1. Introduction

The previous Housing Strategy 2014-19 acknowledged that the basic need of having a place to call home is important and how this is achieved is affected by many factors which operate at a micro and macro level. It highlighted the importance of housing and the effects this can have on individuals and families in creating an opportunity to have stability and inclusivity which contribute to the communities on the Island. The need to have a home has never been more prominent than during the Coronavirus pandemic in which we saw businesses and services close and or adapt overnight.

During the period of the previous Strategy the effects of Universal Credit, Wylfa Newydd and Brexit were either unknown or uncertain. Having a Strategy which is flexible enough to change and evolve is important as well as planning for the medium to long term.

It is important that the Council is be able to offer a range of housing options as well as offer advice and support to individuals and families living on the Island. This can only be achieved in co-operation with key partners such as Welsh Government, Housing Associations and other agencies and partners.

This Interim Strategy is a means of bridging the period to develop a Housing Strategy which will encompass the Housing Support Grant and Homeless Strategy requirements by Welsh Government as well as giving information how Housing Services and its partners have and continue to respond to the Coronavirus Pandemic.

2. Housing achievements

It is important to look what was achieved during the last Strategy and a review during 2014 ac and the following achievements by 2019-20-

- 43 new Council homes provided between 2015-2020 with an additional 65 homes bought
- 321 number of new housing provided by our partner Registered Social Landlords between 2014 and 2019 which includes social housing, intermediate rent, homebuy, rent to own and extra care
- Planning application for temporary stopping place for Gypsy and Travellers approved
- 439 number of empty homes bought back into use between 2014-19
- Hafan Cefni, Extra Care Scheme in Llangefni has been completed
- Star Survey completed in 2019 with 88% of tenants satisfied with the overall service provided by Housing Services and 86% satisfied with the overall quality of their home
- 438 number of individuals and families have had a disability facilities grant during 2014-19
- WHQS for the year 2018-19 shows 100% compliance
- Since the introduction of a one point of access for Housing Support Grant in 2016 there has been 3,275 referrals received up until March 2020
3. National and Local context

This provides a highlight of the main issues which affect the Strategy.

**Council’s Corporate Plan** which provides a framework for all services to work and has housing as a prominent enabler of achieving this. This document also provides a framework for services to work together to achieve a common goal.


Below this document are many Strategies which feed into and facilitate achieving the above Plan.

**National Policy:**

**Welfare Reform**

As has been wildly publicised that Welfare Reform has introduced some of the most fundamental changes and effects since the Welfare Systems was introduced in 1946. Welfare Reform came into effect on Ynys Mon in late 2018 on a phased approach. A Welfare Reform Hub was established with key Council Services and agencies with the aim of providing appropriate responses and mitigation and has done so by:

- Developing responses to the immediate consequences of Universal Credit
- Consider the longer term implication for both citizens and services of the Isle of Anglesey including, where appropriate, a wide variety of scenarios
- Improve local understanding of how Universal Credit will impact on both statutory and non-statutory services
- Engage and update key partners as necessary via established partnership mechanisms and identify and improve areas where this framework does not exist or is failing to deliver an appropriate response
- Produce and maintain an action plan with a series of recommendations at the Hubs’ conclusion

In July 2020 an Initial Assessment of the possible effects on the increase of people claiming Universal Credit on IOACC services and budgets was commissioned. This report highlighted the increase in number of out of work claimants in a very short period during Covid and that this disproportionately affect young people and males. The report also highlighted the social effects of increase in unemployment which includes mental health issues, domestic abuse and isolation.

**Well Being of Future Generation Act**

The Future Generations Commissioner describes housing as the corner stone of the wellbeing of individuals, families and communities.

The Well-being of Future Generations Act gives us the ambition, permission and legal obligation to improve our social, cultural, environmental and economic well-being and requires public bodies in Wales to think about the long-term impact of their decisions, to work better with people, communities and each other, and to prevent persistent problems such as poverty, health inequalities and climate change.
The Well-Being of Future Generations (Wales) Act 2015, places a duty on public bodies to seek to achieve the well-being goals and objectives in everything they do.

Appendix 1 highlights some of the activities that Housing have undertaken which contribute to Future Generation Act

**Housing Revenue Account Business Plan**

There is a requirement on the Council to produce and update their HRA Business Plan on a yearly basis, this provides an annual report on our activities as well as an overview of our partners new developments.

