4+ in Welsh First Language (teacher assessments)	86.9%
2018-19	KS3 learners gaining Level 5+ in Welsh First Language (teacher assessments)	91.9%
2018-19	KS3 learners gaining Level 5+ in Welsh Second Language (teacher assessments)	77.1%

Where do we want to be within the first five years of this Plan, and how do we intend to get there?

Where?:

We will:

- ensure cross-county consistency by ensuring that every pupil who has a particular standard in Welsh as a First Language at end of Yr. 6 continues with Welsh as a First Language in Yr7 and is assessed as Welsh First Language at the end of Yr.9, and in doing so increase the % assessed in Welsh as a First Language at the end of Yr.9.
- increase the percentage of pupils who continue to improve their Welsh-language skills when transferring from one stage of their statutory education to another, thereby having a positive influence on the % going on to sit a GCSE examination in Welsh First Language.
- monitor and ensure consistency across schools in order to ensure an increase in the % of those assessed in Welsh First Language at the end of Yr. 9.
- work with specific schools to ensure linguistic progression from primary to secondary.
- ensure access to Gwynedd's Immersion Education System, which offers education of the highest standard from year 2 onwards, and offer appropriate follow-up support to any pupils who are primary/secondary newcomers to the county.

How?:

We will:

- monitor standards in a detailed and consistent way in our schools.
- share good practice for teaching, co-educating, modelling, training, monitoring, preparing and producing resources.
- plan appropriately to ensure that pupils taught bilingually continue to be taught bilingually when transferring from one year group to another.
- work with schools to ensure that pupils follow a linguistic path which is a natural development from one year to the next, and from one transition period to the next, and monitor this carefully.
- discuss and jointly identify with schools the opportunities to increase the Welsh-medium provision available, setting achievable targets which enable them to fulfil the requirements of the school's Language Designation.
- strengthen transition from primary to secondary to ensure purposeful progression to the Language Charter's/Language Strategy's work.
- upskill the workforce while nurturing pupils' confidence to use and develop their oral skills across the school.

Where do we expect to be at the end of our ten-year Plan?

There will be an increase in the number of children who continue to improve their Welsh-language skills when transferring from one stage of their statutory education to another. The increase will be reviewed annually, and will form the basis for further interventions and action. The county's pupils will benefit from an innovative, embedded immersion education system, which provides a contemporary immersion education of the highest standard for learners, enabling them to succeed and thrive in our schools and become bilingually proficient speakers.

Key Data

The targets below are based on increasing the number of Welsh-medium classes in three specific schools targeted by the Authority to meet the expectations of the language categories of schools, e.g. increase the number of Welsh-medium classes and the number of pupils sitting GCSE Welsh

First Language in one large secondary school over a ten-year period from one class to four classes (approximately 120 children).

% of pupils continuing to improve their Welsh-language skills when transferring from one stage of their statutory education to another.

2022 - 2023		2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027
Yr.2/Yr.3	98.3%	98.9%	99%	99.3%	99.5%
Yr.6/Yr.7	79.6%	79.6%	79.6%	79.6%	82.1%
Yr.9/Yr.11 Sitting GCSE Welsh First Language	84.5%	84.5%	84.5%	84.5%	86.1%
2027 - 2028		2028 - 2029	2029 - 2030	2030 - 2031	2031 - 2032
Yr.2/Yr.3	99.6%	99.7%	99.8%	99.9%	100%
Yr.6/Yr.7	82.1%	82.1%	82.1%	82.1%	86.9%
Yr.9/Yr.11 Sitting GCSE Welsh First Language	86.1%	86.1%	86.1%	86.1%	88.6%

Outcome 4

More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh

Where are we now?

Appropriate progression and continuation is expected in the language medium of teaching each pupil from one key stage to the next. Every pupil who has studied Welsh (First Language) as a subject in primary school is expected to continue to do so in secondary school, and to sit an assessment/examination in the subject at the end of Year 11. Every pupil who has been taught through the medium of Welsh in primary school is expected to continue to do so in secondary school, and to sit external assessments/examinations through the medium of Welsh. Through the Immersion System, newcomers are supported to continue to develop their Welsh-language skills and proficiency, including studying qualifications in Welsh (as a subject) and subjects through the medium of Welsh.

Where do we want to be within the first five years of this Plan, and how do we intend to get there?

Where?:

There will be an increase in the number of learners who:

- are registered to sit GCSE Welsh (First Language) as a subject.
- achieve grades A*-C in GCSE Welsh First Language.
- are registered for at least three other qualifications through the medium of Welsh in Years 10 and 11.
- are registered for at least five other qualifications at Level 1 or Level 2 through the medium of Welsh in Years 10 and 11.
- are registered to sit Welsh (First Language) as an A level subject.
- study Level 3 qualifications through the medium of Welsh.

The positive influence of the county's Immersion System on pupils' progress will be clear to see.

How?:

Each school will respond to targets to achieve the increase, and appropriate support will be offered and consistently monitored in order to enable them to achieve the increase. We will aim to restore and maintain standards by targeting the specific needs identified, and will track the impact of implementation in order to comply with the county's Language Policy aims.

Where do we expect to be at the end of our ten-year Plan?

We will continue to maintain the high numbers of learners who:

- are registered to sit GCSE Welsh (First Language) as a subject.
- achieve grades A*-C in GCSE Welsh First Language.
- are registered for at least three other qualifications through the medium of Welsh in Years 10 and 11.
- are registered for at least five other qualifications at Level 1 or Level 2 through the medium of Welsh in years 10 and 11.
- are registered to sit Welsh (First Language) as an A level subject.

- study Level 3 qualifications through the medium of Welsh.

The positive influence of the county's Immersion Education System on pupils' progress will be rooted.

Key Data

Current Data:

		%	Number
2020/21	Learners registered for GCSE Welsh (First Language) and who registered for at least three other qualifications through the medium of Welsh.	71.3%	876
2020/21	Learners registered for GCSE Welsh (First Language) and who registered for at least five other qualifications at Level 1 or Level 2 through the medium of Welsh.	67.8%	793
2020/21	Learners registered for GCSE Welsh (First Language).	87%	1068
2020/21	Learners at the end of Yr.11 who achieved grades A*-C in GCSE Welsh First Language.	75.3%	755
2020/21	Learners at the end of Yr.11 who achieved grades A*-C in GCSE Welsh Second Language.	91.3%	240
2020/21	Learners registered to sit Welsh (First Language) as an A level subject.	12.3%	44

Numbers and % of learners studying for qualifications in Welsh (as a subject) and subjects through the medium of Welsh:

Numbers and % of learners registered to sit GCSE Welsh (First Language) and registered for at least three other qualifications through the medium of Welsh.

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
876	71.3%	884	72%	896	73%	908	74%	936	76.2%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
946	77%	956	78%	970	79%	982	80%	996	81.1%

Numbers and % of learners registered to sit GCSE Welsh (First Language) and registered for at least five other qualifications through the medium of Welsh.

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
793	67.8%	795	68%	806	69%	829	71%	853	73%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
865	74%	876	75%	888	76%	900	77%	913	78.1%

Learners registered to sit Welsh (First Language) as a GCSE subject.

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
1068	87%	1080	88%	1092	89%	1105	90%	1117	91.2%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
1129	92%	1142	93%	1154	94%	1166	95%	1188	96%

Learners registered to sit Welsh (First Language) as an A level subject.

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
44	12%	47	13%	51	14%	55	15%	58	16%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
62	17%	65	18%	69	19%	73	20%	73	20%

Learners who study Level 3 qualifications through the medium of Welsh.

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
182	50%	193	53%	200	55%	207	57%	218	60%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
226	62%	233	64%	240	66%	248	68%	259	70%

Outcome 5

More opportunities for learners to use Welsh in different contexts in school

Where are we now?

