

Complete Agenda



Tuag at Ragoriaeth
Towards Excellence



Meeting

GWE JOINT COMMITTEE

Date and Time

10.30 am, WEDNESDAY, 4TH JULY, 2018

Location

GwE Offices, Bryn Eirias, Abergele Road, Colwyn Bay, LL29 8BF

Contact Point

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(DISTRIBUTED: 28/06/2018)

GWE JOINT COMMITTEE

MEMBERSHIP OF THE JOINT COMMITTEE

Voting Members

Councillors

Councillor Meirion Jones	Isle of Anglesey County Council
Councillor Garffild Lewis	Conwy County Borough Council
Councillor Huw Hilditch-Roberts	Denbighshire County Council
Councillor Ian Roberts	Flintshire County Council
Councillor Phil Wynn	Wrexham County Borough Council
Councillor Gareth Thomas	Gwynedd Council

Co-opted Non-voting Members

Rosalind Williams	Church of Wales
Haf Williams	Primary Schools Representative
Peter Agnew	Secondary Schools Representative
Jonathan Morgan	Special Schools Representative
Alison Fisher	Governor Representative

Non-voting Officers

Arwyn Williams	Isle of Anglesey County Council
Dr Lowri Brown	Conwy County Borough Council
Karen Evans	Denbighshire County Council
Claire Homard	Flintshire County Council
Ian Roberts	Wrexham County Council
Garem Jackson	Gwynedd Council

Officers in Attendance

Arwyn Thomas	GwE Managing Director
Iwan G. Evans	Host Authority
Dafydd L. Edwards	Host Authority
Steve Vincent	Welsh Government
Susan Owen Jones	GwE Business Manager
Dr Gwynne Jones	Isle of Anglesey County Council
Rhys Howard Hughes	GwE Assistant Director
Alwyn Jones	GwE Assistant Director
Gareth Williams	GwE Advisory Board Chairman

A G E N D A

1. APOLOGIES

To receive any apologies for absence.

2. DECLARATION OF PERSONAL INTEREST

To receive any declaration of personal interest.

3. URGENT ITEMS

To note any items that are a matter of urgency in the view of the Chairman for consideration.

4. MINUTES OF PREVIOUS MEETING 5 - 8

To confirm the minutes of the previous meeting held on 23 May 2018 (copy attached).

5. GOVERNANCE STATEMENT 2017/18 9 - 17

6. A LEARNING INSPECTORATE: AN INDEPENDENT REVIEW OF ESTYN - PROFESSOR GRAHAM DONALDSON

<https://www.estyn.gov.wales/sites/default/files/documents/A%20Learning%20Inspectorate%20-%20en%20-%20June%202018.pdf>

A presentation by Alwyn Jones.

7. GWE PROFESSIONAL OFFER

A presentation by Euros Davies.

8. SCHOOLS AS A LEARNING ORGANISATION

A presentation by Euros Davies.

9. RISK REGISTER 18 - 23

10. FINANCIAL STATEMENT 2017/18 - FINANCIAL REPORT 24 - 60

GwE Joint Committee

Minutes of meeting held in Parc Eirias, Colwyn Bay

on 23 May 2018 between 10:30 and 11:40

Present:

Councillors: Gareth Thomas - Chair (Gwynedd Council), Meirion Jones (Anglesey County Council), Garffild Lewis (Conwy County Borough Council), Huw Hilditch-Roberts (Denbighshire Council), Ian Roberts (Flintshire Council).

Co-opted non-voting Members: Haf Williams (Primary Schools' Representative), Jonathan Morgan (Special Schools' Representative).

Non-voting Officers: Dr Lowri Brown (Conwy County Council), Julian Molan (Denbighshire County Council), Claire Homard (Flintshire Council), Ian Roberts (Wrexham County Borough Council), Garem Jackson (Gwynedd Council).

Officers present: Arwyn Thomas (GwE Managing Director), Iwan G. Evans (Head of Host Authority Legal Services - Cyngor Gwynedd), Dr Gwynne Jones (Anglesey County Council), Alwyn Jones (GwE Assistant Director), Gareth Williams (Chair of GwE Advisory Board), Bethan E. Roberts (GwE Performance Management Manager), Hefin Owen (Host Authority Finance Unit Manager - Cyngor Gwynedd) and Sioned Williams (Host Authority Members' Support Officer - Cyngor Gwynedd).

1. ELECTING A CHAIRPERSON

IT WAS DECIDED to elect Councillor Gareth Thomas as Chairperson for 2018/19.

2. ELECTING A VICE-CHAIRPERSON

IT WAS DECIDED to elect Councillor Phil Wynn as Vice-chairperson for 2018/19.

3. ANNOUNCEMENTS

- Haf Williams was welcomed to the Joint Committee as Primary Schools' Representative.
- Congratulations were extended to Susan Owen Jones on the birth of her daughter.
- Congratulations were extended to the Chairperson on the birth of his grandchildren.
- Congratulations were extended to Denbighshire County Council on their recent Estyn inspection - leadership and management were judged as excellent, and outcomes and quality of education services were judged as good.

4. APOLOGIES

Councillor Phil Wynn - Vice-chair (Wrexham County Borough Council), Peter Agnew (Secondary Schools' Representative), Arwyn Williams (Anglesey County Council), Dafydd L. Edwards (Host Authority Head of Finance - Gwynedd Council), Steve Vincent (Welsh Government), Susan Owen Jones (GwE Business Manager), Rhys Howard Hughes (GwE Assistant Director).

5. DECLARATION OF PERSONAL INTEREST

No declaration of personal interest was received by any member present.

6. PROFESSIONAL TEACHING AWARDS CYMRU

The Managing Director reported that the Professional Teaching Awards ceremony was held in Cardiff on 13 May 2018. Awards celebrate the commitment and hard work of teachers across Wales. It was noted that many teachers/staff from authorities in the north were nominated, which is testament to strong educational standards in north Wales.

Three who won their individual categories were presented to the Joint Committee:

- Outstanding New Teacher - Helen Jones, Flint High School.
- Teacher of the Year - Lorraine Dalton, Esgob Morgan Primary School, St.Asaph
- Promoting Collaboration to Improve Learning Opportunities - Ruth Thackray, GwE.

The winners had the opportunity to talk about their work and expressed gratitude for their nomination.

Gwenan Ellis Jones, Cyngor Gwynedd also won the award for 'Inspirational use of the Welsh Language'.

In response, the joint committee congratulated the winners and those nominated for an award, and their hard work was commended.

7. URGENT MATTERS

There were no urgent matters.

8. MINUTES OF PREVIOUS MEETING

The Chair signed the minutes of the meeting held on 21 February 2018 as correct.

9. NEW ACCOUNTABILITY FRAMEWORK

GwE Assistant Director gave a presentation on the new accountability framework, which is part of Welsh Government's reform journey. It was noted that the Accountability Framework is a small part of the journey, and that supporting schools to meet the reform journey agenda will be an immense challenge.

During the ensuing discussion, there was response to a series of questions/comments by joint committee members, in relation to:

- It is important that all members (especially scrutiny members) have an understanding of the scale of the work ahead in light of changes in education.
- It was suggested that GwE gives a presentation to cabinet members and the scrutiny members of all six authorities.
- Concern that the process of managing data reports is not clear - there needs to be a better regional understanding.
- What are the next steps and how can these be communicated?

IT WAS DECIDED

- GwE to give a presentation on the new Accountability Framework to the six local authorities.
- GwE Managing Director to send a letter to Welsh Government of behalf of the Joint Committee seeking clarity on 'accountability' so as to ensure consistency.

10. GwE ANNUAL REPORT 2017-18

The Managing Director presented a report on the performance of the Service in terms of delivering the Service Functions and Key Aims. Members were led through the report, noting that it was a summary of the annual report to convey the high level messages.

IT WAS DECIDED To note and accept the report.

11. BUSINESS PLAN - LEVEL 1

The Managing Director presented the Level 1 Business Plan. The Joint Committee were asked for its view on the most effective type of narrative for reporting on performance - is there a need to focus on what needs to be improved, or focus on achievements?

In response, the Joint Committee welcomed the current format, noting there needs to be a balance between achievements and what needs to be improved so as to understand the full picture.

IT WAS DECIDED To note and accept the report.

12. WELSH IN EDUCATION

GwE Assistant Director presented a report. It was proposed to review the regional structure so as to work more strategically to support Welsh in education, and to establish a Welsh language Strategic Board to lead the work. The Joint Committee was asked to approve the proposals outlined in the report.