**Housing Support Grant**

The Welsh Government Housing Support Grant (HSG) came in to effect in April 2020 and has replaced the previous Supporting People Programme. The HSG is an amalgamation of three existing grants; Supporting People Programme, Homelessness Prevention Grant and Rent Smart Wales Enforcement.

The HSG is an early intervention grant programme to support activity, which prevents people from becoming homeless, stabilises their housing situation, or helps potentially homeless people to find and keep accommodation. The HSG does not fund the statutory duty on local authorities to prevent homelessness, instead HSG funded services augment, complement and support the statutory service to ensure that the overall offer authorities provide helps people into the right homes with the right support to succeed. It supports vulnerable people to address the, sometimes multiple, problems they face, such as debt, employment, tenancy management, substance misuse, violence against women, domestic abuse and sexual violence, and mental health issues. Support is person centred, aimed at supporting people to secure and maintain sustainable housing by addressing the mental health and/or substance misuse problems they face, helping to improve their health and well-being and/or helping them progress into, or nearer to, a job or training opportunity based on their specific circumstances.

Housing related support provides a raft of services to enable vulnerable people to maintain their tenancies / households and or live independently within the homes and communities of their choice, for as longs as possible.

**Decarbonisation**

The Environment (Wales) act 2016 places a duty on Governments to reduce carbon emissions, in Wales this is set to be at least 80% by 2050. The report commissioned in 2019 Better Homes, Better Wales, Better World July, 2019 gives 7 recommendations for WG to lead on which states that ‘Wales has some of the oldest and least thermally efficient housing stock in the UK and Europe. 32% of the Welsh housing stock was built before 1919, when there were no construction standards in terms of thermal performance. Just 10% of Welsh homes were built in the last 18 years, during which time energy performance requirements have changed dramatically.’

Welsh Government’s recent Plan “Prosperity for All: A Low Carbon Wales has a whole chapter on buildings based on all tenures and that residential buildings is the highest emissions sources as a Welsh total.
Re-imagining social building in Wales Modern Methods of Construction Strategy for Social Housing, February 2020

A Strategy which sets out the expectations relating to the production of homes built using Modern Methods of Construction which encourages complimenting traditional construction methods with new technologies and approaches.

Strategy for Preventing and Ending Homelessness October, 2019

States clearly that homelessness cannot be prevented through housing alone. Homelessness is where a person lacks accommodation or where their tenure is not secure. Rough sleeping is the most visible and acute end of the homelessness spectrum, but homelessness includes anyone who has no accommodation, cannot gain access to their accommodation or where it is not reasonable for them to continue to occupy accommodation. This would include overcrowding, ‘sofa surfing’, victims of abuse and many more scenarios. A person is also homeless if their accommodation is a moveable structure and there is no place where it can be placed. Homelessness, or the risk of it, can have a devastating effect on individuals and families. It affects people’s physical and mental health and well-being, and children’s development and education, and risks individuals falling into a downward spiral toward the more acute forms of homelessness.

Regional Homelessness Strategy

A Regional Strategy was adopted by North Wales Local Authorities with the aim of Reducing Homelessness across North Wales under the headings of People, Homes and Services which identified common themes to each Local Authority within their individual reviews. A regional and a local action would then incorporate the key issues and actions required. The Action Plan for 2020-21 was our response to the Coronavirus pandemic.

Renting Homes (Wales) Act 2016

This Act aims to make it simpler to rent a home and protect tenants’ rights. In general, the Act replaces all current tenancies and licences with just two types of occupation contract; secure or standard. At present it is anticipated that all new and existing tenancy agreements will need to be re-issued. The Act also creates new rights for victims of domestic abuse, for people in shared houses and for tenants needing repairs to be carried out.

North Wales Population Assessment

The North Wales Population Assessment is a review of the care and support needs of the population in North Wales, including the support needs of carers. It was produced by the six North Wales Councils and Betsi Cadwaladr University Health Board (BCUHB) supported by Public Health Wales, to meet the requirements of the Social Services and Wellbeing Act (Wales) 2014 (the act).

Affordability

The Private Rented Sector on Ynys Mon is not a particularly affordable market with proportions of properties within LHA levels. Buying a home remains outside the range of many first-time buyers due to high property prices relative to local incomes and the deposits needed. This, and the lack of available suitable social housing, has seen many of the households turn to the rental market. About 22% of the total population of Ynys Mon receive either HB or council tax support with 59.9% of these households of working age and subject to the whole range of welfare reforms. The report showed that 74.4% of these households are charged rent higher than their relevant LHA rate applied
for Housing Benefit. Their average reported difference between rent and Housing Benefit is £25.74 per week. The majority of households (79.3%) affected by the LHA cap in Isle of Anglesey are of working-age.