The main aims of the Language Charter and the Secondary Sector Language Strategy are achieved by:

- supporting the development of pupils' language skills to be able to use the Welsh language
- immersing learners in positive attitudes regarding the Welsh language
- offering opportunities to use Welsh in a range of situations
- creating a desire to want to use Welsh

The commitment and ownership of the leadership team in each school is strongly in its favour and has high expectations in terms of its implementation. Schools' staffing structures denote clear responsibilities and accountability for implementing various aspects of school life involving the Welsh language, and in partnership with the broader community, in order to ensure full ownership of the language. The role of the Language Coordinators is clear and is implemented consistently across all clusters within the county.

Each school carefully plans to offer formal and informal opportunities and experiences for the pupils to use the Welsh language. Every opportunity is given to pupils to use or practise the language and to help them realise that there is a rich social and cultural world associated with the Welsh language.

- Data from the workforce's Welsh Language Self-assessment is used to ensure that any training needs are met in order to support pupils' oral skills.
- The Gwe Iaith (Language Web) will be completed twice during a school year. The data will be used to discover a baseline of learners' linguistic patterns and practices within and outside school walls. The data regarding their attitudes and their confidence in using Welsh will be used for further action.
- An accountability procedure is agreed between the Education Officers, GwE Regional Consortia and the Language Coordinators of each catchment area.
- There is an understanding of the various measures and methods of measuring impact used in the implementation of each Welsh Cluster Scheme.

Where do we want to be within the first five years of this Plan, and how do we intend to get there?

Where?:

Schools will ensure that:

- they give the Welsh language prestige and value by encouraging more use of the Welsh language as a medium of learning and socialising and by continuing to implement the Language Charter and the Secondary Sector Language Strategy.
- positive attitudes regarding using the Welsh language are promoted among pupils and parents.
- the Language Council operates effectively in each school.

- there is close collaboration with external partners such as the Urdd and Hunaniaith, so as to nurture healthy attitudes and increase the use of Welsh in different contexts in school.
- the Pupil's Voice is central to plans to promote the use of Welsh socially and through digital and social media.
- the Gwe Iaith data will be used as a baseline when agreeing on implementation steps.

How?:

We will:

- continue to promote the principles of the Language Charter and Language Strategy, in order to lead to further progress in the social and curricular use of the Welsh language among pupils.
- continue to support schools to promote positive attitudes regarding using the Welsh language among pupils and parents.
- ensure that the Language Council is in place in each school and understands its roles and responsibilities.
- continue to facilitate close collaboration between schools and external partners such as the Urdd and Hunaniaith, so as to nurture healthy attitudes and increase the use of Welsh in different contexts in school.
- support schools to ensure that the Pupil's Voice is central to plans to promote the use of Welsh socially and through digital and social media.
- encourage collaboration between schools within the county in order to share good practice and create links which will promote the use of the language.
- create connections and opportunities to extend the sharing of good practice beyond the county's boundaries.
- support schools to be able to use the Gwe Iaith data as a baseline when agreeing on implementation steps.
- continue to hold discussions with the Language Coordinators on the most manageable and effective ways of disseminating good practice and share this with clusters within the Authority.

Where do we expect to be at the end of our ten-year Plan?

The main objectives of the Language Charter and the Secondary Sector Language Strategy will form a central part of each school's Development Plan. There will be robust commitment and ownership of them, as well as high expectations in terms of their implementation. The impact of the implementation will be seen through the data collected.

Key Data

Increase opportunities for learners to use Welsh in different contexts in school:

Percentage of primary/secondary school children who have completed the Gwe Iaiith who are confident to use Welsh in their daily lives.

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
Primary 75%	Secondary 75%	Primary 78.5%	Secondary 78.5%	Primary 79%	Secondary 85%	Primary 80%	Secondary 87%	Primary 82%	Secondary 90%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
Primary 83%	Secondary 91%	Primary 84%	Secondary 92%	Primary 85%	Secondary 93%	Primary 86%	Secondary 94%	Primary 87%	Secondary 95%

Number of primary/secondary children who are members of the Urdd in schools.

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
Primary 3973	Secondary 1855	Primary 3980	Secondary 1860	Primary 3985	Secondary 1865	Primary 3990	Secondary 1870	Primary 3995	Secondary 1875
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
Primary 4000	Secondary 1880	Primary 1005	Secondary 1885	Primary 1010	Secondary 1890	Primary 1015	Secondary 1895	Primary 1020	Secondary 1990

Number of primary/secondary schools achieving the highest expectations of the Language Charter/Secondary Sector Language Strategy.

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
Primary 75%	Secondary 75%	Primary 78.5%	Secondary 78.5%	Primary 79%	Secondary 85%	Primary 80%	Secondary 87%	Primary 82%	Secondary 90%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
Primary 83%	Secondary 91%	Primary 84%	Secondary 92%	Primary 85%	Secondary 93%	Primary 86%	Secondary 94%	Primary 87%	Secondary 95%

Outcome 6

An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018

Where are we now?

Under ALN Legislation (2018), which came into force in September 2021, we have a statutory duty to ensure that learners can access additional learning provision through the medium of Welsh. Every pupil with additional learning needs (ALN) has access to Welsh-medium services in Gwynedd. Welsh-medium and bilingual provisions and services are available for all ranges and varieties of Additional Learning Needs. Every member of staff within the ALN&I Service is fluent in Welsh and is able to provide bilingually. The language medium of input depends on individuals' learning needs.

Challenges exist for some specialist posts in maintaining the level of Welsh-medium provision, specifically in the field of Educational Psychology, and it is likely to be a challenge in the field of Sensory Impairment input within the next ten years.

Where do we want to be within the first five years of this Plan, and how do we intend to get there?

Where?:

The Additional Learning Needs and Inclusion Service will:

- continue to provide education for pupils with additional learning needs through the medium of Welsh, and bilingually, along each step of the educational journey.
- continue to plan a provision around the needs of children and young people and their families.
- continue to implement the Gwynedd and Anglesey ALN&I Strategy.
- continue to assess the capacity and capability of the Welsh-medium ALN workforce, using the outcomes to plan the workforce appropriately.

How?:

We will:

- engage with parents/carers in order to ensure that they understand the provision and the support available through the medium of Welsh.
- use the findings of reviews held under section 63 of the Additional Learning Needs and Education Tribunal (Wales) Act 2018 in order to improve provision for individuals with additional learning needs, and to plan the workforce within the ALN sector.
- hold an annual audit of ALN and Inclusion services if gaps appear in the Welsh-language provision.
- monitor, assess the need, and plan around the needs of children and young people and their families, and continue to ensure access to fully bilingual services.
- consider any reasonable requests for assistance and support from other counties in the region which face difficulties with their Welsh-medium provision.

Where do we expect to be at the end of our ten-year Plan?

The level of specialist staffing (i.e. posts that are statutory within the ALN and Education Tribunal (Wales) Act 2018 in Gwynedd will be sufficient to respond to the demand. We will have a suitable recruitment plan for long-term workforce planning, and every provision and intervention necessary to promote the inclusion of learners with ALN will be available bilingually.

Outcome 7

Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

Where are we now?

Following the completion of the Education Workforce Language Skills Questionnaire, detailed work has been undertaken to examine the findings, and to consider what linguistic training and support is needed for our schools' workforce. Courses and training were organised to respond to the needs highlighted by conducting the questionnaire. We work closely with Canolfan Bedwyr, Bangor University and GwE Regional Consortia to ensure that appropriate Welsh Language Learning courses are available for the education workforce at Foundation, Intermediate and Higher level or for Language Improvement and Confidence Building. The education workforce (teachers, teaching assistants, kitchen assistants) is expected to update the Language Skills Questionnaire every year at the beginning of the school year in order to ensure that the data is up to date, and to allow for the planning of appropriate training and support for them, which will enable them to teach Welsh (as a subject) and teach through the medium of Welsh. The requirements of the Language Designations will be implemented in the recruitment process, and targets will be monitored to ensure an increase in numbers.

Where do we want to be within the first five years of this Plan, and how do we intend to get there?