During the ensuing discussion, there was response to a series of questions/comments by joint committee members, in relation to:

- The idea of working more strategically was welcomed.
- Who will be the members of the Welsh language Strategic Board? It is important that membership represents the variety of Welsh speakers across the region.
- The importance of giving learners a strong voice in developments.

IT WAS DECIDED To accept the recommendations.

13. GwE FINAL ACCOUNTS 2017-18

The Host Authority Finance Unit Manager presented a concise report. Members were led through the report - there were no further comments by joint committee members.

IT WAS DECIDED To accept the report.

CHAIR



REPORT TO THE JOINT COMMITTEE

4 JULY 2018

Report by: GwE Managing Director

Subject: Annual Governance Statement for the Joint Committee

1.0 Purpose of the Report

1.1 To accept and approve the Annual Governance Statement.

2.0 Background

2.1 The Accounts and Audit (Wales) (Amendment) Regulations 2018 sets fixed requirements on public bodies that operate partnership management arrangements through formal joint committees.

2.2 Section 5 requires the Joint Committee to review and approve annually a statement of internal control. To comply with this requirement the Annual Governance Statement has been prepared. The document has been produced to offer a framework to the Joint Committee's operation.

3.0 Recommendations

3.1 The Joint Committee is asked to accept and approve the Annual Governance Statement.

4.0 Financial Implications

4.1 There are no financial implications arising from this report.

5.0 Equalities Impact

5.1 There are no new equalities implications arising from this report.

6.0 Personnel Implications

6.1 There are no new personnel implications arising from this report.

7.0 Appendices

7.1 Annual Governance Statement 2017/18

OPINION OF THE STATUTORY OFFICERS

Monitoring Officer:

I am satisfied that the Statement provides an appropriate description of GwE governance arrangements.

Statutory Finance Officer:

By responding to reviews of the service by Estyn and the Wales Audit Office, and the ESTYN progress review visit in October 2017, GwE has thoroughly reviewed its governance arrangements. I am satisfied that this statement is a fair reflection of GwE governance arrangements for the year 2017/18.

However, there is a crucial role and continuing challenge for members of the Joint Committee (Councilors and Chief Education Officers of the 6 local authorities in north Wales, together with the Managing Director of the Service) to work together to ensure that GwE achieves the responsibilities effectively, and positively develops for the benefit of the schools and pupils of the region.

ANNUAL GOVERNANCE STATEMENT

This statement meets the requirement to produce a Statement of Internal Control pursuant to Section 5 of the Accounts and Audit (Wales) (Amendment) Regulations 2018.

Part 1: SCOPE OF RESPONSIBILITY

GwE was established as a Joint Committee to be a regional school effectiveness and improvement service by the 6 north Wales local authorities in 2013 by undertaking the functions that are detailed in an agreement between the Joint Committee and the authorities. In the agreement, the Councils have agreed to work together in a partnering relationship to establish a Regional School Effectiveness and Improvement Service to be accountable to, and undertake the statutory functions of the Councils in respect of school improvement and effectiveness.

The Councils' vision was to establish a Regional School Effectiveness and Improvement service to be accountable to, and undertake the statutory responsibilities of, the six local North Wales Authorities in respect of the duties to monitor; challenge; provide support services for curriculum continued professional development and management of schools, and in addition provide services that can be commissioned by schools and local authorities.

GwE is responsible for ensuring that its business is conducted in accordance with the law and proper standards, and that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively.

In discharging this overall responsibility, GwE is also responsible for putting in place proper arrangements for the governance of its affairs, facilitating the effective exercise of its functions, and which includes arrangements for the management of risk and adequate and effective financial management.

Part 2: THE PURPOSE OF THE GOVERNANCE FRAMEWORK

The governance framework comprises the systems and processes, and culture and values, by which GwE is directed and controlled and its activities through which it accounts to, engages with and leads the community. It enables the authorities that are part of the GwE to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate, cost effective services.

The system of internal control is a significant part of that framework and is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of GwE's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

The governance framework described above has been in place at GwE for the year ended 31 March 2018 and up to the date of approval of the statement of accounts.

Part 3: THE GOVERNANCE FRAMEWORK

3.1 Membership

The Councils have entered into an Agreement to establish and implement GwE pursuant to the powers conferred on them by Section 9 of the Local Government Wales Measure 2009, Section 2 of the Local Government Act 2000 Sections 101 and 102 of the Local Government Act 1972 and associated Regulations.

Membership of the Joint Committee includes one member each from Isle of Anglesey County Council, Gwynedd Council, Conwy County Borough Council, Denbighshire County Council, Flintshire County Council, and Wrexham County Borough Council with voting rights.

The Statutory Chief Education Officers, one from each local authority in north Wales, are currently officer members without voting rights.

One Diocese Representative, one Primary Schools Representative, one Secondary Schools Representative, one Special Schools Representative and one Governor Representative are co-opted non-voting members.

3.2 Functions

The Councils have signed an agreement on 13 February 2013 to formalise each of their roles and responsibilities in respect of the Service, and have appointed Gwynedd Council the Host Authority for operating and maintaining the Service in accordance with the terms of the agreed Final Business Case.

The agreement is comprehensive, and includes information on governance and administrative aspects of the Joint Committee. The agreement is the foundation of GwE's governance framework.

3.3 Principles

By signing the agreement, the Councils have agreed that they would maintain their relationship in accordance with the following principles of good governance:

- **Openness and Trust**
In relation to the Agreement the Councils will be open and trusting in their dealings with each other, make information and analysis available to each other, discuss and develop ideas openly and contribute fully to all aspects of making the joint working successful;
- **Commitment and Drive**
The Councils will be fully committed to working jointly, will seek to fully motivate employees and will address the challenges of the Service with drive, enthusiasm and a determination to succeed;
- **Skills and Creativity**
The Councils recognise that each brings complementary skills and knowledge which they will apply creatively to achieving the Councils' objectives, continuity, resolution of difficulties and the development of the joint working relationship and the personnel working within it;
- **Effective Relationships**
The roles and responsibilities of each Council will be clear with relationships developed at the appropriate levels within each organisation with direct and easy access to each other's representatives;
- **Developing and Adaptive**
The Councils recognise that they are engaged in what could be a long term relationship which needs to develop and adapt and will use reasonable endeavours to develop and maintain an effective joint process to ensure that the relationship develops appropriately and in line with these principles and objectives;
- **Reputation and Standing**

The Councils agree that, in relation to this Agreement and the Service generally, they shall pay the utmost regard to the standing and reputation of one another and shall not do or fail to do anything which may bring the standing or reputation of any other Council into disrepute or attract adverse publicity to any other Council;

- Reasonableness of Decision Making

The Councils agree that all decisions made in relation to this Agreement and the Service generally shall be made by them acting reasonably and in good faith;

- Necessary Consents

Each Council hereby represents to the other Councils that it has obtained all necessary consents sufficient to ensure the delegation of functions and responsibilities provided for by this Agreement; and

- Members and Officers' Commitments

Each Council shall use its reasonable endeavours to procure that their respective members and officers who are involved in the Service shall at all times act in the best interests of the Service, and respond in a timely manner to all relevant requests from the other Councils.

Part 4: EFFECTIVENESS OF THE GOVERNANCE FRAMEWORK

GwE has responsibility for conducting, at least annually, a review of the effectiveness of its governance framework including the system of internal control.

Gwynedd Council is the Host Authority of the Joint Committee. As a result, therefore, reviews of the effectiveness of the Local Code of Governance, the Constitution and the system of internal control of that authority will also incorporate the basis of the Joint Committee's governance.

Following the review conducted by Wales Audit Office & Estyn in January 2015, Welsh Government asked Estyn to follow up their review by inspecting and reporting on each consortium individually. The Estyn Regional Inspection took place during the two weeks commencing 18 April 2016. The report on the quality of school improvement services provided by the North Wales Consortium was produced on 30 June 2016.

https://www.estyn.gov.wales/sites/default/files/documents/GwE_1.pdf

The report was presented to the Joint Committee on the 6th of July 2016 with further discussions along with the presentation of the Regional Business Plan & Post Inspection Action Plan to the Joint Committee on the 22nd of September 2016.

<http://www.gwegogledd.cymru/Content/Uploaded/Downloads/GWE/360c646b-bb14-49c2-b26a-0328fc6f69fe.pdf>

In October 2017 (w/c 16 October 2017), Estyn visited GwE to review the progress made against recommendations noted in the inspection. The report following the monitoring visit was produced by Estyn on the 16th of November 2017.