A report commissioned into the Private Rented Sector shows us that landlords charge between 10-20% above LHA levels knowing that households will find the additional rent. Affordability appears to be an issue especially for households on lower incomes or on benefits. Some landlords will specify ‘no DSS’ whilst others shy away from tenants on Universal Credit fearing the implications of rent-direct. Landlords accepting tenants on benefits will take a month's deposit and / or a guarantor who can cover the full rent.

Ynys Mon conducted a survey of private sector landlords during 2017. The survey was sent to 384 private landlord with a 11% response rate. In summary it showed that, the majority said they owed one house, 74% of the tenants stayed between 1 and 5 years, 42% were claiming HB. We also asked what would incentivise landlords to let to tenants on HB. The responses were, 71% would value some form of tenancy support, 85% wanted some form of rent guarantee. The types of problems reported were rent arrears, 52% and tenants causing damage to the property, 48%. When proposed a list of incentives, landlords were asked to rank their priority would be for financial assistance for minor improvements and guaranteed rent for empty properties until suitable tenants were found.
Theme 1 – Development of the right homes for Anglesey’s future

Whys is this an important issue for Anglesey?

1. Impacts on individuals and communities of a shortfall of affordable homes
   a) The issue of affordability remains a concern for many communities as the shortage of suitable homes which are affordable to local people has been highlighted during the Coronavirus pandemic with houses selling on the open market at higher price and a quicker pace across the Island. This is coupled by the requirement for a 15% deposit as lenders change their approach due to concerns for house prices and the income people are getting during the pandemic. As previously seen during periods of recession the nervousness of lenders takes time to recede.
   b) The average wage for Anglesey is £27,280 with wages in North Wales being well documented as being the lowest in Britain. M-Sparc Science Park was identified as having a higher than average wage than Anglesey and Wales in 2020. Apart from this enterprise there has been no relative change in the median income on the Island.
   c) The average house price on Anglesey in January 2020 was £180,505 compared to £175,192 in 2019 which shows an increase of 3%. Reports in September 2020 show that some villages have seen a 21.3 percent rise in the average house price since lockdown has eased with many stating that the need and convenience of working from home has facilitated migration of people on higher salaries to buy houses in more rural locations.
   d) Right to buy has been suspended in Wales since January 2019 with Anglesey introducing the changes a year earlier under the Act. Whilst this has been able to stop the decrease in the number of socially rented properties the need to provide more affordable homes remains. Changes in the Housing Revenue Account allows Local Authorities to borrow to build affordable homes which compliments the work already done by our partner RSLs in providing additional affordable homes.
   e) Accommodation in the Private Rented Sector remains the only options for some households as they are unable to access social housing. Many Landlords charge more than the Local Housing Allowance with households having to pay the difference and therefore having less to spend on their bills and other costs which in turn affect the ability to save a deposit should they wish to buy a property.

2. Rural Housing

As stated in the previous Strategy there are specific issue in relation to the supply of housing outside main service centres in Anglesey (Holyhead, Llangefni and Amlwch) where house prices tend to be higher. The impact of buying second homes or relocating to more rural areas has been highlighted during Coronavirus pandemic.

3. Accommodation for Gypsies and Travellers

The Accommodation Needs Assessment, 2016, highlighted the provision for a temporary stopping site and permanent site.
What needs to happen by 2021

1. The Council maintains up to date evidence on the level of affordable housing need, this is done by utilising information from Tai Teg and the Common Allocations Register. Appendix 2 provides an overview of the information collated for the Needs Assessment for the Housing Support Grant Planning requirements for Welsh Government.

2. The Council will continue to develop smaller homes in its development programme in conjunction with its RSL partners.

3. Rural housing need continues to be addressed with our RSL partners and Planning Policy Unit with assistance by the Rural Housing Enablers. The methods in which consultation is held has changed due to Coronavirus pandemic with much more use of social media and targeted consultations taking place, an example of this is a Q&A session for new affordable homes development hosted by a Local Authority, Housing Association and Tai Teg.