Where?:

- There will be an increase in the percentage of teachers who are confident to teach Welsh (as a subject) and teach through the medium of Welsh in our schools.
- There will be an increase in the percentage subjects taught through the medium of Welsh in Years 10 and 11, and Years 12 and 1.
- All teaching posts advertised will include a reference to the post's Language Designation.
- The Governors of each school will understand the linguistic requirements of advertised posts and the implications of failing to appoint in accordance with the linguistic requirements of the post.

How?:

- We will use data from the Workforce Annual Census to guide workforce planning and to estimate how many teachers will be needed in the future, based on predictions.
- We will collaborate with GwE regional consortia and the National Academy for Educational Leadership in order to ensure an adequate supply of headteachers for the Welsh-medium sector.
- We will collaborate with regional consortia and initial teacher education providers in order to ensure an adequate supply of Welsh-medium teachers.
- In cooperation with GwE regional consortia, we will assist teachers and support workers to improve their Welsh-language skills and Welsh-medium teaching skills through the use of courses such as the Sabbatical Scheme and plan aftercare for individuals at the end of a course.
- We will support the schools' workforce to develop and refresh their Welsh-language skills, as well as their ability to learn and teach in Welsh.
- We will provide and promote Continuing Professional Development which supports training for teachers in Welsh-medium and bilingual teaching methodology, using

examples of good practice that is already in place at several schools, as well as recent research, to do so.

- We will develop training for assistants and teachers by holding collaborative workshops on developing enriching and extended Oracy opportunities in Foundation Phase classes.

Where do we expect to be at the end of our ten-year Plan?

We will continue to maintain the high percentage of teachers who are confident to teach Welsh (as a subject) and teach through the medium of Welsh in our schools. We will continue to:

- ensure high percentages of subjects taught through the medium of Welsh in Years 10 and 11, and Years 12 and 13.
- ensure that all teaching posts advertised include a reference to the post's Language Designation.
- work with the Governors of each school to ensure that they fully respond to the linguistic expectations of the Gwynedd Schools Language Policy and the Gwynedd Schools Safe Recruitment and Selection Policy.

Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh:

Number and percentage of teachers who are confident to teach Welsh (as a subject) and through the medium of Welsh in our schools.

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
Primary 99.2%	Secondary 86.3%	Primary 99.2%	Secondary 87%	Primary 99.5%	Secondary 89%	Primary 99.7%	Secondary 90%	Primary 100%	Secondary 93%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
Primary 100%	Secondary 94%	Primary 100%	Secondary 96%	Primary 100%	Secondary 97%	Primary 100%	Secondary 98%	Primary 100%	Secondary 100%

Number (total) and percentage of subjects taught through the medium of Welsh in Years 10 and 11.

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
296	69.5%	302	71%	306	72%	311	73%	315	74%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
319	75%	323	76%	328	77%	332	78%	340	80%

Number (total) and percentage of subjects taught through the medium of Welsh in Years 12 and 13.

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
132	57.9%	132	58%	134	59%	136	60%	139	61%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
141	62%	143	63%	145	64%	148	65%	150	66%

How we intend to work with others to achieve our vision

GWYNEDD LANGUAGE FORUM TERMS OF REFERENCE

PURPOSE:

Oversee all aspects of the WESP, ensuring suitable commissioning, progress on implementation steps and outcomes, and coordination of action in order to achieve the outcomes as a whole. This will include:

- Overseeing all outcomes
- Providing guidance and general advice on all outcomes
- Briefing and challenging progress on implementation steps
- Commissioning work from other Project Boards and services
- Authorising any significant changes to an individual outcome or the WESP as a whole
- Considering any external restrictions on outcomes or the WESP as a whole
- Identifying and removing any internal or external barriers to an individual outcome or the WESP as a whole.

FREQUENCY OF MEETINGS:

The Programme Board will meet on a quarterly basis. Should matters arise which need to be referred from individual project boards, it will be possible to arrange additional meetings as required.

ROLE:

The Programme Board is authorised to work within time, funding and quality restraints to ensure that all individual outcomes, and the WESP as a whole, are achieved.

The Programme Board is expected to mitigate any risks that arise, as well as monitor performance and progress in terms of the individual outcomes and the WESP as a whole.

The Programme Board will implement an appropriate governance framework to support the WESP, in order to achieve the expected outcomes.

DOCUMENTATION:

The relevant documentation for members' attention will be shared approximately a week in advance. Documentation will be sent electronically, and a hard copy will be available as required.

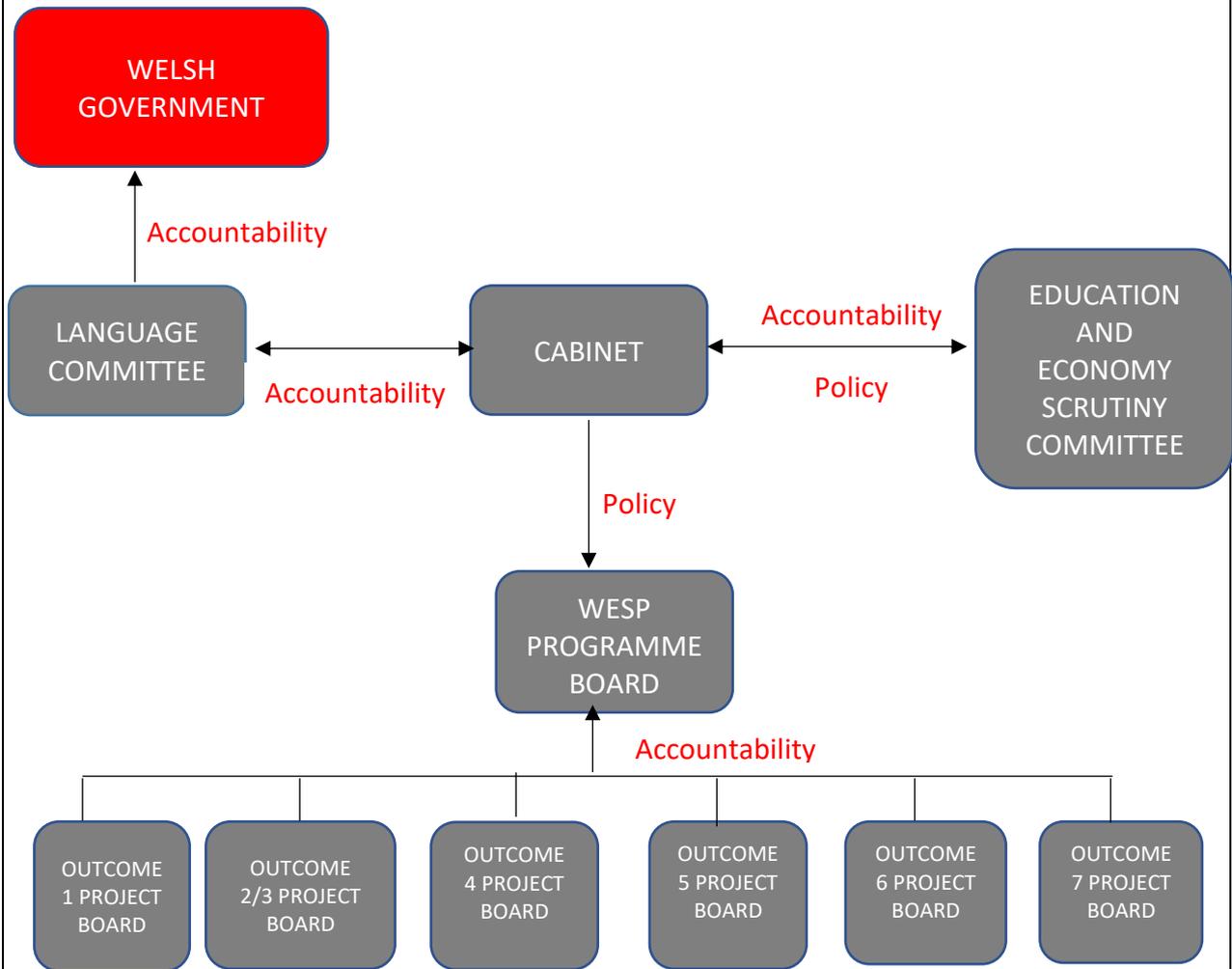
REPORTING ARRANGEMENTS:

It is expected that the output of Board meetings is recorded and kept as part of the WESP documentation. The documentation from Programme Board meetings and the outputs will contribute to forming the Education Department's Annual Report on WESP implementation. The WESP Annual Report will be put to the Language Committee before being submitted to the Welsh Government.

