The Cyngor Gwynedd Plan 2023-28

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CYNGOR GWYNEDD

"Gwynedd is a unique county. Here we have naturally Welsh-speaking and vibrant communities, and our commitment to be at the forefront of promoting the use of the Welsh language everywhere and on every occasion continues to be a main priority."

Foreword by Council Leader

It is my honour to present the Cyngor Gwynedd Plan 2023-2028, which sets out our aspirations and priorities for the next five years. This is not a worthless document to put to one side and forget about - rather, it is a manual that shows clearly how we will realise our promise to our residents over the next period.

Without a doubt, this is an ambitious Plan within an incredibly challenging climate. We are being squeezed from many directions with some of the repercussions of Covid-19 and Brexit persisting, as well as the increase in living and energy costs that affect our residents from day-to-day. Inflation and unwise decisions by Ministers in Westminster mean that Local Authorities are facing severe cuts over the next few years – and all this while the demand for our services and support is increasing.

We are fighting against the tide, and this would not be possible without our committed workforce that continues to offer a service to the people of Gwynedd 24 hours a day, 365 days a year. We sincerely thank each and every one of them.

We also know that it would be foolish to try and achieve these ambitions on our own. In order to succeed we must work together and continue to foster a healthy relationship with a wide range of partners – the third sector, the private sector, other public services and of course our enthusiastic communities.

Gwynedd is a unique county. Here we have naturally Welsh-speaking and vibrant communities, and our commitment to be at the forefront of promoting the use of the Welsh language everywhere and on every occasion continues to be a main priority.

From the busy streets of the city of Bangor, to the ends of the Llŷn peninsula, and down to the countryside of south Meirionnydd, it is natural that the needs of these areas will not be the same, and the Plan builds on the conversations that took place with communities during 2022. While many decisions are out of our hands and are made far away from Gwynedd by the Welsh and UK Governments, we have made sure that we direct the few resources we have to the fields where they are needed most.

In my opinion, there has never been a greater need for a strong local government. Our new corporate plan shows how we as a Council can work together across Gwynedd to provide the required services so that every one of our residents can live good and safe lives.

Councillor Dyfrig Siencyn
Cyngor Gwynedd Leader

Introduction

This plan outlines our vision and priorities for the next five years.

Following extensive consultation with the people of Gwynedd as part of the 'Our Area' work, together with a number of discussions and feedback from the county's residents and beyond, a series of priorities and projects have been formed that will allow us to further develop and improve the services provided to the people of Gwynedd.

Naturally, only a proportion of the Council's activities are seen here, and the day-to-day work of providing services continues throughout the county.

As everyone now knows, it is a difficult time financially, and there is no doubt that it will be a challenge for the Council to deliver all the projects on time. However, we will be aiming high over the next five years and will work hard to achieve every ambition that has been set for the priorities in the plan.

In order to do that we will continuously review the plan and set milestones for each project in order to allow us to measure our progress annually.

The Priority Fields within this document are our Well-being Objectives under the Well-being of Future Generations (Wales) Act 2015. The Objectives will directly contribute to delivering the seven national well-being goals.

In implementing the plan, we will also give due consideration to the five ways of working within the Act by considering the long-term, prevention, integrated working, collaborative working and involving people of all ages. We will do this by adopting a way of working which focuses on putting the people of Gwynedd at the heart of everything we do.

The plan includes a series of projects for the next five years under seven priority fields:

TOMORROW'S GWYNEDD

Giving our children and young people the best possible start in life

A PROSPEROUS GWYNEDD

Strengthening the economy and supporting the people of Gwynedd to earn a decent salary

A HOMELY GWYNEDD

Supporting the people of Gwynedd to live in suitable and affordable homes in their communities

A CARING GWYNEDD

Supporting the residents of Gwynedd to live full and safe lives in our communities

A WELSH GWYNEDD

Ensuring that we give our residents every possible opportunity to use the Welsh language in the community

A GREEN GWYNEDD

Protecting the county's natural beauty, and responding positively to the climate change crisis

AN EFFICIENT GWYNEDD

Putting the residents of Gwynedd first and treating them fairly and ensuring that the Council performs effectively and efficiently

Priority Field

Tomorrow's Gwynedd

Giving our children and young people the best possible start in life

Our ambition is to ensure that every child educated in Gwynedd gets:

- Treated equally, encouraged to treat others equally and that we give priority to their happiness and well-being.
- Education of the best possible standard including access to a broad range of academic and vocational subjects to fulfil the requirements of the new 'Curriculum for Wales'.
- Access to Welsh-medium education throughout their time in education.
- Educated in buildings that are in a good state of repair, and to the best of our ability are safe and fit for purpose.
- The opportunity to develop into rounded citizens, who are content and confident in the world.
- Tailored support from professional services to meet their additional learning needs.
- The opportunity to have a nutritious meal in school, free of charge to as many pupils as possible.
- Access to equipment and technology that promote modern and effective learning.
- An assurance of suitable facilities and playing fields that are available for children and young people in their leisure time.