4. The Council is able to access borrowing funds to develop new models of housing and will be able to assist in co-operation with its RSL partners to increase the number of new build as well as buying back ex Council Properties. For the next 3 years, we have identified the following as possible development opportunities, which will increase the Councils housing stock by a total of 176 units:

<table>
<thead>
<tr>
<th></th>
<th>Acquisitions (target)</th>
<th>Newbuild commencements</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020/21</td>
<td>15</td>
<td>38</td>
</tr>
<tr>
<td>2021/22</td>
<td>15</td>
<td>53</td>
</tr>
<tr>
<td>2022/23</td>
<td>15</td>
<td>40</td>
</tr>
<tr>
<td>Total</td>
<td>45</td>
<td>131</td>
</tr>
</tbody>
</table>

5. The Social Housing Grant will be fully utilised with additional capital funding awarded from the Phase 2 Transitional Homeless Fund and applications made for Innovative Housing Programme and Optimised Retrofit Programme. The Council will also develop intermediate housing as well as promote the Self Build Scheme offered by Welsh Government. As of 2021 Councils will be able to access the Social Housing Grant allocation.

6. The provision of a transit site will be completed by early Summer 2021 with a Gypsy and Traveller Assessment taking place during 2021 for its approval by early 2022.
Theme 2 – Making best use of existing housing stock and improving homes and communities

Why is this an important issue for Anglesey?

1. **More homes are needed when empty properties are lying empty**
   a) According to the empty homes database on 1st April, 2020, there were 666 properties that had been empty for 6 months or more on Anglesey. The Empty Homes Team focusses on dealing with some of the most problematic properties on the Island whilst continuing to offer empty home renovation grants to first time buyers purchasing an empty property in need of renovation, renovation grants to landlords in specific areas, loans to owners of empty properties wishing to renovate to let or sell and home improvement loans to owners of empty properties wishing to owner occupy. In addition they identify opportunities for redevelopment of problematic sites for the Housing Development Manager, source empty ex-local authority properties to purchase in order to increase existing council housing stock and have acquired some problematic properties which have been renovated and sold on to local first time buyers on a shared equity basis.

2. **The need for good quality private sector homes continues to grow**
   a) The Rent Smart Wales scheme is well established in Wales with many landlords having registered their properties providing assurances to tenants that they meet the requirements. As recent reports show the need and demand for Private Sector Housing continues to rise the Welsh Government is to introduce a standard tenancy across the rented sector
   b) The tradition of having a stock condition survey has been reformatted to include a survey on the condition and energy efficiency of all types of housing in Wales. The intention was to establish a bank of information which could be drilled down at a local level, to date this work has not been completed. The most recent report available is for information from 2017-18 will the main points being that housing conditions have improved in Wales with the average energy efficiency improving from Band E in 2008 to Band d in 2017-18.

3. **Fuel Poverty**
   Fuel poverty occurs when a household needs to spend more than 10% of its income on all household fuel in order to maintain a satisfactory level of heating. This could become more of an issue during the Coronavirus pandemic.

4. **More people feel and are safe within their communities**
   Living in safe and secure housing has never been so important than during the Coronavirus pandemic with the need to be able to follow Public Health Wales Guidelines during lockdown, providing protection for those identified as vulnerable and the need to be able to isolate. During the past months some communities have been subject to tensions which have resulted in increase reports to Police and Council Services such as Environmental Health.

5. **Community Cohesion**
   As stated some communities have been affected by negative issues during Covid but there has also been a positive response from communities in ensuring that the most vulnerable and people who need assist were able to make contact with a network of volunteers which were able to provide emotional and practical support during the lockdown period. This has provided the Island with a footprint to develop this further.
What needs to happen by 2021

1. Our Empty Homes Strategy continues to be effective in getting homes back into use by utilising a variety of methods. We will continue to promote the service and tap into TRIP funding opportunities as well as introducing a shared equity model for First Time Buyers.

2. The Council works closely with Private Sector Landlords and is able to offer a prevention fund and incentive to encourage landlords to accommodate families and individuals who are at risk of homelessness. The addition a Private Sector Support via the Phase 2 funding will assist with sourcing landlords to work with us.

3. The Council will continue to promote the Housing Improvement Loan for Home Owners to improve the condition of their properties as well as offering Grants with conditions to Landlords wanting to bring empty properties back into use.

4. The Council will continue its support towards the existing Arbed am Byth scheme and will continue to promote the Low Carbon Happy Homes initiative.
Theme 3 – Preventing housing crisis and increasing housing options

Why is this an important issue for Anglesey?