TIMELINE:

The Programme Board will last for the WESP's duration, which is 10 years. The Terms of Reference will be reviewed biennially, or occasionally as required.

WESP PROPOSED STRUCTURE



GWYNEDD LANGUAGE FORUM MEMBERSHIP

GWYNEDD LANGUAGE FORUM (PROGRAMME BOARD)

Membership:

Garem Jackson (Chair)	Head of Education Department
Debbie Anne Jones (Vice-chair)	Education Corporate Services Manager
Cemlyn Rees Williams	Cabinet Member for Education
Nia Jeffreys Cabinet	Member for Corporate Support (Language)
Cai Larsen	Language Committee
Gwern ap Rhisiart	WESP Outcome 1 Lead
Diane Jones WESP	Outcome 2 Lead
Diane Jones WESP	Outcome 3 Lead
Rhian Parry Jones	WESP Outcome 4 Lead
Sian Eirug/Gwenan Ellis Jones	WESP Outcome 5 Lead
Ffion Edwards Ellis	WESP Outcome 6 Lead
Rhian Parry Jones	WESP Outcome 7 Lead

Assessing the Impact on Protected Characteristics, the Welsh Language and Socio-Economic Disadvantage

For help to complete this form see the *How to Undertake an Equality Impact Assessment* leaflet. You are also welcome to contact Delyth Gadlys Williams, Policy and Equality Officer on ext. 32708 or DelythGadlysWilliams@gwynedd.llyw.cymru for further assistance.

The Council's is required (under the Equality Act 2010) to consider the effect any change in policy or procedure (or the creation of a new policy or procedure), has on people with protected equality characteristics. The Council also has a general duty to ensure fairness and foster good relations. A timely Equality Impact Assessment must be undertaken before making any decision on any relevant change (i.e. which has an effect on people with protected characteristics).

The Council is also required, under the requirements of the Welsh Language Standards (Section 44 of the Welsh Language (Wales) Measure 2011) to consider the effect of a change in any policy or procedure (or the creation of a new policy or procedure), in its opportunities for people to use Welsh and to ensure that Welsh is not treated less favourably than English. This document therefore ensures that these decisions protect and promote the use of the Welsh language.

From April 1st 2021 the Council has a duty to have due regard to tackling socio-economic disadvantage in strategic decisions.

1) Details

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

Welsh in Education Strategic Plan.

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

The purpose of the Welsh in Education Strategic Plan (WESP) is to outline the Authority's vision of a Welsh-medium and bilingual education system that puts the needs of all our learners at the heart of the provision. These first plans came into effect on 1 April 2014 for a period of 3 years to March 2017, and the Plan was updated for the following three years. Due to the unprecedented circumstances of Covid-19, that period was extended by one additional year. This new Scheme will run for a period of ten years, from September 2022 until 31st August 2032.

The Strategy is designed to address the aims and requirements of the public sector duties under the Equality Act 2010 (including Welsh public sector duties). Under these legal duties, when making decisions, the Councils must have due regard to the need (1) to eliminate unlawful discrimination (2) to promote equality of opportunity and (3) to foster good relations on the basis of the protected characteristics, and pay due regard to the socio-economic duty under Section 1 of the Act.

The Well-being of Future Generations (Wales) Act 2015 refers to improving the social, economic, environmental and cultural well-being of Wales. The law places a well-being duty on public bodies to achieve 7 well-being goals where the Welsh language thrives. The Strategy has been prepared to address the aims and requirements of the Act.

The Plan sets out a clear commitment and direction for ensuring that Gwynedd's learners achieve the highest standards in order to sustain the local language, culture and economy.

1.3 Who is responsible for this assessment?

Rhian Parry Jones.

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

The assessment began as the document was drafted and completed following the final drafting of the Plan.

2) Action

2.1 Who are the stakeholders or partners you need to work with to undertake this assessment?

Representatives from the county's schools - teachers, language co-ordinators, Governors. Officers of Gwynedd Council.

2.2 What measures have you taken to engage with people with equality characteristics, regarding the Welsh language or with communities (either of place or of need) that live with socio-economic disadvantage?

A public consultation on the draft Plan, for a period of eight weeks, took place from 15 October to 17 December 2021. In accordance with the Welsh in Education Strategic Plans and Assessment of the Demand for Welsh Medium Education (Wales) Regulations 2013, external

stakeholders as well as the Welsh Government. Adjustments to the WESP have been made following some of the main comments received to strengthen the revised document.

2.3 What was the result of the engagement?

The main changes that have been added to the document are a brief explanation of the language designations and Language Policy, and the addition of data to the 10 year target tables at the end of each outcome.

2.4 On the basis of what other evidence are you operating?

The Welsh in Education Strategic Plan incorporates the vision of the Promoting the Welsh Language in Gwynedd (2013-23), and consideration is also given to the requirements of the following laws and strategies when formulating the Scheme:

- *The Well-being of Future Generations Act (2015)*
- *Prosperity for All: The National Strategy: Taking Wales Forward (2016-2021), A Progressive Agreement (2016)*
- *ALN and Education Tribunal (Wales) Act (2018)*

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

No, there are no gaps that we are aware of.

3) Identifying the Impact

3.1 The Council must give due regard to the effect any changes will have on people with the equality characteristics noted below. What impact will the new policy/service or the proposed changes in the policy or service have on people with these characteristics?

Characteristics	What type of impact? *	In what way? What is the evidence?
Race (including nationality)	Positive	Although the Scheme does not discriminate on grounds of race or nationality, pupils of all backgrounds are required to learn Welsh and be educated through the medium of Welsh in accordance with the Authority's Language Policy. Pupils are helped to cope with this change by supporting them in the Immersion Education System and offering them appropriate support in school. Gwynedd schools

		have relevant policies in place to protect individuals from any racial discrimination, such as Equality, Inclusion and Anti-Bullying Policies. The Anti-bullying policy provided by Gwynedd Council sets out anti-bullying guidelines and procedures based on factors such as race at school. In addition, the Equalities policy implemented by Gwynedd primary schools states that the schools are <i>".. opposes all forms of prejudice and discrimination and recognizes that pupils have different needs, requirements and objectives."</i>
Disability	Positive	The WESP does not discriminate on the grounds of disability.
Sex	None	The WESP does not discriminate on grounds of sex. The requirements of the Equality Policy are implemented which state the need to: <i>".. oppose all forms of prejudice and discrimination and recognize that pupils have different needs, requirements and goals."</i>
Age	None	All pupils educated in the County are included in the WESP outcomes. Age is not discriminated as specific outcomes apply to particular ages.
Sexual orientation	Positive	The WESP does not discriminate on the grounds of sexual orientation.
Religion or belief (or non-belief)	None	The WESP does not discriminate on the grounds of religion or belief. An Inclusion Policy outlines the steps to follow in the event of discrimination on the grounds of religion or belief.
Gender reassignment	None	The WESP does not discriminate on the grounds of gender reassignment.
Pregnancy and maternity	None	Not applicable
Marriage and civil partnership	None	Not applicable
The Welsh language	Positive	The Welsh language is central to the Welsh in Education Strategic Plan. The scheme is in accordance with Gwynedd Council's Language Policy and therefore a positive impact on the Welsh language is expected in achieving the targets outlined in it. The same expectations are set for all schools,

		and therefore with regard to the implementation of the WESP, no negative impact on the language is foreseen.
Socio-Economic Disadvantage	Positive	Pupils from all backgrounds are prepared to understand the social and economic benefits of bilingualism.

* Delete as appropriate

3.2 The Council has a duty under the 2010 Equality Act to contribute positively to a fairer society by promoting equality and good relations in its activities regarding the following characteristics – age, gender, sexual orientation, religion, race, gender reassignment, disability and pregnancy and maternity. The Council must give due attention to the way any change affects these duties.