During the next 5 years we will prioritise:

Transforming education for children in their early years

Free School meals

Modernising buildings and the learning environment

Promoting the well-being of children and young people and reducing the cost of sending children to school

Extending opportunities for play and socialising for the county's children and young people

Tomorrow's Gwynedd – Projects

Transforming education for children in their early years

The early years are key to the social development of children, and the importance of this phase was particularly seen during the pandemic. We will transform this service and we will be collaborating with the health service and Mudiad Meithrin in order to ensure that all of the county's children have the best possible start to their time in education.

Free School meals

All the county's primary schoolchildren will get free school meals, and we will also consider if it is possible to extend this to secondary pupils. Consequently, we will need to upgrade our kitchens and dining areas to cope with the higher numbers who will be having school dinners.

Modernising buildings and the learning environment

Despite significant investment over the last decade, several of the county's school buildings are old and need modernisation. We will continue to make improvements to schools across the county, specifically in the Bangor and Cricieth areas, and we will take every opportunity to apply for grant assistance to enable us to modernise existing buildings and develop new buildings.

We will also complete our review of post-16 education arrangements in Arfon to ensure that they offer the best arrangements for the area's learners.

Promoting the well-being of children and young people and reducing the cost of sending children to school

With the increasing costs of daily items such as school uniform, food, transport and stationery, we will revisit the costs associated with sending children to school, with the intention of reducing these costs, whilst protecting the education and valuable experiences that our children have during and after school hours.

We will also deal with broader well-being matters, including emotional and psychological challenges, which affect children and young people, for example gaining confidence, equality, mental health, transport issues, and securing work experience and job opportunities.

Extending opportunities for play and socialising for the county's children and young people

Opportunities for play are important to a child's development and providing quality playing fields is one way to promote these. We will therefore revisit all our playing fields and develop a plan that will consider how we can improve and maintain them.

We will also look at how the new provision for our Youth is working across the county and what outcomes this delivers for young people.

Priority Field

A Prosperous Gwynedd

Strengthening the economy and supporting the people of Gwynedd to earn a decent salary

The foundation for enabling the people of Gwynedd to prosper is ensuring that there are suitable jobs available in the county paying salaries that enable them to support themselves and their families.

Our ambition is to secure:

- High-quality jobs
- Support for local businesses to thrive
- Sustainable tourism for the benefit of communities
- Strong and resilient communities
- Prosperous and vibrant town centres

During the next 5 years we will prioritise:

Promoting our culture and a sustainable visitor economy

Regenerating communities and town centres

Creating the best possible circumstances in Gwynedd for businesses and community enterprises to thrive, and support the people of Gwynedd into work

Keeping the Benefit Local

A Prosperous Gwynedd – Projects

Promoting our culture and a sustainable visitor economy

We will take a series of measures to promote our culture and create a sustainable visitor economy:

- The Gwynedd and Eryri Sustainable Visitor Economy Plan, formed jointly with the Eryri National Park Authority, will be launched in Spring 2023. The principal partners and stakeholders will collaborate to deliver what will be in the Plan by establishing a Gwynedd and Eryri Sustainable Visitor Economy Partnership.
- We will ensure prosperity from The Slate Landscape of Northwest Wales World Heritage Site designation and secure resources to fulfil the World Heritage Site Action Plan.
- We will control motorhomes visiting Gwynedd by piloting the development of up to six designated sites for motorhomes to stay overnight.
- Hosting the 2023 National Eisteddfod in Gwynedd will be a platform to celebrate our culture and language, arts and sports and ensure that the Eisteddfod leaves a positive legacy for Gwynedd communities.

Regenerating communities and town centres

We will establish a Regeneration Framework by developing Local Regeneration Plans for 13 catchment areas across the county. We will ensure cross-departmental arrangements within the Council to ensure that work programmes intertwine and share information with communities by continuing with the engagement work. Town/City Centre action plans will be prepared for individual towns.

Creating the best possible circumstances in Gwynedd for businesses and community enterprises to thrive, and support the people of Gwynedd into work

We will support businesses and community enterprises in Gwynedd to thrive in many ways such as developing produce and accessing new markets, helping enterprises to save money by reducing waste and making better use of technology, supporting businesses in Gwynedd to trade together and prioritise helping enterprises that commit to paying a 'real living salary' to their employees. We will encourage businesses to make the most of the Welsh language, develop more business units to let, and will strive to ensure that the North Wales Growth Deal projects benefit the people of Gwynedd. In addition, we will help the people of Gwynedd to fulfil their potential and support those who are excluded from the labour market to return to employment and will work with employers to assist them to ensure they have sufficient employees.

Keeping the Benefit Local

The Council is responsible for purchasing a significant amount of goods and services from external companies and we are keen to see local businesses competing and winning these contracts to ensure that as much of the Council's expenditure as possible remains local.