<https://www.estyn.gov.wales/sites/default/files/documents/GwE%20Consortium%20en.pdf>

The report was presented to the Joint Committee on the 22nd of November 2017.

<http://www.gwegogledd.cymru/Content/Uploaded/Downloads/GWE/59e92e08-bd75-43bd-af30-1a07e981736c.pdf>

Objectives

A Full Business Case has been provided for the Service, dated March 2012, with the business case showing evidence that clear objectives have been established and are SMART and that an appropriate work programme is in place.

A 3 Year Business Plan is in place for the service which has been approved by the Joint Committee & Welsh Government. The Business Plan ensures an appropriate work programme is in place & monitoring reports are presented to the Joint Committee at their meetings.

Structure, Roles and Responsibilities

The Joint Committee has been established, with appropriate membership.

There is a clear organisational structure for the service, but after receiving the new national model, there have been changes to the structure due to changes in expectations on the part of the Service.

The terms of reference of the Joint Committee set out some of its responsibilities together with a list of members of the Joint Committee and voting rights. The role of the Authorities has been identified in the Agreement.

As a result of the adoption of the National Model For Regional Joint Working the governance structure of GwE has been the subject of a review. This has involved creating an Advisory Board and a Management Board and review of the structure of the Joint Committee. Elements of the structure are already functioning, and have already been adopted once approved by the Executives of all Partners, and will lead to a revised Inter Authority Agreement.

The agreement is in the process of being reviewed following changes due to the National Model. Further changes to the Model and GwE duties are matters that are subject to a governance review to be approved by the Authorities as required.

Leadership

The Joint Committee met on the following dates:

- 01/02/2017
- 20/07/2017
- 04/10/2017
- 22/11/2017
- 21/02/2018
- 23/05/2018

Risk Management

GwE's risk register is regularly updated. The relevance of the risk register will be kept under review.

Performance Management Systems

Under the agreement, the Service's Managing Director will report annually to the Joint Committee and to each individual Council on the performance of the Service in undertaking Functions and achieving Key Service Objectives.

The Annual Report for 2016/17 was presented to the Joint Committee at their meeting on 20/07/2017.

User Needs and Complaints

The Service follows Gwynedd Council complaints procedure. During 2017/18 no complaints have been received.

In addition, it is possible for schools to provide feedback via the User Group that has been established to provide support to the Joint Committee as well as challenge. Appropriate representatives from secondary and primary schools of the 6 authorities belong to the user group.

The User Group is operating effectively because:

- It has the right to report and make recommendations to the Joint Committee on any matter within the scope of functions of the Service.
- The group met on the following dates:
 - 04/07/2017
 - 22/09/2017
 - 16/11/2017
 - 18/01/2018 (Secondary)
 - 07/02/2018
 - 13/03/2018
 - 04/05/2018 (Secondary)
 - 08/05/2018
 - 28/06/2018
- The group includes:
 - 6 Secondary representatives, one from each Authority
 - 6 Primary representatives, one from each Authority
 - 1 representatives of Special Schools
 - School Governors - 1 representative per Council.

Corporate Policies

At the balance sheet date, GwE function under the corporate policies of the host authority.

We have been advised on the implications of the result of the **review of the effectiveness of the governance framework** by GwE, and that the arrangements **continue to be regarded as fit for purpose in accordance with the governance framework**.

Part 5: SIGNIFICANT GOVERNANCE ISSUES

The processes outlined in previous sections of this statement describe the methods used by GwE to identify the most significant governance issues that need to be addressed.

GwE does not believe that any such issues have arisen during the assessment of its governance arrangements that warrant attention in this Annual Governance Statement.

Following the Estyn Regional Inspection in April 2016, the report on the quality of school improvement services provided by the North Wales Consortium was presented to the Joint Committee on 6 July 2016.

https://www.estyn.gov.wales/sites/default/files/documents/GwE_1.pdf

The Regional Business Plan & Post Inspection Action Plan was presented to the Joint Committee on the 22nd of September 2016.

<http://www.gwegogledd.cymru/Content/Uploaded/Downloads/GWE/360c646b-bb14-49c2-b26a-0328fc6f69fe.pdf>

Reports detailing the progress made against the business plan and post inspection action plan were presented to the Joint Committee on the 25th of November 2016, 8th of March 2017, 20th of July 2017 and the 22nd of September 2017, .

<http://www.gwegogledd.cymru/Content/Uploaded/Downloads/GWE/dd449e4e-0d42-4c85-a8e4-15319310bf18.pdf>

<http://www.gwegogledd.cymru/Content/Uploaded/Downloads/GWE/4672dd05-d500-4987-9245-622d24d3848c.pdf>

<http://www.gwegogledd.cymru/Content/Uploaded/Downloads/GWE/32ac45a3-8b47-4b4e-8b09-66d1aeac8105.pdf>

<http://www.gwegogledd.cymru/Content/Uploaded/Downloads/GWE/fd578f2f-9e99-46e8-af14-4d94cd3bd545.pdf>

In October 2017 (w/c 16 October 2017), Estyn visited GwE to review the progress made against recommendations noted in the inspection. The report following the monitoring visit was produced by Estyn on the 16th of November 2017.

<https://www.estyn.gov.wales/sites/default/files/documents/GwE%20Consortium%20en.pdf>

The report was presented to the Joint Committee on the 22nd of November 2017.

<http://www.gwegogledd.cymru/Content/Uploaded/Downloads/GWE/59e92e08-bd75-43bd-af30-1a07e981736c.pdf>

Part 6: OPINION

The agreement is in the process of being reviewed following changes due to the National Model.

Over the coming year GwE will be preparing to respond to the next review of the National Model & will implement changes as required.

GwE Lead Officer

GwE Chairman

Date : _____

Date: _____

ARWYN LLOYD THOMAS

GwE MANAGING DIRECTOR



REPORT TO THE JOINT COMMITTEE

4 JULY 2018

Report by: GwE Managing Director

Subject: GwE Risk Register

1.0 Purpose of the Report

1.1 To present the latest GwE Risk Register to the Joint Committee.

2.0 Background

- 2.1 The purpose of the risk register is to formalise the process of identifying risks and consequently taking action to mitigate the risk.
- 2.2 Effective management of the region's risks will enable GwE to support the region's objectives, make effective use of resources and deliver outcomes as intended.

3.0 Considerations

- 3.1 The GwE Risk Register is a live document which is kept under regular review. It is presented to the Joint Committee on an annual basis & also when new risks are identified where the Joint Committee needs to be made aware.
- 3.2 All of the risks have been reviewed & updated; with a total of 11 risks being updated (Risks 2, 5, 6, 8, 12, 14, 16, 17, 19, 22 and 23).
- 3.3 **Risk 2 is a new risk** (Risks 2 and 23 have been combined). **Risk 5 is a new risk** (Risks 5, 19 and 22 have been combined). In addition **Risk 14 is a new risk** (Risks 14 and 16 have been
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combined). Therefore the previous versions of Risks 5, 14, 16, 19, 22 and 23 have been removed – see 3.3 below).

3.3 It is therefore suggested that the following risks be removed:

Risk Number	Risk Identified
5	Curriculum and qualification changes creates uncertainty within schools
14	Variation in the performance of individual local authorities at KS4
16	The performance of MAT pupils in individual authorities across the region varies significantly.
19	Schools awareness of the four purposes within Successful Futures and development of the Areas of Learning and Experience as part of curriculum reform is limited & creates uncertainty in schools.
22	That the significant scope of Education reform underway to include accountability, professional learning, digital, Welsh language, curriculum development, assessment, leadership and ALN, is not fully embraced & implemented successfully & creates uncertainty in schools.
23	Significant changes and cuts to the EIG in 2018/19 and 2019/20 could affect the implementation of the Strategic Business Plan and the schools' budgets.

The following risk matrix has been followed in determining the residual risk status.

Risk Matrix					
Probability	Almost Certain	Low (4)	Medium (8)	High (12)	High (16)
	Likely	Low (3)	Medium (6)	Medium (9)	High (12)
	Possible	Low (2)	Low (4)	Medium (6)	Medium (8)
	Unlikely	Low (1)	Low (2)	Low (3)	Low (4)
		Low	Medium	High	Extreme
Impact					

4.0 Recommendations

- 4.1 The Joint Committee is asked to review the content of the register.
- 4.2 Determine whether there are any risks that the Joint Committee wish to bring to the attention of their respective Cabinet's etc.