General Duties of the Equality Act	Does it have an impact?*	In what way? What is the evidence?
Abolishing illegal discrimination, harassment and victimisation	No	No effect. Implementing the WESP would not alter the statutory duty of Gwynedd schools to protect pupils from discrimination, harassment or victimization.
Promoting equal opportunities	Yes	The Strategy aims to promote equality of opportunity in terms of access to and use of the language across all educational establishments in the County. There will be strong support for learners from non-Welsh speaking backgrounds through the Immersion System in particular, and in the individual schools, and appropriate support will be offered to ensure parents' understanding and commitment to supporting their children's educational development. These actions are outlined as part of the Outcomes Action Plans in the WESP.
Encouraging good relationships	Yes / No	The proposed Schemes in the WESP outcomes encourage positive relationships between learners from a variety of backgrounds - Welsh or non-Welsh speaking backgrounds.

* to be deleted as appropriate

3.3 How does your proposal ensure that you work in accordance with the requirements of the Welsh Language Standards (Welsh Language (Wales) Measure 2011), to ensure that the Welsh language is not treated

less favourably than English and that you seize every opportunity to promote the Welsh language (beyond providing services bilingually) and increase opportunities to use and learn the language in the community?

See 2.4 above.

3.4 What other measures or changes could you include to strengthen or change the policy / practice in order to have a positive impact on people's opportunities to use the Welsh language, and to reduce or prevent any adverse effects that the policy / practice may have on the Welsh language?

Not applicable – see 1.2 above.

3.5 How does the proposal show that you have had due regard to the need to address inequality caused by socio-economic disadvantage? (Note that this is about closing inequality gaps rather than just improving outcomes for everyone)?

See previous responses which outline how this will be done within the Strategic Plan.

3.6 What other measures or changes might you include to strengthen or change the policy / practice to show that you have had due regard to the need to reduce disproportionate outcomes as a result of socio-economic disadvantage, in accordance with the Socio-Economic Act?

Not applicable.

4) Analysing the Results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the above and what is the reason for this?

The WESP will have a positive impact on the prosperity of the Welsh language within the County.

4.2 Is the policy therefore likely to have a significant, negative impact on any of the above and what is the reason for this?

No.

4.3 What should be done?

Choose one of the following:

Continue with the policy / service as it is robust	✓
Adapt the policy to delete any barriers	
Suspend and delete the policy as the detrimental impacts are too big	
Continue with the policy as any detrimental impact can be justified	
No further action at this time because it is too soon to decide, or there is insufficient evidence	

4.4 If continuing with the project, what steps will you take to reduce or mitigate any negative impacts?

Risks identified within the Plan and considered - see above.

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

It is not anticipated that the adoption of the Welsh in Education Strategic Plan will have a negative impact on any of the equality characteristics referred to in this assessment.

5) Monitoring

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

The implementation and development of the WESP will be constantly monitored. There will be opportunities to listen and respond to stakeholders when assessing the effectiveness of the Plan.

Approving the WESP will enable the Welsh Government to monitor the authority's response to the requirements of the outcomes set out in it, and to:

- ensure that all stages of the local authority's education processes take full account of Welsh-medium education;
- expanding Welsh-medium education, where required, on the basis of better planning;
- ensure that Welsh-medium education support services are delivered on a consortia basis;

- improve standards and extend the use of Welsh among children and young people; a
- demonstrate progress against the specific targets of the Welsh Medium Education Strategy.

GWYNEDD COUNCIL CABINET



A report to a meeting of the Gwynedd Council Cabinet

Date of meeting: 8 March 2022

Cabinet Member: Councillor Craig ab Iago

Contact Officer: Carys Fôn Williams

Contact Number: 01341 424368

Subject: PERFORMANCE REPORT OF THE CABINET MEMBER FOR HOUSING AND PROPERTY

THE DECISION SOUGHT

To accept and note the information in the report.

THE REASON WHY A DECISION IS NEEDED

In order to ensure effective performance management

1. INTRODUCTION

- 1.1 The purpose of this report is to update my fellow members on developments in the fields within my remit as Cabinet Member for Housing and Property. This includes outlining the latest developments against pledges within the 2018-2023 Gwynedd Council Plan; the progress of performance measures; and the latest on the savings and cuts plans.
- 1.2 I will remind you that all matters have already been the subject of discussions and have been scrutinised at a meeting of the Housing and Property Department's Management Team, which also included representatives from the Communities Scrutiny Committee.
- 1.3 In general, I am satisfied with the progress of projects that the department is leading on in accordance with the Council Plan and the performance measures for which I am responsible.

2. PROJECTS of the GWYNEDD COUNCIL PLAN 2018-2023 (Improvement Priorities)

- 2.1 **A shortage of suitable homes for the people of Gwynedd: Implementing and delivering projects within our Housing Action Plan in order to increase the opportunities for local people to have a suitable home within their communities.**

The Housing Action Plan was approved by the Cabinet on 15 December 2020. Since then, officers have been working diligently on the 33 projects contained in the Action Plan, and a



vast number of the projects are currently in the pipeline, and some of them are about to be completed. I wish to draw attention to a few projects below.

2.1.1 Homelessness plans

The increase in the number of homeless people continues to be incredibly high and to be a substantial strain on staff. On 14 January, 2022, 712 individuals were homeless in Gwynedd, which is a 51% increase on the number in 2018/19. See the latest data in the following table:

Year	Number of homelessness presentations
2018/2019	576
2019/2020	593
2020/2021	812
2021/2022	868 (10 months)

As one can imagine, all this means that the demand on the Homelessness Unit's services continue to be consistently high. At the beginning of the pandemic, the Welsh Government revoked the clause of 'prioritising need' when considering homelessness referrals, making it a requirement for Local Authorities to house everyone who presented themselves homeless and ensure that nobody slept out on the street. Now, the Welsh Government has decided to make this a permanent step, which means that homelessness presentations will remain at the current levels, and are likely to increase, which means, probably, that we will not see the numbers returning to pre-pandemic levels again.

The Department has now been able to increase the capacity of the team that gives support to individuals to establish tenancies in order to move on in an attempt to cope with the increase. Very recently, we have also managed to increase the capacity of the preventative team to reduce the presentations that reach the Department in the first place. Currently, we are managing to prevent 19% cases of homelessness, which is amongst the highest in Wales.

I am also glad to report that work is progressing very well to increase the number of units for the homeless in Gwynedd.

Tŷ Adferiad (accommodation with specialist support for women) opened in Porthmadog in October 2021, and the six units are now full and are providing the necessary support to the residents. In December 2021, 4 innovative "pods" were completed to house homeless individuals in Caernarfon, and the first tenants will move in during the coming weeks. Work is in progress to create 16 supported units for the homeless in Bangor, and it is intended to complete the first units during the next months.

This table summarises the projects that are in the pipeline or which have been completed over the past months:

Project	Number of units	Timetable
35 College Road, Bangor	3	On the site, work to be completed in February 2022
Pods, Segontium, Caernarfon	4	Construction work completed. First tenants moving in in February 2022.
137, High Street, Bangor	12	Aimed for completion by October 2022.

Specialist accommodation with support for women	6	Completed and opened since October 2021, with every unit full
Accommodation for a family and an individual in Pwllheli	2	On the site, to be completed by March 2022
Glan Wnion, Dolgellau	5	Appeal approved after Snowdonia National Park refused the original Planning Application. The contract will commence at the end of January 2022.
Tŷ Adferiad, Porthmadog	6	Work completed and five tenants are currently receiving support with the intention of filling the last room soon
Total:	38	

Nevertheless, we anticipate, in the short-term and certainly, the demand will be greater than what we will be able to meet, but I am confident that the Department will do the best that it possibly can with the resources that are available to house the homeless in the County and reduces our reliance on temporary accommodation.