This project will ensure that we make every effort to support local businesses to apply for opportunities, within the relevant rules, whilst ensuring at the same time that the Council receives the best value for the money that is spent.

Priority Field

A Homely Gwynedd

Supporting the people of Gwynedd to live in suitable and affordable homes in their communities

Our ambition is to ensure that the people of Gwynedd can access a suitable home of a high standard, that is affordable and improves their quality of life.

We will try to achieve this by setting an ambition to:

- Ensure that no-one is homeless in Gwynedd
- Help the residents of Gwynedd to own an affordable home in their community
- Ensure that houses in Gwynedd are environmentally friendly
- Ensure that houses in Gwynedd have a positive influence on the health and well-being of the county's residents

During the next 5 years we will prioritise:

Increasing the supply of housing for local people

Dealing with the energy cost crisis and fuel poverty

Ensuring that no one is homeless in Gwynedd

Managing second homes and short-term holiday accommodation

A Homely Gwynedd – Projects

Increasing the supply of housing for local people

We will fulfil the projects that are part of our Housing Action Plan to increase the opportunities for Gwynedd residents to be able to secure a suitable home. Amongst the 33 individual projects that are part of the Housing Action Plan, we will:

- Collaborate with local housing associations to build more social housing by accelerating the building programme aiming to construct 500 new houses.
- Build our own houses in sites across the county. They will be available to local residents at intermediate rent or to buy through shared equity schemes. We aim to build 100 houses of this type.
- Buy private houses in order to let them out at an affordable rent to local people. We will target empty houses initially, but we will also look at houses on the open market. We aim to buy 100 affordable houses over the Plan's lifespan.
- Provide assistance in the form of shared equity schemes so that first time local buyers can compete in the housing market.
- Provide grants to assist first-time buyers to renovate empty houses to an acceptable living standard. This will bring empty houses back into use and will assist young people and first-time buyers to live in a house. We aim to bring 250 empty houses back into use.
- Purchase building land for the future.

Dealing with the energy cost crisis and fuel poverty

Increasing energy costs means that a number of people in the county cannot afford to keep their houses warm, and consequently there is a genuine risk to the health of some of our residents.

We will collaborate with our partners to promote and facilitate energy saving schemes, and benefits to ensure that as many people as possible take advantage of the support available at such a challenging time.

Ensuring that no one is homeless in Gwynedd

In order to ensure that homeless people do not have to spend a long time in temporary accommodation, we will:

- Develop our own 'supported housing' units, namely accommodation where support is provided for homeless individuals by specialist staff to allow them to learn and develop life skills to improve their ability to maintain a future tenancy.
- Refurbish and upgrade the former NatWest and GISDA building in Caernarfon to provide five flats for homeless youths and extend the current café to create employment for the homeless, as well as create a permanent home for GISDA and create a multi-agency space to support homeless youths.
- Put a support package together to encourage private landlords to offer permanent accommodation for the homeless, instead of letting their accommodation for short-term periods or as holiday accommodation. We will aim to have 100 permanent accommodation units over the Plan's lifespan.
- Work to prevent homelessness by increasing our capacity to assist and support vulnerable individuals to remain in their homes.
- Attempt to move homeless people to fixed accommodation as soon as possible, rather than them having to stay in temporary accommodation for long periods.

Managing second homes and short-term holiday accommodation

The substantial number of houses in Gwynedd that are being used as second homes and short-term holiday accommodation is having a detrimental impact on the ability of the people of Gwynedd to have access to homes in their communities.

The Council has presented detailed research to the Government which highlights the need to act in the areas of planning, taxation and licensing in order to gain better control of the situation. Following recent announcements from the Government, including the establishment of the Dwyfor Pilot, which commits to introduce steps to tackle problems in the field, the Council is preparing to implement legislative changes as soon as possible. We will also set a Council tax premium for second homes and empty homes every year at an appropriate rate to respond to the situation at the time.

Priority Field

A Caring Gwynedd

Supporting the residents of Gwynedd to live full and safe lives in our communities

Looking after vulnerable individuals is one of our main responsibilities, and our ambition is to support the residents of Gwynedd to live full and safe lives in our communities by:

- Safeguarding children, young people and vulnerable adults.
- Supporting residents to participate and engage with their communities, and to reduce poverty and its effects.
- Ensuring that children, young people and their families live happy lives and reach their potential in terms of their education, health and well-being.
- Ensuring there is information available for the residents of Gwynedd to assist them in making informed decisions about their health and physical and mental well-being.
- Enabling the residents of Gwynedd to live independently in suitable accommodation with dignity for as long as possible in their community.
- Supporting unpaid carers.
- Providing high-quality care and support in the right place at the right time.
- Supporting our communities to ensure accessibility and to develop into an Age-Friendly Gwynedd.