1. There are a number of background factors relevant to this area of work
   a) The ways of working to the Housing Act 2014 are well established within Housing Teams by now with assistance provided to prevent homelessness and assisting with solutions. The Guidance was changed during the lockdown to enable Local Authorities to house all those presenting as homelessness so that the people could be protect against the spread of Coronavirus pandemic.
   b) There has been an increase in demand for homelessness services as a direct result of Coronavirus pandemic and changes in Welsh Government Guidance on priority need. It is unclear if this Policy change will be continue post March 2021 and the implications that this have longer term on our homeless provision
   c) As there is need for landlords to give more notice than usual before commencing court actions it is difficult to predict when tenants will approach Housing Services for advice and assistance, it is also difficult to predict how many are in financially difficult currently and as we see an increase in people losing their employment.

2. At present there is a challenging situation for a significant number of people on Anglesey who are seeking their first home or needing to move from existing accommodation.
   a) As stated previously there has been an increase in homeless presentations with the number of households placed in emergency accommodation ranging from 28 – 64 households. This has been compounded by the need to be able to move households on into settled accommodation as well as providing prevention to those households who have not had to leave their home but are needing assistance.

What needs to happen by 2021

1. Continuing to offer emergency accommodation will remain a priority with the need to ensure that all those presenting are able to access accommodation
2. Ensure that phase 2 funding from Welsh Government to deal with Homelessness during lockdown is utilised fully
3. Adopt a Housing Support Grant Programme by December 2021 which will incorporated within the Housing Strategy
4. Continue to work in partnership with our RSL partners, support providers and other agencies to offer support to people who are homeless or vulnerable to homelessness
5. Continue to work with and develop connections with private rented sector landlords
6. The Welfare Reform Hub will evolve to include wider considerations relating to poverty
7. Bwyd da will be introduced as an affordable means of providing food and reducing food waste
Theme 4 – Support to promote housing independence

Why is this an important issue for Anglesey?

1. Being able to support people to live independently is reflected in the Council’s Corporate Plan with many of Housing Services and its partners work and activities contributing towards this, from Tenant Participation to Housing Support Grant empowering people to be able to contribute and take part in their community.

2. Supporting people and communities has been very important during recent changes such as Welfare Reform and Coronavirus pandemic, with many people being able to access support when they need it. During the Lockdown the priority was to ensure that the most vulnerable and those shielding were able to access key services such as shopping and medical deliveries. This was co-ordinated via traditional support services as well as a wave of volunteers within communities ready and able to provide these vital services.

3. Housing Support (previously known as Supporting People) has enabled a considerable number of people to receive timely and appropriate interventions to enable them maintain their homes across all tenures and remain independent. Some of the most vulnerable groups within society, such as people experiencing domestic abuse, people leaving prison, people with mental health needs, people with substance misuse needs, and older people, to name a few, have all benefited from receiving tailored and targeted support, during recent years. In October 2016, a Single Point of Access Referral Point was established, providing us with much improved data intelligence. Since its introduction the following number of referrals that have been supported annually, by range of providers, we commission strategically to meet designated service user groups, with the emphasis on preventing homelessness and promoting independence.

4. Since the last Strategy was published Supporting People has been rebranded to Housing Support Grant with a new outcomes framework with a decision to be made on the formula for apportioning the grant to Local Authorities to be determined.

5. The needs mapping data continues to inform services going forward with mental health, homelessness, alcohol and drug misuse continue to be an issue.

6. By working with Children’s Services Domestic Abuse Services are delivered in a co-ordinated way by offering a One Front Door to access services.

What needs to happen by 2021?

1. Changes in the delivery of support provision had to happen overnight due to Coronavirus which offer a different way of offering services, we also saw a number of support providers making every effort to make sure that individuals and families received support during the lockdown and making sure that people were able to access basic services such as shopping.

2. The conclusion into the review of the redistribution of the Housing Support Grant has been delayed with an estimated possible introduction in 2022.

3. Close working with Adult Services has meant that services have been tailored to offer the most appropriate support and funding options to ensure that the Housing Support Grant benefits is maximised fully.

4. By working closely with Children Services Domestic Abuse services will continue to offer the principles of One Front Door in ensuring that families are able to access services and support in a timely and sensitive manner.

5. A newly appointed Occupational Health Officer has been appointed which will assist with facilitating people with disabilities are able to access affordable housing.
Theme 5 – Homes for longer lives

Why is this an important issue for Anglesey?

1. As the previous Strategy stated people are living longer and as such, we expect to see an increase of approximately 70% in the number of people over 85 living on the Island over the next 10 years.