5.0 Financial Implications

- 5.1 Effective management of risks and financial controls help to monitor costs and enable value for money.

6.0 Equalities Impact

- 6.1 There are no new equalities implications arising from this report.

7.0 Personnel Implications

- 7.1 There are no new personnel implications arising from this report.

8.0 Consultation Undertaken

- 8.1 The GwE Senior Leadership Team have discussed the content of the register & have amended risks as appropriate.

9.0 Appendices

9.1 GwE Risk Register

OPINION OF THE STATUTORY OFFICERS

Monitoring Officer:

A risk monitoring system is an essential part of effective governance. By considering the risk profile outlined in the table it is important that the Joint Committee gives detailed attention to the assessment and the response.

Statutory Finance Officer:

I believe that the GwE risk register is on a Standard format and includes appropriate information. I, along with Gwynedd's Finance Section, will provide support to the GwE Managing Director regarding Financial risks. Further comments on specific risks, as appropriate, will be reported orally at the meeting of the Joint Committee on the 4th July.

RISK NUMBER	REGIONAL or LOCAL	SUMMARY	GwE PRIORITY	RISK IDENTIFIED	LIKELIHOOD OF RISK	IMPACT OF RISK	LIKELIHOOD X IMPACT	CURRENT ACTIVITIES / MITIGATION	RESIDUAL RISK / OVERALL RISK	LIKELIHOOD X IMPACT	RISK OWNER	FUTURE ACTIONS
1	R	Financial	ALL	Cuts in funding to the GwE Core Budget affects strategic long term planning.	H	H	2A	Medium Term Financial Plan & VFM Policy & Framework in place. Plans were developed in conjunction with the Local Authority's Section 151 Officer. The Medium Term Financial Plan includes details regarding the financial pressure on GwE and models scenarios. Assumptions are made regarding the future financial position. A number are appointed on secondment to ensure flexibility within the service to react quickly to any changes.	H	2B	MD / BM	Work with Section 151 Officer to review Medium Term Financial Plan & Value for Money Policy & Framework to be reviewed periodically. Consult with chief officers of constituent authorities regarding the impact of any potential funding cuts.
2	R	Financial	ALL	Uncertainty regarding grant funding arrangements from WG hampers strategic long term planning. Significant changes and cuts to the EIG in 2018/19 and 2019/20 could affect the implementation of the Strategic Business Plan and the schools' budgets.	H	H	2A	Assumptions made regarding future funding situation. Working closely with WG to inform funding situation for next 3 years. A number of appointments made on secondment basis to ensure flexibility within the service to respond quickly to any changes. Medium Term Financial Plan in place. The plan was developed in conjunction with the Section 151 Officer. The medium term financial plan includes the financial pressures on GwE and models various situations. Financial modelling work being implemented to steer decisions	H	2C	MD / BM / Management Board	Work with Section 151 Officer to review Medium Term Financial Plan & Value for Money Policy & Framework to be reviewed periodically. Liaise with WG officials, constituent authorities' education Cabinet members and heads of education, to seek greater transparency and certainty regarding specific grant funding. Discussions to be held in the GwE Management Board
4	R	Standards	P1/P2	The difficulties in the recruitment of high quality trained teaching workforce within schools in the region which impacts on standards in all subjects such as English & Maths	H	H	2A	Subject specific Challenge Advisers in post with corresponding Level 3 Business Plans for implementation. #DiscoverTeaching recruitment campaign underway. Current work under development regarding improving the ITE provision across the region - North Wales Partnership for Teacher Education	M	2C	MD / AD	North Wales Partnership for Teacher Education (CaBan) to ensure an effective professional learning programme for ITE providers across the region.
5	R	Standards	P1/P2	That the significant scope of Education reform underway to include accountability, professional learning, digital, Welsh language, curriculum development, assessment, leadership and ALN, is not fully embraced & implemented successfully. Schools awareness of the four purposes within Curriculum for Wales and development of the Areas of Learning and Experience as part of curriculum reform is limited & creates uncertainty in schools. Changes in Curriculum and qualifications causing uncertainty in schools.	H	H	2A	Senior Lead & Curriculum for Wales team now in post. Portfolio leads also in place. Significant engagement activity taken place & underway. Working closely with stakeholders. All clusters of schools across the region have appointed a cluster lead for Curriculum for Wales. Training has taken place on Curriculum for Wales and change management. Team worked to develop suite of resources to support schools with audit of 4 Purposes. All planning within GwE has cross reference of the 4 purposes with Curriculum for Wales	H	2B	SL - SF	Curriculum for Wales Cluster Leads will be closely supported according to their cluster plan, to ensure all schools within their clusters have good knowledge and engagement. GwE continue to have 5 members of staff involved in development of AOLE lead work for regular input and feedback. Build in Curriculum for Wales awareness resource as part of all leadership development programmes. Continue to engage further with WG to look at role of change management nationally. Continue to develop change management plan to support schools to assess their readiness for the new curriculum as reform develops - with support of dashboard/Ysgol GwE for all schools to be able to plot their readiness against agreed milestones
6	R	Standards	P3	Difficulties in the recruitment of Headteachers across the region / Recruitment of Quality of leadership at all levels	M	M	2C	Delivery of the NPQH and Leadership Development Programmes to include programmes for aspiring leaders & headteachers. #DiscoverTeaching campaign underway. Aspiring Headteacher programme to be delivered from autumn term onwards. NPQH application process complete, endorsement process to be completed.	M	2D	MD / AD	Collaboration with the Welsh Leadership Academy and consortia leadership subgroup regarding ensuring effective professional learning for leadership at all levels.
7	R	Standards	ALL	Cuts in school budgets are affecting schools ability to continue to raise standards.	H	H	2A	Finance Subgroup working with schools to reduce impact.	M/H	2B/2C	LA's	
8	R	Buisness	ALL	Use of the Education Improvement Grant not fully embedded into regional approach - reduce speed & impact of the delivery of the Strategic Business Plan	H	H	2A	Accountability structure & performance management processes reviewed. A review into the use of the EIG included as part of the Finance Level 3 Business Plan.	H	2B	Management Board	Review to be undertaken & report to be presented to the GwE Management Board (Summer / Autumn 2018)
9	R	Governance / Standards	P6	Uncertainty regarding future direction of elements within the National Model.	M	M	3A	Awaiting impending review from Welsh Government. Revised accountability & performance management structure in place. Restructured service with distributed leadership model in place - ensures service is more adaptable to change.	M	3B	Management Board	Fully implement and manage change.
10	R	Governance	P6	Changes in leadership of authorities can affect political or corporate buy in	M	M	3A	Clear understanding of the responsibilities of all authorities & GwE over the strategic direction of the region. New members provided with briefing sessions & information sharing meetings held regularly (in addition to the formal Joint Committee meetings)	M	3B	LD / MD	Continue to ensure that communication channels are clear & transparent.
11	R	Standards	P1/P4	That the Pupil Development Grant is not used effectively / Performance of FSM pupils.	M	M	3A	Regional Wellbeing Adviser in post. Review of PDG completed & action plan in place.	M	3B	RWA	Implement actions within the business plan & monitor progress via the new performance management structure.