During the next 5 years we will prioritise:

Local Preventative Support

Living independently

Specialist Quality Care

Supporting People's Well-being

Autism Plan

Developing residential provision for children who are looked after in small group homes

A Caring Gwynedd – Projects

Local Preventative Support

We will work in a preventative way to support and safeguard individuals locally by promoting their well-being and encouraging them to participate in their communities.
Amongst our plans are:

- Contributing to health and care developments in Bangor and Penygroes.
- Extending our network of community hubs for individuals with learning disabilities, focusing initially on Canolfan Dolfeurig, Dolgellau.
- Publishing a programme of events and opportunities for individuals and carers across the county.
- Ensuring that Gwynedd is an age-friendly county and that residents of all ages can have a good life in their local community.
- Sharing information more effectively with our communities and improving our engagement methods when developing services.

Living independently

The care needs of the county's individuals are changing, and people are living longer. Therefore, we need to adapt our services to enable people to live independently within their communities.
Amongst our plans are:

- Extending our day care and respite provision and provide more options of suitable accommodation for individuals with a wide range of needs, such as Extra Care Housing.
- Collaboration across sectors to ensure that our domiciliary care services are tailored and are promptly available when needed.
- Leading on a Carers Plan across the Adults and Children care field to support the invaluable work of unpaid carers across the county.
- Ensuring that we use telecare and technology to their full potential to promote people's independence.
- Facilitate the process of receiving and providing care through direct payments by considering methods such as the Virtual Wallet.

Specialist Quality Care

We will ensure that appropriate and specialist care is available in a timely way; and across all our care provisions.
Amongst our plans are:

- Ensuring a sufficient nursing and dementia provision across the county including developing nursing beds at the Penrhos site, Pwllheli.
- Ensuring that we work jointly with the Health Board to enable us to deliver what is important for Gwynedd adults.
- Developing our mental health services to ensure sufficient emphasis on the well-being of individuals.
- Strengthening our ability to support care providers to maintain a quality service to Gwynedd residents.
- Contributing to the Workforce Planning project to ensure that appropriate attention is given to the specific challenges and opportunities in the care field.
- Implementing new Liberty Protection Safeguards arrangements to protect the rights of people receiving care in the county.

Supporting People's Well-being

Some residents find it difficult to cope with life's challenges and the situation of a number of residents has been exacerbated as a result of the cost of living crisis. These residents need support to cope, to thrive, to be safe and to keep healthy.

We have a broad network throughout our communities which helps and supports residents to cope and to respond to their various needs. This network needs support to sustain that voluntary effort, and we will work to strengthen this essential task over the coming years.

Autism Plan

Children, young people and adults with autism find it difficult to obtain the specialist support required. Therefore, we will improve our provision and make it easier for individuals and their families to transfer between different services.

Developing residential provision for children who are looked after in small group homes

We wish to improve the experiences of children with profound and complex needs in the Council's care, who currently have to leave the county or Wales in order to get suitable provision. We will develop registered residential homes for small groups of up to two children, which will allow them to receive care in Gwynedd, attend local schools, and fully participate in the lives of their communities.

Priority Field

A Welsh Gwynedd

Ensuring that we give our residents every possible opportunity to use the Welsh language in the community.

As a national leader we will promote the growth of the Welsh language in all parts of the county. Our ambition is to:

- Ensure that every child in Gwynedd can use Welsh confidently in school and in their social life.
- Promote the growth of the Welsh language in all parts of the county and ensuring there are sufficient opportunities for everyone to be able to use the Welsh language naturally in their communities.
- Ensure access to facilities and information of a good quality in relation to leisure, culture and the arts.
- Work jointly with our partners to facilitate the ability for Gwynedd residents to have access to all public services through the medium of Welsh.
- Ensure that promoting the Welsh language is a key part of all the Council's work, and any plans that impact the people of Gwynedd.
- Support efforts to create new Welsh-speakers of all ages.

During the next 5 years we will prioritise:

Modernising and extending the immersion provision to teach Welsh to children

Promoting the use of the Welsh Language by the residents of Gwynedd

A Welsh Gwynedd – Projects

Modernising and extending the immersion provision to teach Welsh to children

It is essential that learners who are latecomers get opportunities to learn Welsh as soon as possible, through a first-rate modern provision, that is spread across Wales. It is essential that learners who are less confident in their Welsh language also have an opportunity to gain confidence and to improve their Welsh with the support of the Immersion Education System. We also wish to see our language immersion methods to support the Welsh language expanded in schools that serve communities where opportunities to use Welsh in the home and outside school are limited. This project in cooperation with the Immersion System and our schools will give all our learners the best opportunity to become confident Welsh-speakers who can use the language in all aspects of life.

Promoting the use of the Welsh Language by the residents of Gwynedd

We will conduct specific projects that will promote the use of Welsh and increase the opportunities to use the Welsh language in the community. This will include increasing the use of the Welsh language when dealing with public and community services.

Priority Field

A Green Gwynedd

Protecting the county's natural beauty, and responding positively to the climate change crisis

Cyngor Gwynedd has declared a climate emergency, and our aim is to be a net zero carbon Council and ecologically positive by 2030.