2. Matching the needs of older people to the current housing stock remains a challenge. Work has already been done to ensure that Older People have the right choice of housing with a newly built Extra Care Facility in Hafan Cefni with 63 one and two bedroom flats available to rent. Also, Llawr y Dref complex was re-modelled to offer a more modern living approach. Additional units of bungalows have been developed on Moelfre and Holyhead.

What needs to happen by 2021?

1. A business case for the location of an Extra Care Scheme in the Seiriol or North of the Island area will be progressed

2. Our provision of Sheltered Housing will continued to be reviewed to ensure we are able to work collaboratively to offer a hub approach to services and are able to access funding such as Intermediate Care Fund

3. Older people will be encourage to downsize with access to our incentive scheme where applicable

4. Work will continue to work towards offering a consistent service regardless of tenure when a family or individual requests a Disabled Facilities Grant
Theme 6 – The links between housing and the wider economy are fully realised

Why is this an important issue for Anglesey?

1. Social, Economic and Environmental benefits can come from the direct result of building new homes. The Council and its RSL partners can have a direct impact on this by building new affordable homes as well as being awarded the Innovative Housing Grant which promotes the use of measures which make homes more energy efficient.

2. Appropriate development of affordable and market housing is needed to support growth of town and rural economies.

3. There continues to be a contrast between the economic prosperity and levels of social deprivation in some of the prosperous communities and the least well off. Mon Communities First satellite offices continue to provide training and work opportunities across the Island.

4. The local housing market can be a major driver of economic growth and as already mentioned new developments can contribute directly to this, an can include:-
   - Maintenance and planned works programme which output this can have locally
   - Housing adaptations tap into local builders and craftsmen
   - Energy efficiency measures such as ECO and Arbed am Byth can contribute to the local economy
   - Bringing empty homes back into use has demonstrated that local trades companies benefit from the grant allocation made

5. The decision not proceed with Wylfa Newydd was made in September by Hitachi with effects being felt across the Island and further afield.

What needs to happen by 2021?

1. Housing Services will continue to support the Arbed am Byth scheme on the Island

2. The Council continues to encourage initiatives which support local businesses to tender for contracts of work. Housing Services continues to support a number of local firms via its planned maintenance schemes, new build programme and it’s renovation of buy backs (ex Council Houses)

3. Regeneration Projects such as bringing empty properties back into use will continue to be supported while funding is available
Appendix 1
Below are examples on how we have met the seven principles of the Future Generations Act in relation to our tenants & properties:

<table>
<thead>
<tr>
<th>Well-being Goal</th>
<th>Evidence</th>
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</table>
| **A prosperous Wales** | Tenants participation  
Tenant engagement  
Signposting tenants to employability programmes, such as Trac, Ad-Trac  
Working closely with the Department for Work & Pensions, CAB and our internal Welfare Rights Team to ensure benefit entitlement are maximised  
Denu talent training programme for young people  
Commissioning approaches through Supporting People ensuring we are outcome focused  
Our in-house financial inclusion team  
Various school holiday programmes across Anglesey, in partnership with other partners to improve wellbeing, opportunities and reduce anti-social behaviour |
| **A resilient Wales** | Housing services environmental grant  
Community clean up days  
The commissioning of energy wardens to ensure tenants are encouraged to effectively manage their energy, ensuring support with budgeting and reducing fuel poverty  
Ensuring our tenants voice is heard regarding ideas and innovation on allowing our communities to become more resilient  
Re-development of various communal lounges within sheltered housing estates to allow them to become tenant & resident community hubs |
| **A Wales of cohesive communities** | Tenants participation strategy and annual action plan  
Working with a wide range of partners whom are involved in developing cohesive communities  
Prevention and early detection of crime / anti-social behaviour  
Encouraging new tenants & residents groups to be formed in order to become self-resilient – providing ongoing |
| A Wales of vibrant culture and thriving Welsh language | Support and guidance through ourselves and partners such as Medrwn Mon and Menter Mon  
Developed a hate crime action plan, in partnership with key partners such as CAB, Victim Support and North Wales Police  
Supporting tenants who are victims of hate crime.  
Addressing perpetrators of hate crime through relevant channels  
Adherence to the Welsh Language Act  
Becoming a pilot service within the council to improve spoken Welsh language in day to day business  
Supporting staff with confidence regarding speaking Welsh  
Supporting 2nd language Welsh staff to improve their Welsh language skills through training, development and support  
Ensuring all tenants are given the opportunity to speak in their language of choice when interacting with us  
We celebrated St Davids’ Day 2019 with the grand opening of a community hub, which had been part-funded by the HRA and also Integrated Care funds |