12	R	Business	P1/P3	Governors do not possess the necessary knowledge & skills to act in a critical friend capacity.	H	H	2B	Accountability structure & roles of the regional networks reviewed. Level 3 Business Plan in place. GwE portfolio lead for Governors now in place. Governors online Self Evaluation tool in place & being rolled out.	M	2C	Management Board	Two conferences have been arranged for members of governing bodies on "how to be a critical friend" as well as presentations to schools
13	R	ALL	ALL	The strategic direction does not reflect the views of the Children & Young People in the region.	M	L	4D	Providing opportunities for Pioneer & Partner schools to showcase identified Pupil Voice practice - 15% of Pioneer schools have showcased work where Pupil voice has been a feature.	L	4E	MD	Implement actions within theCFW Business Plan with regard to Pupil Voice.
14	R	Standards	P1	Variation in the performance of individual local authorities at KS4. The performance of MAT pupils in individual authorities across the region varies significantly.	H	M/H	2A	Key roles have been restructured within GwE and Senior Secondary Lead appointed to lead a regional secondary team and implement new support and challenge model. Accountability structures reviewed and strengthened both at regional and local level. The result of this is that there is more consistency across the region and more operational accountability within the service, and across the LA's. The Estyn secondary regional profile has improved substantially.	M	2B/2C	Management Board	Implement and evaluate the new secondary model. Ensure robust accountability at both regional and local level. Concerns remain on the full effect of the work on the KS4 results 2018. The lack of stability of the secondary team continues - still too dependant on short term secondments and contributions from external advisors
15	R	Standards	P1	Pace of improvement in the Foundation Phase is slower than that seen on a national level.	H	M	2A	Support package offered to every authority focusing on good FP leadership, provision and high expectations and standards. Identification of consistently low performing schools and those at risk. Targeted support for these schools and clusters of schools. Agreement by all LA's to increase capacity within GwE to support the Foundation Phase - 1 Challenge Adviser in post from September 2017 and another two from January 2018 to monitor the performance of individual schools and targetted as needed. A series of FP moderation workshops held.	M	2C	SL - P	Continue to monitor the performance of individual schools and target as appropriate. Continue with the moderatioopn sessions for the Foundation Phase across the region.
17	R	Standards	P1	Secondary Schools placed in Estyn Statutory category.	H	H	2A	Improvement in the profile, with 6 secondary schools (12.95%) currently in Statutory Category, with a strong possibility that one will be removed in the current school year. However, although an increase was seen in the number of high risk schools, it is still possible that at least 4 of those schools would be placed in Statutory Category in any Estyn review. New secondary model established for supporting, challenging and securing accountability on all levels. All schools have an unique support plan shared with governors and the LA and will be monitored by the contact SIA - where concerns arE highlighted and information shared with LA officers in the fortnightly BAS meetings.	H	2B	MD/AD/Senior Leads	Ensure that the necessary support receives firm attention in support plans. Ensure that LA's act in a firm and timely manner in schools where concerns have been shared about the speed of progress.
18	R	Standards	ALL	Post-16 learning - New performance measures and the need for regional education consortia to increase their emphasis on sixth form performance (in their 'support and challenge' role for schools and to take a cross-consortia approach to driving improvements to ensure consistency at a National level) may dilute the emphasis for regional consortia on standards at pre-16 education.	M	H	2C	Potfolio lead identified.Level 3 business plan being implemented. Agree on Regional Data Collection, training programme, every SIA to focus on post 16 performance during monitoring visits. Good working relationship with 14 - 19 coordinators. A number of schools taking part in Estyn post 16 thematic revue.	M	2D	Management Board / MD	Continue to implement the level 3 Business Plan. Ensure that data is being used effectively to further improve the provision and to ensure more effective structure to share good practice.
21	R	Business	P3/P6	Variation in the HR support provided to schools across the region.	M/H	M/H	3A	HR level 3 business plan in place in order to coordinate activity at a regional level. Need to ensure high quality and consistent regional HR support for schools.	M/H	3B	Management Board	Monitor implementation of HR Level 3 Business Plan via the revised accountability & performance management structure.

MEETING	GwE Joint Committee
DATE	4 July 2018
TITLE	The Joint Committee's Final Accounts for the year ended 31 March 2018
PURPOSE	To submit the Statement of Accounts, in the 'statutory' format, duly certified, but subject to audit
RECOMMENDATION	To receive and note the information
AUTHOR	Dafydd L Edwards, Head of Finance, Gwynedd Council

1. STATUTORY FINANCIAL REPORTING REQUIREMENTS

- 1.1 There are specific accounting and audit reporting requirements for Joint Committees.
- 1.2 Section 12 of the Public Audit (Wales) Act 2004 states that a joint committee of two or more (local) authorities is a local government body, and Section 13 of the Act requires such bodies to maintain accounts subject to audit by an external auditor approved by the Auditor General for Wales.
- 1.3 Although they are not independent legal entities, for the purposes of keeping accounts and being audited, a joint committee is separately subject to the same regulations as other local councils.
- 1.4 Gwynedd Council is the host Council responsible for meeting the accounting responsibilities and reporting on the financial matters of GwE's Joint Committee.
- 1.5 The Accounts and Audit (Wales) (Amendment) Regulations 2018 require all Joint Committees to prepare year-end accounts. Where the turnover exceeds £2.5million, a statement of accounts must be prepared in accordance with the CIPFA code for the Joint Committee.

2. ACCOUNTS FOR 2017/18

- 2.1 Simple summary "outturn" report regarding the 2017/18 accounts were presented to the Joint Committee on 23 May 2018. That report was more useful for internal / management purposes, while the Statement of Accounts is more suited for external / governance purposes.
- 2.2 The final net overspend for 2017/18 is £67,206. The "outturn" report presented to the Joint Committee on 23 May 2018 detailed the reasons for the net underspend and outlined the intended use of the balance.

- 2.3 **The Statement of Accounts for 2017/18 (subject to audit) is submitted herewith as Appendix A, duly certified** by Dafydd L Edwards, the Statutory Finance Officer for the Joint Committee. This statement is in a standard statutory format and is essential from a “governance” perspective.
- 2.4 The Statement of Accounts will be subject to imminent audit by Deloitte, Gwynedd Council’s external auditors appointed by the Auditor General for Wales. The Auditors will then produce an “ISA 260” report, detailing Deloitte’s main findings, and issued by the Wales Audit Office in the Auditor General’s name, to be presented to the GwE Joint Committee on 26 September 2018.

3. RECOMMENDATION

- 3.1 The Joint Committee is asked to receive and note GwE’s Statement of Accounts for 2017/18 (subject to audit).

OPINION OF THE STATUTORY OFFICERS

Monitoring Officer:

Nothing to add from a propriety perspective.

Statutory Finance Officer:

Author of the report.

GwE Joint Committee
(Conwy, Denbighshire, Flintshire, Gwynedd,
Anglesey and Wrexham Councils)

STATEMENT OF
ACCOUNTS
2017/18
(Subject to Audit)

Finance Department
Gwynedd Council
www.gwynedd.llyw.cymru

INDEX

	Page
Narrative Report	2 – 5
Statement of Responsibilities	6
Expenditure and Funding Analysis	7
Comprehensive Income and Expenditure Statement	8
Movement in Reserves Statement	9
Balance Sheet	10
Cash Flow Statement	11
Notes to the Accounts	12 - 34

NARRATIVE REPORT

INTRODUCTION

The Regional School Effectiveness and Improvement Service (GwE) has been established in partnership between the six North Wales authorities, being Conwy County Borough Council, Denbighshire County Council, Flintshire County Council, Gwynedd Council, Isle of Anglesey County Council and Wrexham County Borough Council, to be accountable to the Councils and undertake the statutory function of the Councils in respect of school improvement and effectiveness. This includes the duty to monitor, challenge, provide support services for curriculum continued professional development and management of schools, and in addition provides services that can be commissioned by schools and local authorities.

Gwynedd Council has been appointed as host authority in implementing and maintaining the service, and the Joint Committee of all the partners oversees the management of the service.

The GwE Joint Committee accounts for the year 2017/18 are presented here on pages 7 to 34. The Statements of Accounts are prepared in accordance with CIPFA's *Code of Practice on Local Authority Accounting in the United Kingdom 2017/18*.

The Accounts consist of:-

- **Expenditure and Funding Analysis** – Whilst this is not a statutory statement, it shows how annual expenditure is used and funded by authorities in accordance with generally accepted accounting practices.
- **Comprehensive Income and Expenditure Statement** - This statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices. The income and expenditure has been split between the six councils as follows for 2017/18 :

Conwy	15.39%
Denbighshire	15.24%
Flintshire	22.70%
Gwynedd	17.68%
Anglesey	10.15%
Wrexham	18.84%
Total	100%

- **Movement in Reserves Statement** – This statement shows the movement in year on the different reserves held by the Joint Committee, analysed into 'usable reserves' and 'unusable reserves'.
- **The Balance Sheet** - Sets out the financial position of the Joint Committee on 31 March 2018.
- **The Cash Flow Statement** - This statement summarises the flow of cash to and from the Joint Committee during 2017/18 for revenue and capital purposes.

These accounts are supported by this Narrative Report, the Accounting Policies and various notes to the accounts.

GwE's Vision and Priorities

GwE's vision is "to develop a world class system of education where every pupil within the region will be able to access consistently high quality teaching in all classrooms and where all schools, wherever their geographical location, will be led by excellent leaders".