Our ambition is to ensure:

- Significant reduction in carbon emissions.
- We respond to the effects of climate change.
- An increase in biodiversity and nature habitats.
- An excellent network of routes for residents to have the choice of active travel to their place of work, education or leisure.
- A public transport network that meets the needs of Gwynedd's communities.

During the next 5 years we will prioritise:

Acting on flood risks

Waste and Recycling

Climate and Nature Emergency Plan

Active Travel

Public Transport

New Local Development Plan

Clean and Tidy Communities

A Green Gwynedd – Projects

Acting on flood risks

The risks of coastal flooding and erosion are increasing with the impact of climate change which means that sea levels are rising and more intense storms occur more often. Gwynedd has the largest coastline in Wales and due to the nature of our landscape a high percentage of our communities, and the infrastructure that serves them, is on the coast.

We will collaborate with other agencies, in order to prioritise our coast based on risk, and form an action plan to get to grips with the risks where this is possible.

There is also a risk of inland flooding when water accumulates and rivers overflow. We will draw up catchment area plans in order to help avoid/respond to existing and increasing future threats.

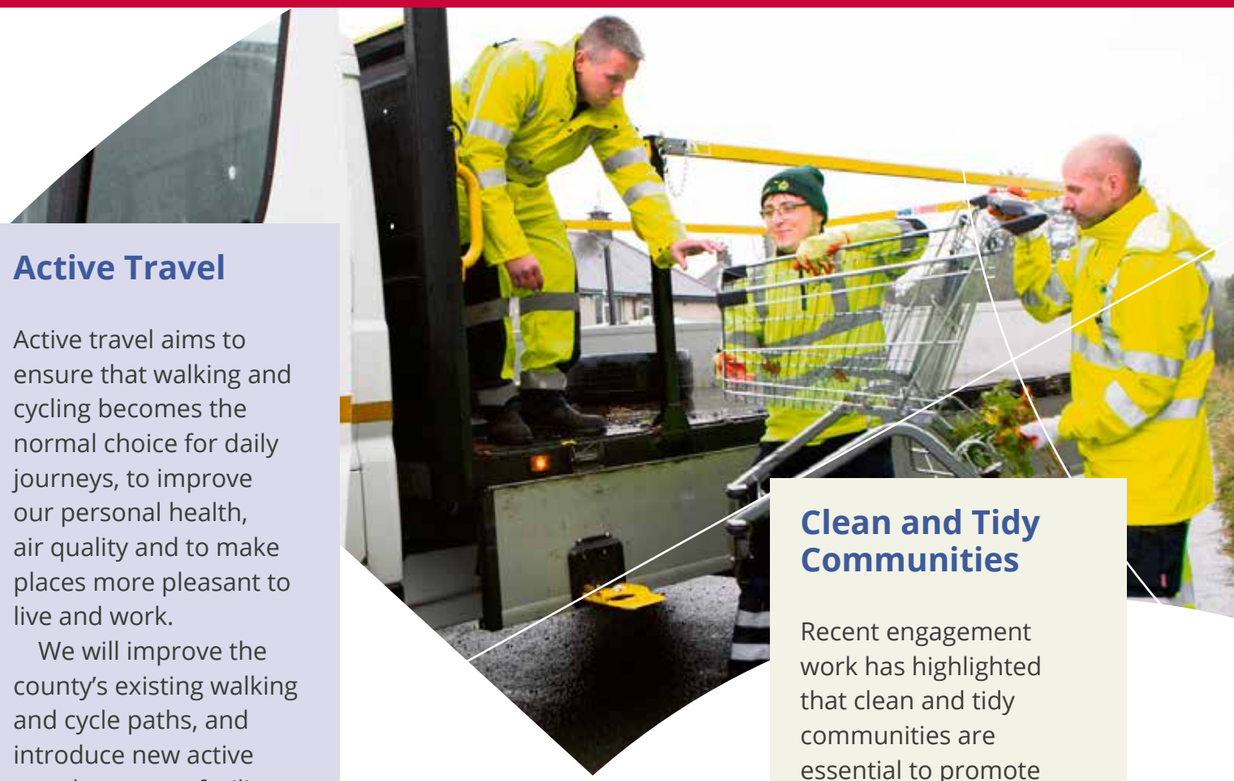
Waste and Recycling

We will prepare a new waste and recycling strategy to try and increase the county's recycling level to meet the national target of 70% by 2025. This will assess how effective the current litter collection arrangements are in terms of promoting recycling (from door-to-door and in our centres) and introduce new arrangements where required.

Climate and Nature Emergency Plan

The Council's Climate and Nature Emergency Plan sets an ambition that "Cyngor Gwynedd will be net-zero carbon and ecologically positive by 2030."