2.1.2 House Purchase and Land Purchase Plans

The Council intends to purchase houses to rent to the residents of Gwynedd, and this will be done in two ways, either by purchasing private houses and letting them at an intermediate rent level, or purchase former social housing and letting them at a social rent level. It is outlined under plans 2c (Purchasing former social houses and renting them to Gwynedd residents) and 3b (Purchasing Private Homes) in the Housing Action Plan.

By implementing these schemes successfully, at the end of the 6-year period of our Housing Action Plan, the Council will own approximately 100 houses that will be available to let to local residents.

Extensive work has been done behind the scenes on these plans already, and officers have visited a vast number of properties across Gwynedd over the months since the Plan was launched, and currently, we have 15 houses in mind to purchase over the coming months. Letters have been sent to hundreds of owners of empty homes in Gwynedd to discuss the potential of selling to us, and officers are continuing to discuss and negotiate in order to purchase lands. As it happens, the market situation means that a number of these properties / lands are sold within a few days of them being put on the market. Nevertheless, we have lands in Llanystumdwy, Llanberis and Rhoshirwaun which we intend to develop, and officers are currently discussing land purchases in the Pen Llŷn and south Meirionnydd area, but due to the sensitive nature of the market and discussions, we cannot disclose further details at this time.

The Help to Buy scheme has seen an investment of £1m this year, and currently helps 12 persons/families/applicants to buy houses. We are looking to extend the scheme with funds from the Housing Action Plan and through further funding from the Welsh Government, with details to be confirmed in March.

2.1.3 Develop our own houses for local people

Scheme 3a: *Developing our own houses in order to increase the opportunities for Gwynedd residents to compete in the housing market* is an exciting scheme that aims to build innovative housing across Gwynedd that will be available to buy or rent at intermediate rent levels.

Every house will be built based on essential principles under the 'Tŷ Gwynedd' banner, ensuring that they are flexible, green, energy-efficient and sustainably built.

The plan's promotional material has been released on social media and on the Council's website, including a conceptual video and an explanation of what Tŷ Gwynedd is and in order to give individuals who could be eligible to apply for them an opportunity to do so when the time is right.

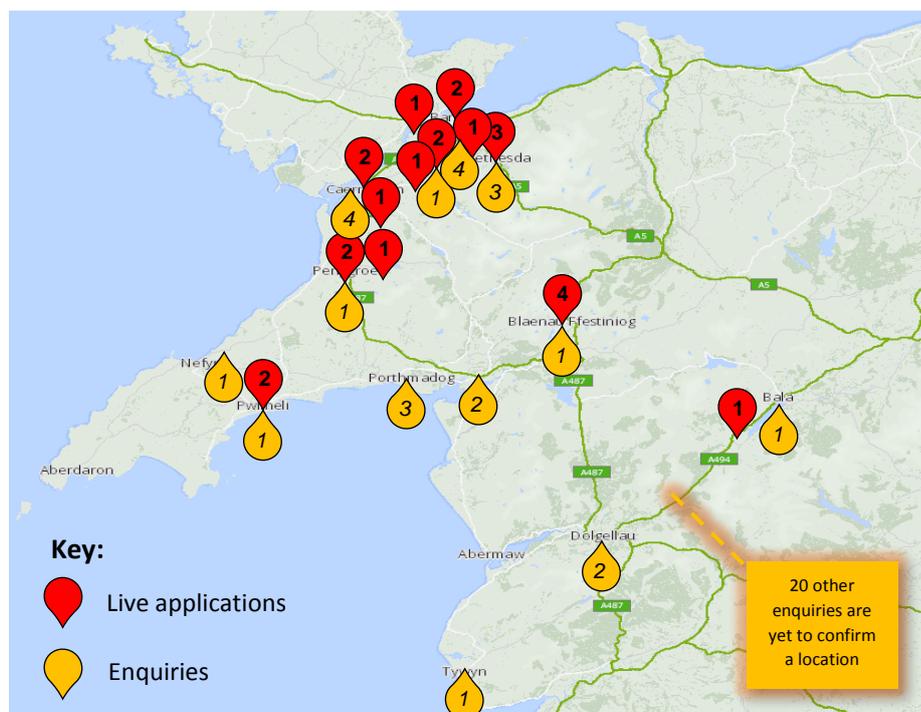
The first development, namely 10 houses in the Coed Mawr area of Bangor, will be the subject of a consultation in mid-February 2022, and will be open for a month. Then, subject to the consultation's findings, we intend to submit a full planning application at the beginning of the spring.

Once the housing scheme on the Coed Mawr site, Bangor, is established, the scheme will proceed to consider other sites across the County, starting with two sites in Dwyfor.

2.1.4 Grants

The grants we give to the people of Gwynedd in order for them to make adaptations to houses, allow the disabled individuals of the County to continue to live safely in their homes. 142 alterations were completed over the last year, such as 70 adaptations to stairs or installation of stair-lifts and the installation of 12 ramps as well as erecting extensions or alterations to current rooms in order to create bespoke wet rooms.

Recently, we managed to attract £3m towards Empty House schemes in order to buy and bring empty houses in Gwynedd back into use. The map below shows the location of current active applications as well as the enquiries the Unit has received.



Locations

Live applications			
Bangor (2)	Bethesda and Tregarth (4)	Blaenau Ffestiniog (3)	Bontnewydd (1)
Caernarfon (2)	Deiniolen (2)	Groeslon (1)	Llanuwchllyn (1)
Penisarwaun (1)	Penygroes (2)	Pwllheli (2)	Y Felinheli (1)
Enquiries			
Bangor (4)	Bethesda (3)	Blaenau Ffestiniog (1)	Caernarfon (4)
Deiniolen (1)	Dolgellau (2)	Penrhyndeudraeth (2)	Penygroes (1)
Pistyll (1)	Porthmadog (3)	Pwllheli (1)	Tywyn (1)
Bala (1)			

The Housing Support Grant has now increased to £6.8m per annum (an increase of £1.6m). This budget has been confirmed for the next three years (i.e. up to 2024/25). Similarly, the Social Housing Grant has seen a substantial increase, with the budget now at £9.43m per year. We are hopeful that a similar amount will be available for the next 3 years and no confirmation has been received of this yet. Finally, the Council has managed to attract around £650,000 over the 4 projects thus far from the new Land and Buildings Development Fund (the former Land Release Fund). The intention with this grant is to seek to release assets and overcome land-related problems in order to facilitate housing developments.

2.1.5 Consultation with communities to ascertain the actual need for housing

One of the Housing Action Plan's project is to 'Consult with communities in order to establish their housing needs', which is now part of broader consultation work under the guidance of the Economy and Community Department. The first part of the consultation, namely holding initial conversations with Community Councils, Regeneration Groups etc. has ended, and the second part, namely the full and public consultation, is being launched in February. The questions regarding the housing field will establish the housing needs of the various housing communities of the County, which will enable us to prioritise these areas with our schemes.

The initial analysis undertaken of our responses in step 1 shows that housing is one of the main fields that will need to be considered, and we will consider the observations given on individual areas so that we can find a solution that will work on local levels.

2.2 Easy and clear access to an advice and enquiries service on housing matters: Establish our front door and help-desk for the public in order to help with housing problems:

The Department intends to establish a front door/help-desk for housing services that will facilitate public access to those services and will help with housing problems more efficiently.

The One-Stop-Shop Team Leader will commence in post in February 2022, and will hold conversations with a number of stakeholders and partners across the Department, the Council and externally (including the Housing Associations, agencies in the field and partners from the third sector), in order to investigate the enquiries that reach us and external agencies, and tie this into the implementation of the One-Stop-Shop in due course. The research will lead to preparing and submitting a report on the various options, including a recommendation on the way forward.

All research gathered will also feed the process of developing a provider framework and commission an information management system over the coming months. In addition, it is intended to introduce arrangements to establish a Single Point of Access (SPOA) for Housing Support Grant services.



Although there are differences in the way that every Authority has established this service, the main aim of the SPOA will be to verify the eligibility of applications to receive a Housing Support Grant and refer the individual to the most appropriate provider.