GwE's Business plan, identifies objectives set to meet its priorities, is available at:

<https://www.gwegogledd.cymru/wp-content/uploads/2018/02/Business-Plan-2017-20.pdf>

Financial Strategy

The annual budget is established within the context of the medium-term financial strategy, in order to ensure that the budget is prepared for the future position, rather than addressing the requirements of one year only. This medium-term planning has proven to be very beneficial to the GwE, enabling it to plan necessary savings rationally, without having to take rushed/inappropriate decisions, and establishing a regime to identify budgetary savings and cuts.

GwE's Medium Term Financial plan sets out the foundation for its' priorities, and is available at:

<https://democracy.cyngor.gwynedd.gov.uk/ielistdocuments.aspx?cid=243&mid=2312&ver=4>

2017/18 Performance

GwE reports quarterly on the performance of the service in delivering the service functions and key aims. The Annual Performance Report 2017/18 is available at:

<https://democracy.cyngor.gwynedd.gov.uk/ielistdocuments.aspx?cid=243&mid=2443&ver=4>

2017/18 Financial Performance

- The Comprehensive Income and Expenditure Statement on page 8 shows that the Joint Committee's gross revenue expenditure on 'Cost of Services' level was £18,018k during 2017/18, with the net position as £973k.
- The financial out-turn position for 2017/18 was reported to the Joint Committee at its meeting on 23 May 2018. Joint Committee Members' approval was sought to finance the £67k overspend from an earmarked reserve.
- The Comprehensive Income and Expenditure Statement and the Movement in Reserves Statement on page 8 and 9 detail the analysis in movements for the year.

TABLE I - Budget and Actual Comparison Summary (Net)

Table I provides a budgetary performance comparison at a summary level, which is detailed further in Table 2.

	Budget	Actual	Variance
	£'000	£'000	£'000
Expenditure on Operations	17,737	17,807	70
Income			
Council Contributions for the core service:			
Conwy	(629)	(629)	0
Denbighshire	(623)	(623)	0
Flintshire	(927)	(927)	0
Gwynedd	(722)	(722)	0
Anglesey	(414)	(414)	0
Wrexham	(770)	(770)	0
Other Income	(13,652)	(13,655)	(3)
Net (Underspend)/Overspend	0	67	67

TABLE 2 –Transposition movement between ‘Budget and Actual Comparison Summary (Net)’ (Table 1) to the Income and Expenditure format

	Performance Report (Out-turn) £'000	*Transposition Adjustment £'000	Net Expenditure Chargeable to the General Fund £'000	Adjustments between Funding and Accounting Basis £'000	Income & Expenditure Statement £'000
Expenditure	17,807	(15)	17,792	226	18,018
Income	(17,740)	695	(17,045)	0	(17,045)
Net Cost of Services	67	680	747	226	973

* The adjustments in the transposition column relate to contributions to and from reserves, and the Adjustments between Funding and Accounting Basis column relate to the required technical adjustments for pensions and accumulated absences.

- **Material Items of Income and Expenditure**

Related Items include :-

- £601k on pensions, being the remeasurements of the net defined benefit assets relating to pensions, in line with Gwynedd Pension Fund's Actuary's assessment (Note 16).
- £17,048k in grants and contributions and equivalent expenditure (Note 21). An increase of £960k compared to 2016/17.

- **Other Issues**

- There have been unprecedented problems in the worldwide financial situation in recent years. Because of this general situation, it has been necessary for the Joint Committee to take these circumstances into consideration in its financial plans, whilst maintaining a prudent level of reserves.
- Since the referendum on the UK's membership of the European Union, there has been a degree of economic uncertainty. This is expected to last for some time and may affect some factors and financial decisions made by the Joint Committee in 2017/18 and into the medium term.

Provisions and Reserves

The Joint Committee has provisions of £3k and earmarked reserves of £148k. These are detailed in the Balance Sheet, Movement in Reserves Statement and in Notes 9 and 14.

Pension Fund

The Joint Committee has a net liability from its share of the assets and liabilities of the Gwynedd Pension Fund, which has been calculated in accordance with International Accounting Standard 19. The Balance Sheet contains an assessment by the Fund's Actuary, Hymans, of the Joint Committee's share of the Pension Fund liability. This net liability has decreased by £197k to £6,748k in 2017/18. Refer to Note 25 for further information.

The net pension liability is a position at one point in time. Market prices can move substantially up or down in the short term and it is therefore not possible to quantify the long-term effect such movements in market prices will have on the Pension Fund.

Governance

GwE is responsible for putting in place proper arrangements for the governance of its affairs, facilitating the effective exercise of its functions, and which includes arrangements for the management of risk. Further information is included in the Governance Statement for 2017/18.

<https://www.gwynedd.llyw.cymru/en/Council/Performance-and-spending/Budgets-and-finance/Statement-of-Accounts/GwE-Joint-Committee.aspx>

<https://democracy.cynfor.gwynedd.gov.uk/ielistdocuments.aspx?cid=243&mid=2399&ver=4>

Accounting Policies

The accounting policies adopted on behalf of the Joint Committee comply with all relevant recommended accounting practices and are fully explained in the Accounting Policies set out in Note 1 of the Accounts commencing on page 12.

Changes in Accounting Policies and to the Statement of Accounts

There are no changes in the accounting policies during the 2017/18 financial year.

FURTHER INFORMATION

The Statement of Accounts is available on Gwynedd Council's website www.gwynedd.llyw.cymru.

Further information relating to the accounts is available from:

Ffion Madog Evans
Senior Finance Manager
01286 679133

or

Hywyn Lewis Jones
Senior Accountant
01286 679145

Finance Department
Gwynedd Council
Council Offices
Caernarfon
Gwynedd
LL55 1SH

This is part of the Council's policy of providing full information relating to the Council and the Joint Committees' affairs. In addition, interested members of the public have a statutory right to inspect the accounts before the audit is completed. The availability of the accounts for inspection is advertised on the Council's website at the appropriate time.

GwE JOINT COMMITTEE

STATEMENT OF ACCOUNTS

STATEMENT OF RESPONSIBILITIES FOR THE STATEMENT OF ACCOUNTS

THE JOINT COMMITTEE'S RESPONSIBILITIES

Gwynedd Council as host authority bears the responsibility for the arrangements and administration of the Joint Committee's financial affairs.

Gwynedd Council is required to make arrangements for the proper administration of its financial affairs and to secure that one of its officers has the responsibility for the administration of those affairs. In Gwynedd Council, that "Section 151 Officer" is the Head of Finance.

It is the Joint Committee's responsibility to manage its affairs to secure economic, efficient and effective use of its resources, to safeguard its assets, and to approve the Statement of Accounts.

THE HEAD OF FINANCE'S RESPONSIBILITIES

The Head of Finance is responsible for the preparation of the GwE Joint Committee Statement of Accounts in accordance with proper practices as set out in the CIPFA/LASAAC *Code of Practice on Local Authority Accounting in the United Kingdom* ("the Code").

In preparing the statement of accounts, the Head of Finance has selected suitable accounting policies and then applied them consistently; has made judgements and estimates that were reasonable and prudent and complied with the Code.

The Head of Finance has also kept proper accounting records which were up to date, and has taken reasonable steps for the prevention and detection of fraud and other irregularities.

RESPONSIBLE FINANCIAL OFFICER'S CERTIFICATE

I certify that the Statement of Accounts has been prepared in accordance with the arrangements set out above, and presents a true and fair view of the financial position of the GwE Joint Committee at 31 March 2018 and its income and expenditure for the year then ended.



Dafydd L. Edwards B.A., C.P.F.A., I.R.R.V.
Head of Finance, Gwynedd Council

15 June 2018

EXPENDITURE AND FUNDING ANALYSIS

The Expenditure and Funding Analysis shows how annual expenditure is used and funded from resources in accordance with generally accepted accounting practices. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

2016/17				2017/18		
Net Expenditure Chargeable to the General Fund	Adjustments between the Funding and Accounting Basis (see Note 7)	Net Expenditure in the Comprehensive Income and Expenditure Statement		Net Expenditure Chargeable to the General Fund	Adjustments between the Funding and Accounting Basis (see Note 7)	Net Expenditure in the Comprehensive Income and Expenditure Statement
£'000	£'000	£'000		£'000	£'000	£'000
3,448	(53)	3,395	Employees	4,008	226	4,234
204	0	204	Property	181	0	181
139	0	139	Transport	146	0	146
1,593	0	1,593	Supplies and Services	2,155	0	2,155
10,389	0	10,389	Third Party	11,302	0	11,302
(16,126)	0	(16,126)	Income	(17,045)	0	(17,045)
(353)	(53)	(406)	Cost of Services	747	226	973
0	0	0	Other Operating Expenditure	0	0	0
0	113	113	Financing and Investment Income and Expenditure	0	183	183
0	0	0	Taxation and non-specific grant income	0	0	0
(353)	60	(293)	(Surplus) / Deficit on Provision of Services	747	409	1,156
(542)			Opening General Fund Balance	(895)		
(353)			(Surplus)/Deficit on General Fund in Year	747		
(895)			Closing General Fund Balance	(148)		

COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT

This statement shows the accounting cost in the year of providing the Joint Committee service in accordance with generally accepted accounting practices.