The Plan includes a wide range of projects to reduce carbon emissions from the use of our fleet and travel, use of buildings, procurement, street lighting and several other fields. We will commence with further investment of £3m in renewable energy schemes and we will also draft specific measures to get to grips with the side-effects of climate change on Gwynedd communities.



Active Travel

Active travel aims to ensure that walking and cycling becomes the normal choice for daily journeys, to improve our personal health, air quality and to make places more pleasant to live and work.

We will improve the county's existing walking and cycle paths, and introduce new active travel routes to facilitate more walking and cycling in our communities.

Public Transport

We will review our existing public transport provision with the aim of developing a public transport network that will be convenient, reliable and reasonably priced to allow the residents of Gwynedd to travel every day of the week.

As a part of this plan, we will also introduce new electric buses.

New Local Development Plan

We will draw-up a new Local Development Plan for Gwynedd that will address housing needs, employment and the social and environmental needs of the county's residents over the next 15 years.

Clean and Tidy Communities

Recent engagement work has highlighted that clean and tidy communities are essential to promote pride in the area. In response, we will facilitate physical improvements to the built environment within and in the vicinity of Gwynedd's towns and villages, by focusing on open public spaces. We will also promote local ownership and foster pride in the area by working at a community level to forge relationships with local groups/organisations, volunteers and the third sector.

Priority Field

An Efficient Gwynedd

Putting the residents of Gwynedd first and treating them fairly and ensuring that the Council performs effectively and efficiently

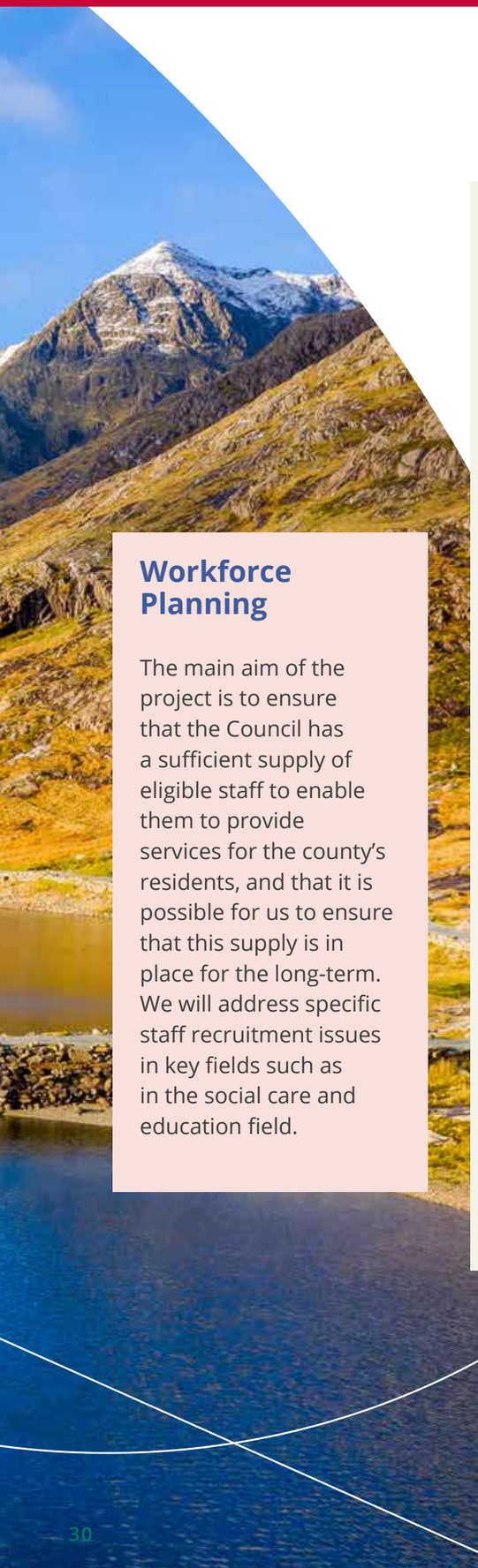
In order to ensure that the residents of Gwynedd receive the best possible services, we have a responsibility to ensure that our internal operational arrangements are always of the highest standard.

Our ambition is:

- To promote a culture of open and inclusive working which always puts the needs of the people of Gwynedd at the centre of everything we do.
- To provide adequate and suitable staffing resources for delivering services.
- To be an organisation that looks after our workforce's well-being and embeds the principles of equality naturally in all parts of the organisation.
- To make the best use of all financial resources.

During the next 5 years we will prioritise:

- **Workforce Planning**
- **Developing the Council's Culture**
- **Ensuring fairness for all**
- **Women in Leadership**
- **Managing the impact of national budgetary cuts**
- **Digital Scheme**
- **Strategic review of Health and Safety management**
- **Adopting a Property Assets Management Plan to ensure that our estate is fit for purpose for future working**



Workforce Planning

The main aim of the project is to ensure that the Council has a sufficient supply of eligible staff to enable them to provide services for the county's residents, and that it is possible for us to ensure that this supply is in place for the long-term. We will address specific staff recruitment issues in key fields such as in the social care and education field.