2.3 **Allocating social housing to local people: Create a new allocations policy for the county which will give greater priority to local people.**

The Local Allocation Policy addresses the housing needs of residents who have a connection with Gwynedd, but it will also need to be based on statutory criteria to identify housing needs. The Common Allocation Policy was introduced in October 2020, following a period of consultation and scrutiny both internally and with external partners.

Work is currently underway to review the implementation of the policy and implement it for a 12 month period to ensure that it acts in accordance with the original objectives.

The demand for social property is substantially higher than the supply, and although this has existed for some time, we have realised that there has been a substantial increase in service requests over the past two years. This, as well as the increase in the homelessness field, poses a challenge to the service as we attempt to house and assist the most vulnerable and needy.

One of the Department's performance measures is the percentage of all social housing allocations allocated to a person with a local connection. In December 2021, 97% of allocations had been allocated to a person with a local connection. The figure has been consistently at 95% during the past year, excluding June, which stood at 92%. The Policy also sets a tier of priority for applicants within a band with a community connection; this reinforces the emphasis on addressing the housing needs of local people.

This work is now incorporated into the Department's day-to-day work, and we will not report on this as a part of our improvement priorities from now on.

2.4 **Other risks**

I need to bring a few risks faced by the Department to your attention.

- 2.4.1 As noted previously, the demand for the services of the **Homelessness Units** remains consistently high, with the homelessness departments continuing to grow. This is unlikely to go away and the need for temporary accommodation will continue for years to come, as seen in the table of homelessness presentations above. The Government announced that local authorities need to house everyone who presents as homeless from now on, therefore, considering that the demand is very likely to continue at a high level, there is a substantial risk that the supply of temporary accommodation and permanent tenancies that currently exist is insufficient to meet the demand.

As a result of this additional need to house everyone that presents as homeless, over the past financial year, it is also estimated that temporary accommodation costs will be close to £2 million. The increase in costs seen as a result of the pandemic have been currently addressed through the Government's Hardship Fund. As a result of the announcement that the Hardship Fund will not continue beyond the next financial year, and in order to address these higher costs, the department has submitted a bid in accordance with the Council's bidding arrangements (a final decision is expected on the application in March), as well as confirmation of additional funding from Welsh Government of around £475k. However, there

is a genuine risk that this funding will not be sufficient and that we will not be able to fund this type of demand in the future.

The Homelessness-related risks are likely to be with us until the balance between the demand for housing and the supply will improve.

- 2.4.2 The Department also continues to see the impact of Covid-19 and Brexit on **programmed building and maintenance projects**. Over the past year, the Department has found it difficult to attract contractors to tender for work, or when companies tender, this would often be much higher than the budget. For example, although 19 contractors expressed an interests in one tender application, only 2 tenders were received. One was within the budget and the other was 32% higher. It is estimated that 20-25% should be added on top of the estimated costs in order to provide a realistic reflection of the current market.

This mainly causes 3 risks:

- Failure to deliver on time
- Failure to achieve within the budget
- Failure to spend grant funding - risk of it being clawed back if it is not spent within the agreed timetable

In order to seek to respond to this situation, the Property Development Unit has experimented with the size of some tender applications and it is expected to see those results in the coming months when the application for tenders will close.

Although the market has now somewhat stabilised, material prices continue to be much higher than they were and a number of projects have faced a delay as a result of that, and the lack of availability of goods or specialist equipment that come from overseas, such as stair-lifts or chips for electronic devices.

The situation of prices and contractor availability has been highlighted in a number of conversations with Welsh Government, whether for capital projects in the Housing field or the 21st Century Schools project. I am also aware that this is affecting a number of other Council departments and other Local Authorities.

- 2.4.3 The **impacts of climate change** also continue to be a risk. The Department is doing good work in the climate change field, specifically by reducing the carbon emissions from Council buildings. Since the first Carbon Management Plan was introduced in 2010, the Department has managed to ensure that our carbon emissions have reduced by 58.3% (2020). However, as a result of a change in the carbon reporting methodology of the Welsh Government, there is a possibility that we will see a deterioration in this figure in the short-term until we have established a reliable pattern to use the new method. This new methodology is more comprehensive and includes elements that were not previously included, such as water and biomass, among others.

I wish to draw attention to one innovative element that the Department has achieved in the energy field, which is to establish **an Energy Framework** in partnership with Beond between April 2020-2024. There are 16 suppliers on our Framework, and the arrangements included within it, namely '*reverse auction technology*' are unique in the energy field.

A number of local authorities and organisations across Britain will use the Framework, including: Portsmouth Council; Gosport Borough Council; Reigate and Banstead Borough Council; Wyre Council; Citizen's Housing; Peabody Trust; North Wales Police; North Wales Fire Service and Buckinghamshire Council.

As a result of this arrangement, the Council gains a good reputation in the field, and it is estimated that savings of £932k will be realised by March 2024 on our gas costs. In addition to this, the Council generates an income from the arrangement, namely £24,926.15 in 2020 and £18,800.13 in 2021. This income in turn will assist us to invest further in our services, e.g. recently the funding helped us to conduct the Tanygrisiau heating viability study.

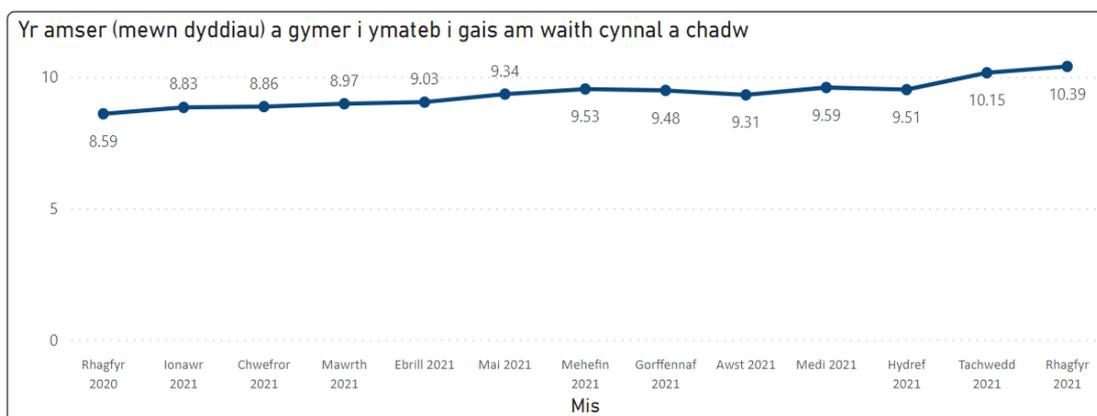
- 2.4.4 At the request of the Welsh Government, we have been collaborating with the Education Department and Gwynedd schools to **monitor carbon dioxide levels in the County's classrooms** in order to obtain a picture of schools' ventilation situation as a result of the Covid-19 crisis. Arrangements were made to share monitoring devices with all of the County's schools and the schools were asked to read and record their results over a two-week period before Christmas. The Department has conducted a detailed analysis of the data submitted in December, which shows that the situation is slightly more encouraging than what was originally assumed - it is shown that only a small number of rooms in a few schools cause concern and require further research.

However, it must be noted that data was not received from some of the County's largest schools during the first monitoring period (with a number noting the difficult situation facing schools before Christmas in relation to Covid as a reason for that). Arrangements were made to share monitoring devices with all of the County's schools and the schools were asked to read and record their results over a two-week period before Christmas. It is possible that this new data set could highlight problems at the schools, which could mean that we will need to provide ventilation systems in some locations, and there is a risk, as a result, that the energy use of our schools will increase which, in turn, will mean that our carbon emissions will also increase.