2016/17			Note	2017/18		
Gross Expenditure	Gross Income	Net Expenditure		Gross Expenditure	Gross Income	Net Expenditure
£'000	£'000	£'000		£'000	£'000	£'000
3,395	0	3,395		4,234	0	4,234
204	0	204		181	0	181
139	0	139		146	0	146
1,593	0	1,593		2,155	0	2,155
10,389	0	10,389		11,302	0	11,302
0	(16,126)	(16,126)		0	(17,045)	(17,045)
15,720	(16,126)	(406)		18,018	(17,045)	973
0	0	0		0	0	0
113	0	113	10	183	0	183
0	0	0		0	0	0
15,833	(16,126)	(293)		18,201	(17,045)	1,156
		3,666	16			(601)
		3,666				(601)
		3,373				555

MOVEMENT IN RESERVES STATEMENT

The Movement in Reserves Statement shows the movement from the start of the year to the end on the different reserves held by the Joint Committee, analysed into 'usable reserves' (i.e. those that can be applied to fund expenditure) and other 'unusable reserves'. The Statement shows how the movements in year of the Joint Committee's reserves are broken down between gains and losses incurred in accordance with generally accepted accounting practices and the statutory adjustments required to return to the amounts chargeable to council tax (via the Councils' contributions). The Net Increase/Decrease line shows the statutory General Fund Balance movements in the year following those adjustments.

	Note	Additional Information		Movement in Reserves Statement			
		Unearmarked General Fund Balance	Earmarked General Fund Reserves	General Fund Balance	Total Usable Reserves	Unusable Reserves	Total Joint Committee's Reserves
		£'000	£'000	£'000	£'000	£'000	£'000
Balance 31 March 2016 carried forward		0	(542)	(542)	(542)	3,293	2,751
Movement in reserves during 2016/17							
(Surplus)/Deficit on provision of services		(293)	0	(293)	(293)	0	(293)
Other Comprehensive Income and Expenditure		0	0	0	0	3,666	3,666
Total Comprehensive Income and Expenditure		(293)	0	(293)	(293)	3,666	3,373
Adjustments between accounting basis and funding basis under regulations	8	(60)	0	(60)	(60)	60	0
Net (Increase)/Decrease before Transfers to Earmarked Reserves		(353)	0	(353)	(353)	3,726	3,373
Transfers to/from Earmarked Reserves		353	(353)	0	0	0	0
(Increase)/Decrease in 2016/17		0	(353)	(353)	(353)	3,726	3,373
Balance 31 March 2017 carried forward	9	0	(895)	(895)	(895)	7,019	6,124
Movement in reserves during 2017/18							
(Surplus)/Deficit on provision of services		1,156	0	1,156	1,156	0	1,156
Other Comprehensive Income and Expenditure		0	0	0	0	(601)	(601)
Total Comprehensive Income and Expenditure		1,156	0	1,156	1,156	(601)	555
Adjustments between accounting basis and funding basis under regulations	8	(409)	0	(409)	(409)	409	0
Net (Increase)/Decrease before Transfers to Earmarked Reserves		747	0	747	747	(192)	555
Transfers to/from Earmarked Reserves	9	(747)	747	0	0	0	0
(Increase)/Decrease in 2017/18		0	747	747	747	(192)	555
Balance 31 March 2018 carried forward		0	(148)	(148)	(148)	6,827	6,679

BALANCE SHEET

The Balance Sheet shows the value as at the Balance Sheet date of the assets and liabilities recognised by the Joint Committee. The net assets/(liabilities) of the Joint Committee (assets less liabilities) are matched by the reserves held by the Joint Committee.

31 March 2017 £'000	Note	31 March 2018 £'000
3 Long-term Debtors		1
3 Long-term Assets		
3,933 Short-term Debtors	11	4,310
543 Cash and Cash Equivalents	12	271
4,476 Current Assets		4,581
(3,299) Short-term Creditors	13	(4,246)
(3) Short-term Provisions	14	(3)
(356) Grants Receipts in Advance	21	(264)
(3,658) Current Liabilities		(4,513)
(6,945) Pension Liability	25	(6,748)
(6,945) Long-term Liabilities		(6,748)
(6,124) Net Assets		(6,679)
(895) Usable Reserves	15	(148)
7,019 Unusable Reserves	16	6,827
6,124 Total Reserves		6,679

CASH FLOW STATEMENT

The Cash Flow Statement shows the changes in cash and cash equivalents of the Joint Committee during the reporting period.

2016/17 £'000	Note	2017/18 £'000
(293) Net (Surplus) / Deficit on the Provision of Services		1,156
1,314 Adjustments to net surplus or deficit on the provision of services for non-cash movements (<i>creditors, debtors and pension</i>)	17	(882)
1,021 Net cash flows from Operating Activities		274
(3) Investing Activities		(2)
1,018 Net (Increase)/Decrease in cash and cash equivalents		272
(1,561) Cash and cash equivalents at the beginning of the reporting period (<i>Surplus</i>) / <i>Overdraft</i>		(543)
(543) Cash and cash equivalents at the end of the reporting period (<i>Surplus</i>) / <i>Overdraft</i>		(271)

Cash Flow position in line with Accounting Policy 1.3.

NOTES TO THE ACCOUNTS

NOTE 1 – ACCOUNTING POLICIES

1.1 General Principles

The Statement of Accounts summarises the Joint Committee's transactions for the 2017/18 financial year and its position at the year-end of 31 March 2018. The Authority is required to prepare an annual Statement of Accounts by the Accounts and Audit (Wales) (Amendment) Regulations 2018, in accordance with proper accounting practices. These practices primarily comprise the *Code of Practice on Local Authority Accounting in the United Kingdom 2017/18* and the Service Reporting Code of Practice 2017/18, supported by International Financial Reporting Standards (IFRS).

The Joint Committee's practice is to operate on the basis that all items of expenditure are treated as revenue in the first instance. Should any items of a capital nature (e.g. IT equipment, furniture) prove to have a material significance on the true and fair presentation of the financial position then the items would be treated according to proper practices.

The nature of the Joint Committee's transactions is limited and only the relevant policies can be seen below.

1.2 Accruals of Expenditure and Income

Activity is accounted for in the year that it takes place, not simply when cash payments are made or received.

- Revenue from the sale of goods is recognised when the Joint Committee transfers the significant risks and rewards of ownership to the purchaser and it is probable that economic benefits or service potential associated with the transaction will flow to the Joint Committee.
- Revenue from the provision of services is recognised when the Joint Committee can measure reliably the percentage of completion of the transaction and it is probable that economic benefits or service potential associated with the transaction will flow to the Joint Committee.
- Supplies are recorded as expenditure when they are consumed – where there is a gap between the date supplies are received and their consumption, they are carried as inventories on the Balance Sheet.
- Expenses in relation to services received (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made.
- Where revenue and expenditure have been recognised but cash has not been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet. Where debts may not be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.

1.3 Cash and Cash Equivalents

The Joint Committee does not have its own bank account and cash is administered by Gwynedd Council within its own accounts.

1.4 Employee Benefits

1.4.1 Benefits Payable during Employment

Short-term employee benefits are those due to be settled within 12 months of the year-end. They include such benefits as wages and salaries, paid annual leave and paid sick leave for current employees and are recognised as an expense for services in the year in which employees render service to the Joint Committee. An accrual is made for the cost of holiday entitlements (or any form of leave, e.g. time off in lieu) earned by employees but not taken before the year-end which employees can carry forward into the next financial year. The accrual is made at the wage and salary rates applicable in the following accounting year, being the period in which the employee takes the benefit. The accrual is charged to Surplus or Deficit on the Provision of Services, but then reversed out through the Movement in Reserves Statement so that holiday benefits are charged to revenue in the financial year in which the holiday absence occurs.