Developing the Council's Culture

The Council's culture places the people of Gwynedd at the centre of everything we do and this means removing obstacles that prevent staff from achieving, with decisions based on evidence instead of assumptions.

We are already challenging service teams to reflect on their current working arrangements, to challenge whether they are placing the people of Gwynedd at the centre and to consider whether there is room for improvement.

We will focus on embedding a culture of empowerment, enablement and achievement across all the workforce, which provides services directly as well as indirectly to the people of Gwynedd.

Ensuring fairness for all

We will continue with the work that is already in the pipeline to ensure that the Council, in all of its actions, gives due attention to equality. We will identify the work that needs to be done to ensure that the Council treats everyone fairly, regardless of their equality characteristics, background and needs.

Women in Leadership

The number of women who undertake a management role within the Council is not commensurate with the distribution within the whole workforce. We will therefore continue to introduce a programme to develop potential for women, carrying out an audit of our recruitment and appointment methods for managerial posts and creating a forum for female leaders and prospective leaders as part of the programme to encourage more women to apply for senior posts within the Council.

An Efficient Gwynedd – Projects

Managing the impact of national budgetary cuts

The Council has already cut its budgets to save over £32m since 2015/16, however, as a result of the current economic situation, the funding the Council receives from the Government is not sufficient to cope with inflation and the new expenditure pressure. We are facing a financial gap of over £12 million over the next two years.

We will strive to do everything we can to reduce the impact on the services provided to the people of Gwynedd whilst accepting that it will not be possible to set a balanced budget without a long series of savings/cuts and increasing Council Tax higher than we would have wished.

Digital Scheme

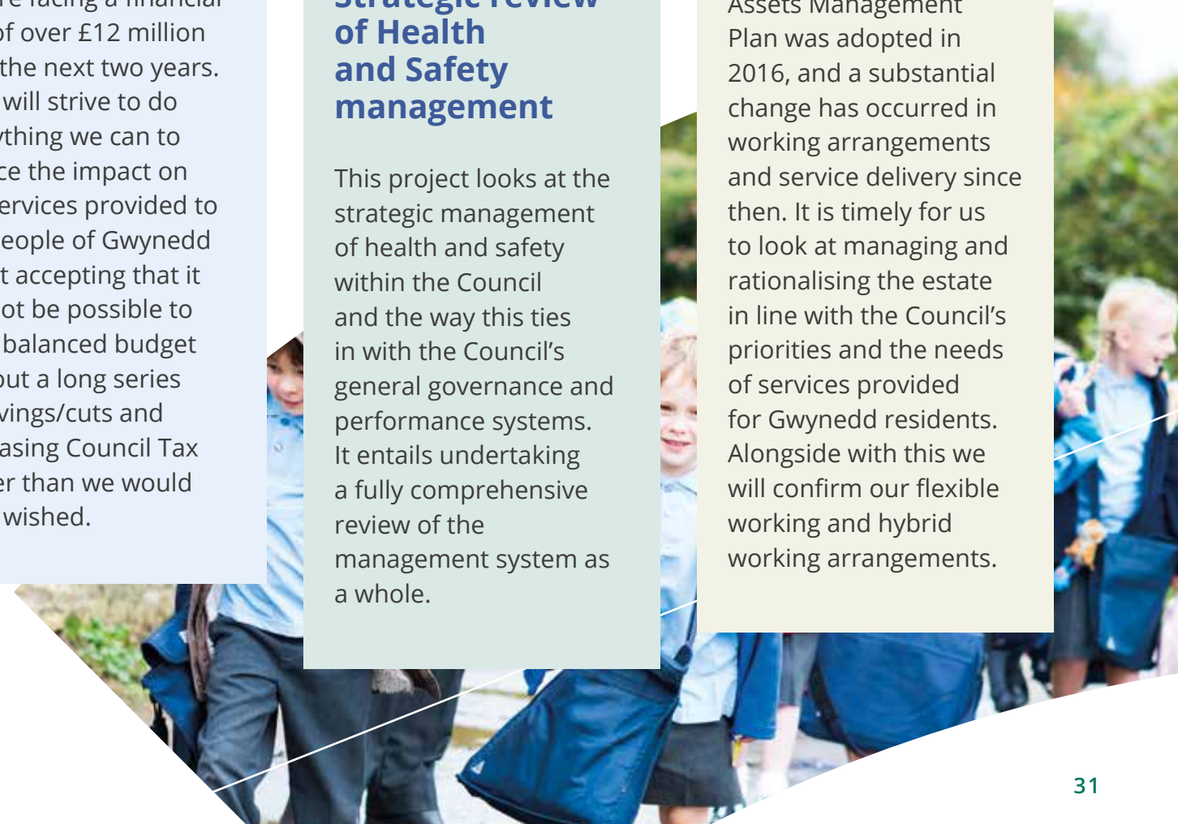
People's expectations and trends have changed substantially as a result of the pandemic, and this is an opportunity to see whether we can further improve the experience of Gwynedd residents of front-line and back-office services by using digital technology.