3. PERFORMANCE

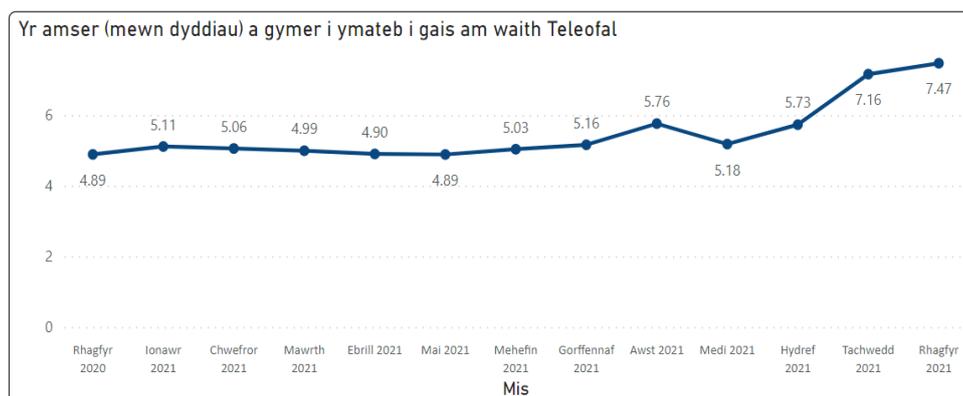
The main issues resulting from my meetings regarding performance measures are summarised in the Section below. The following does not refer to each of the Department's Services and Units, only those which I feel need highlighting at present. I challenge all of the measures once a month, and I am satisfied with the performance on the whole.

3.1 The time taken to respond to a request for **maintenance** work has continued to increase over the past months, and since the beginning of the pandemic. It had stabilised at around 7 days pre-Covid, but it is now almost over **10 days**. Although this appears to be astounding, there are valid reasons for the increase and therefore I am not concerned. Currently, the main challenge is the difficulty in gaining access to sites such as care homes and schools for contractors, and to the in-house workforce as a result of the Covid restrictions. The Unit has also seen the impact of the pandemic and Brexit on the availability of goods, which has led to longer periods before Contractors can complete their work on occasions.



Similarly and for the same reasons, the impact of this can be seen on the number of days taken to respond to the request for **Telecare** work, with the average number of days at over **7 days** by now, compared with an average of 4 days pre-Covid.

3.2 It is always a pleasure to see and share positive feedback from the customers of our different Units. The Department will regularly conduct a **customer satisfaction** exercise regarding the service offered by the Pest Control, Maintenance, Offices, Cleaning, Estates and Enforcement and HMO Licensing Units. For example, in October last year, the staff of the Cleaning Unit were thanked for their contribution towards the success of Padarn Country Park and for sustaining the Green Flag Award (an award given to the best parks in Wales). I believe that it is important for all types of feedback to be shared with the staff in order to maintain the standard or look for opportunities to develop the service we offer.

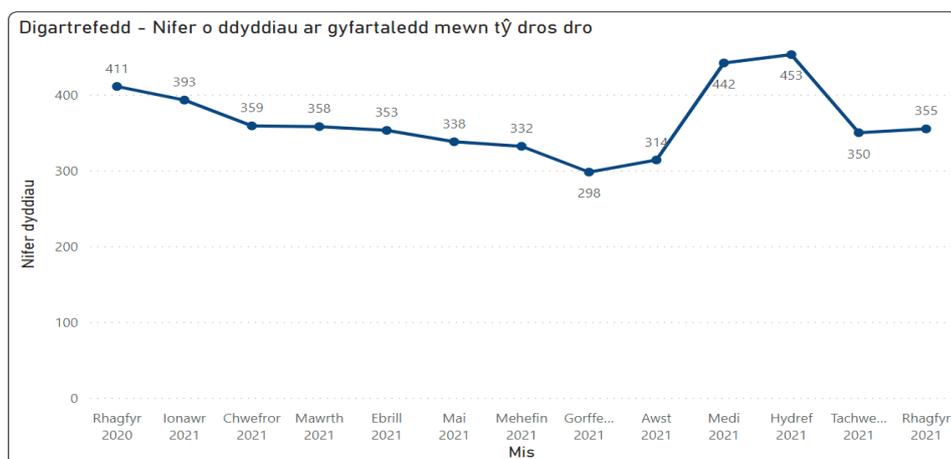
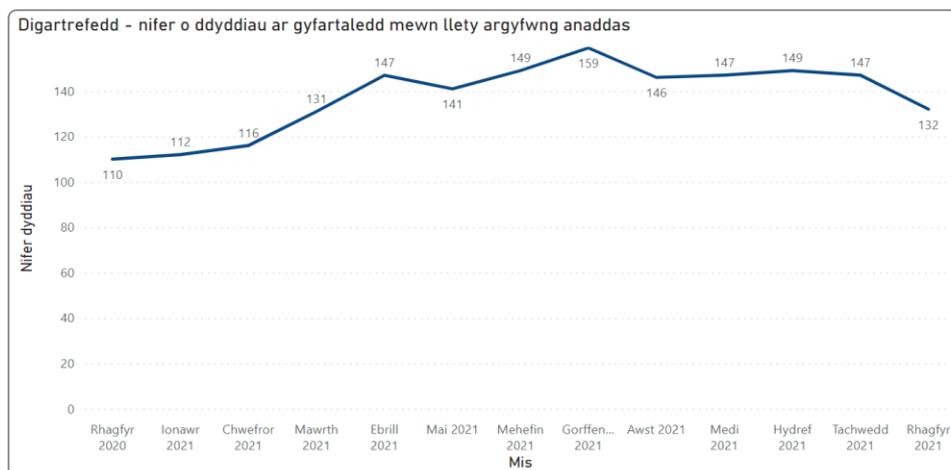


3.3 The **Property Development Unit** have faced difficulties in attracting contractors to apply for some tenders, as well as the high prices we receive when Contractors submit prices. As I already mentioned, the Unit has attempted to resolve this situation by cutting down contracts into smaller sections, in the hope of attracting more to apply, and we are starting to see this coming to fruition, although it is too soon to say whether this will be a continuing pattern. Many projects to improve the condition and suitability of schools have also been delayed, but



I accept that these matters are beyond the Unit's control, and the projects that are progressing in accordance with the timetable noted and which are within the Unit's control stand at 89%.

3.4 The increase in **homelessness** I already mentioned is reflected in the Department's performance measures, with the average number of days in unsuitable emergency accommodation (e.g. bed and breakfast) in December at **132** days, and the average number of days in a temporary house (private houses that are leased by us) stands at **355** days. The hope is that the increase in the team's capacity to support individuals to maintain their own tenancy will lead to more individuals moving on earlier, and reduce the reliance on unsuitable emergency accommodation and temporary accommodation.



3.5 **The average number of days on a waiting list for a social house** has reduced slightly over the past months - **666 days**. The demand for social housing is high, but also contributing to this high figure are the examples of applicants who have been on the register for a long time under the old points system, who are now given more priority in the new banding system.

4. OFFICES

The Facilities Service, which is responsible for our offices, will continue to play a key part, jointly with other departments, to look at the Council's future working arrangements. As a part of this work, we will continue to look at the options to reduce the estate as a result of a change in working arrangements. This work is progressing and we do not currently know how our future working arrangements will affect the demand for office space.

5. FINANCIAL POSITION/SAVINGS

- 5.1 The Department has two Savings schemes to deliver in 2021/22. The fees for inspecting and licensing HMOs have increased from £140 to £180 per room and the department is on track to deliver these savings.
- 5.2 The Department is also on track to deliver the savings of reducing reliance on temporary accommodation by investing in bespoke accommodation. As a result of Covid-19, slippage was seen in the programme, however the pods in Caernarfon are now ready and other units in Bangor will be ready by April. However, the Welsh Government's policy of 'housing everyone' during the pandemic has impacted this specific saving, as Gwynedd has seen unprecedented homelessness presentations since the beginning of the pandemic. This had not been factored in when the original savings were submitted.

VIEWS OF THE STATUTORY OFFICERS

The Monitoring Officer:

No observations to add in relation to propriety.

Head of Finance:

The contents of the report are consistent with what was reported to Cabinet on 18 January in terms of the 2021/22 savings plans, namely that the Housing and Property Department have two schemes remaining to be delivered during the current financial year but that they are on track to be realised. I can confirm that the additional unprecedented pressures on the Homelessness Service have been considered in drawing up the 2022/23 budget, and the situation will be reviewed continuously.