Strategic review of Health and Safety management

This project looks at the strategic management of health and safety within the Council and the way this ties in with the Council's general governance and performance systems. It entails undertaking a fully comprehensive review of the management system as a whole.

Adopting a Property Assets Management Plan to ensure that our estate is fit for purpose for future working

We will adopt a new Property Assets Management Plan that will outline the Council's plan in terms of using our buildings to provide services. The previous Property Assets Management Plan was adopted in 2016, and a substantial change has occurred in working arrangements and service delivery since then. It is timely for us to look at managing and rationalising the estate in line with the Council's priorities and the needs of services provided for Gwynedd residents. Alongside with this we will confirm our flexible working and hybrid working arrangements.



Contribution to the five Ways of Working in the Well-being of Future Generations (Wales) Act 2015

	Long term	Prevention	Integration	Collaboration	Involvement
TOMORROW'S GWYNEDD - Giving our children and young people the best possible start in life					
Transforming education for children in their early years	✓	✓	✓	✓	✓
Free School meals	✓	✓	✓		
Modernising buildings and the learning environment	✓	✓	✓	✓	✓
Promoting the well-being of children and young people and reducing the cost of sending children to school	✓	✓	✓	✓	✓
Extending opportunities for play and socialising for the county's children and young people	✓	✓	✓	✓	✓
A PROSPEROUS GWYNEDD - Strengthening the economy and supporting the people of Gwynedd to earn a decent salary					
Promoting our culture and a sustainable visitor economy	✓	✓	✓	✓	✓
Regenerating communities and town centres	✓	✓	✓	✓	✓
Creating the best possible circumstances in Gwynedd for businesses and community enterprises to thrive, and support the people of Gwynedd into work	✓	✓	✓	✓	✓
Keeping the Benefit Local	✓	✓	✓	✓	✓
A HOMELY GWYNEDD - Supporting the people of Gwynedd to live in suitable and affordable homes in their communities					
Increasing the supply of housing for local people	✓	✓	✓	✓	
Dealing with the energy cost crisis and fuel poverty	✓	✓		✓	
Ensuring that no one is homeless in Gwynedd	✓	✓		✓	
Managing second homes and short-term holiday accommodation	✓	✓	✓	✓	✓
A CARING GWYNEDD - Supporting the residents of Gwynedd to live full and safe lives in our communities					
Local Preventative Support	✓	✓	✓	✓	✓
Living independently	✓	✓	✓	✓	✓
Specialist Quality Care	✓	✓	✓	✓	✓
Supporting People's Well-being		✓	✓	✓	✓
Autism Plan	✓	✓		✓	✓
Developing residential provision for children who are looked after in small group homes	✓	✓	✓	✓	✓

	Long term	Prevention	Integration	Collaboration	Involvement
A WELSH GWYNEDD - Ensuring that we give our residents every possible opportunity to use the Welsh language in the community					
Modernising and extending the immersion provision to teach Welsh to children	✓	✓			
Promoting the use of the Welsh Language by the residents of Gwynedd	✓	✓	✓	✓	✓
A GREEN GWYNEDD - Protecting the county's natural beauty, and responding positively to the climate change crisis					
Acting on flood risks	✓	✓	✓	✓	✓
Waste and Recycling	✓	✓	✓	✓	✓
Climate and Nature Emergency Plan	✓	✓	✓	✓	✓
Active Travel	✓	✓	✓	✓	✓
Public Transport	✓	✓	✓	✓	✓
New Local Development Plan	✓	✓	✓	✓	✓
Clean and Tidy Communities	✓	✓	✓	✓	✓
AN EFFICIENT GWYNEDD - Putting the residents of Gwynedd first and treating them fairly and ensuring that the Council performs effectively and efficiently					
Workforce Planning	✓	✓	✓	✓	✓
Developing the Council's Culture	✓	✓	✓	✓	✓
Ensuring fairness for all	✓	✓		✓	
Women in Leadership				✓	
Managing the impact of national budgetary cuts	✓	✓	✓	✓	✓
Digital Scheme	✓	✓	✓	✓	✓
Strategic review of Health and Safety management	✓	✓	✓	✓	✓
Adopting a Property Assets Management Plan to ensure that our estate is fit for purpose for future working	✓	✓	✓	✓	✓

www.gov.wales/well-being-of-future-generations-wales

If you would like to receive this document in a different language or format
please phone 01766 771000
or email equality@gwynedd.llyw.cymru

If you would like more information about this Plan
please contact the Council Business Support Team on 01766 771000
or councilplan@gwynedd.llyw.cymru

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CYNGOR GWYNEDD

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Mae'r ddogfen yma ar gael yn Gymraeg a Saesneg
This document is available in English and Welsh