NOTE 1 – ACCOUNTING POLICIES (continued)

1.4.2 Termination Benefits

Termination benefits are amounts payable as a result of a decision by the Joint Committee to terminate an officer's employment before the normal retirement date or an officer's decision to accept redundancy voluntarily and are charged on an accruals basis to the service in the Comprehensive Income and Expenditure Statement at the earlier of when the Joint Committee can no longer withdraw the offer of those benefits or when the Joint Committee recognises costs for a restructuring.

Where termination benefits involve the enhancement of pensions, statutory provisions require the Joint Committee to be charged with the amount payable by the Joint Committee to the Pension Fund or pensioner in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, appropriations are required to and from the Pensions Reserve to remove the notional debits and credits for pension enhancement termination benefits and replace them with debits for the cash paid to the Pension Fund and pensioners and any such amounts payable but unpaid at the year-end.

1.4.3 Post-employment Benefits

Employees of the Joint Committee are members of two separate pension schemes:

- The Teachers' Pension Scheme, administered by Capita Teachers' Pensions on behalf of the Westminster Government's Department for Education.
- The Local Government Pensions Scheme, administered by the Gwynedd Pension Fund at Gwynedd Council.

Both schemes provide defined benefits to members (retirement lump sums and pensions), earned as employees when they worked for the Joint Committee and their previous employers.

However, the arrangements for the teachers' scheme mean that liabilities for these benefits cannot be identified to the Joint Committee. The scheme is therefore accounted for as if it were a defined contributions scheme and no liability for future payment of benefits is recognised in the Balance Sheet. The Comprehensive Income and Expenditure Statement is charged with the employer's contributions payable to Teachers' Pension in the year.

1.4.4 The Local Government Pension Scheme

All other staff, subject to certain qualifying criteria, are entitled to become members of the Local Government Pension Scheme. The pension costs charged to the Joint Committee's accounts in respect of this group of employees is determined by the fund administrators and represents a fixed proportion of employees' contributions to this funded pension scheme.

The Local Government Scheme is accounted for as a defined benefit scheme.

The liabilities of the Gwynedd Pension Fund attributable to the Joint Committee are included in the Balance Sheet on an actuarial basis using the projected unit method - i.e. an assessment of the future payments that will be made in relation to retirement benefits earned to date by employees, based on assumptions such as mortality rates, employee turnover rates, etc., and projections of earning for current employees.

Liabilities are discounted to their value at current prices, using a discount rate of 2.7% calculated as a weighted average of 'spot yields' on AA rated corporate bonds.

The assets of the Gwynedd Pension Fund attributable to the Joint Committee are included in the Balance Sheet at their fair value as determined by the Fund's Actuary.

The change in the net pensions liability is analysed into the following components:

NOTE 1 – ACCOUNTING POLICIES (continued)

Service cost comprising:

- Current service cost – the increase in liabilities as a result of years of service earned this year – allocated in the Comprehensive Income and Expenditure Statement to the services for which the employees worked.
- Past service cost – the increase in liabilities arising from current year decisions whose effect relates to years of service earned in earlier years – debited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement as part of Non-distributed Costs.
- Net interest on the net defined benefit liability/(asset), i.e. the net interest expense for the authority – the change during the period in the net defined benefit liability/(asset) that arises from the passage of time charged to the Financing and Investment Income and Expenditure line of the Comprehensive Income and Expenditure Statement – this is calculated by applying the discount rate used to measure the defined benefit obligation at the beginning of the period to the net defined benefit liability/(asset) at the beginning of the period – taking into account any changes in the net defined benefit liability/(asset) during the period as a result of contributions and benefit payments.

Remeasurements comprising:

- The return on Plan assets – excluding amounts included in net interest on the net defined benefit liability/(asset) – charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.
- Actuarial gains and losses – changes in the net pensions liability that arise because events have not coincided with assumptions made at the last actuarial valuation or because the actuaries have updated their assumptions – charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.
- Contributions paid to the Gwynedd Pension Fund – cash paid as employer's contributions to the Pension Fund in settlement of liabilities; not accounted for as an expense.

In relation to retirement benefits, statutory provisions require the General Fund balance to be charged with the amount payable by the Joint Committee to the Pension Fund or directly to pensioners in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, this means that there are appropriations to and from the Pensions Reserve to remove the notional debits and credits for retirement benefits and replace them with debits for the cash paid to the Pension Fund and pensioners and any such amounts payable but unpaid at the year-end. The negative balance that arises on the Pensions Reserve thereby measures the beneficial impact to the Joint Committee of being required to account for retirement benefits on the basis of cash flows rather than as benefits are earned by employees.

International Accounting Standard (IAS) 19 governs how the long-term liabilities which exist in relation to pension costs should be reported. Local Councils (including Joint Committees) in Wales and England are required to produce their financial statements in accordance with IAS19.

1.4.5 Discretionary Benefits

The Joint Committee also has restricted powers to make discretionary awards of retirement benefits in the event of early retirements. Any liabilities estimated to arise as a result of an award to any member of staff (including teachers) are accrued in the year of the decision to make the award and accounted for using the same policies as are applied to the Local Government Pension Scheme.

NOTE 1 – ACCOUNTING POLICIES (continued)

1.5 Events after the Reporting Period

Events after the balance sheet date are those events, both favourable and unfavourable, that occur between the end of the reporting period and the date when the Statement of Accounts is authorised for issue. Two types of events can be identified:

- those that provide evidence of conditions that existed at the end of the reporting period – the Statement of Accounts is adjusted to reflect such events; and
- those that are indicative of conditions that arose after the reporting period – the Statement of Accounts is not adjusted to reflect such events, but where a category of events would have a material effect, disclosure is made in the notes of the nature of the events and their estimated financial effect (where it is possible to estimate the cost).

Events taking place after the date of authorisation for issue are not reflected in the Statement of Accounts.

1.6 Prior Period Adjustments, changes in Accounting Policies, Estimates and Errors

Prior period adjustments may arise as a result of a change in accounting policies or to correct a material error. Changes in accounting estimates are accounted for prospectively, i.e. in the current and future years affected by the change and do not give rise to a prior period adjustment.

Changes in accounting policies are only made when required by proper accounting practices or the change provides more reliable or relevant information about the effect of transactions, other events and conditions on the Joint Committee's financial position or financial performance. Where a change is made, it is applied retrospectively (unless stated otherwise) by adjusting opening balances and comparative amounts for the prior period as if the new policy had always been applied.

Material errors discovered in prior period figures are corrected retrospectively by amending opening balances and comparative amounts for the prior period.

1.7 Government Grants and Other Contributions

Grants and contributions relating to capital and revenue expenditure are accounted for on an accruals basis, and recognised immediately in the relevant service line in the Comprehensive Income and Expenditure Statement as income, except to the extent that the grant or contribution has a condition that the Joint Committee has not satisfied.

1.8 Overheads and Support Services

Charges for services provided by the Central Support Departments within Gwynedd Council are derived from a combination of pre-determined fixed charges, actual recorded staff time, transaction logging and pre-determined formulae.

1.9 Provisions

The Joint Committee sets aside provisions for specific obligations which are likely or certain to be incurred but the amount of which cannot yet be determined accurately. These provisions are classified as long-term or short-term liabilities as appropriate according to the nature of each provision.

1.10 Reserves

Specific reserves are created to set aside amounts for future spending schemes. This is done through transfers out of the General Fund Balance in the Movement in Reserves Statement.

Certain reserves, namely "unusable reserves", are kept for the technical purpose of managing the accounting processes for non-current assets, financial instruments and employee benefits. These do not represent the usable resources of the Joint Committee.

1.11 Value Added Tax

Only in a situation when VAT is irrecoverable will VAT be included or charged as 'irrecoverable VAT'. Since the Joint Committee has not registered for VAT, the VAT is recovered through Gwynedd Council's VAT registration.

NOTE 1 – ACCOUNTING POLICIES (continued)

1.12 Debtors and Creditors

The Joint Committee's Accounts are maintained on an accruals basis in accordance with the Code of Accounting Practice. The accounts reflect actual expenditure and income relating to the year in question irrespective of whether the payments or receipts have actually been paid or received in the year.

An exception to this principle relates to electricity and similar quarterly payments which are charged at the date of meter reading rather than being apportioned between financial years, and certain annual payments. This policy is consistently applied each year and therefore does not have a material effect on the year's accounts.

1.13 Joint Operations

Jointly controlled operations are activities undertaken in conjunction with other venturers that involve the use of assets and resources of the venturers rather than the establishment of a separate entity.

The GwE Joint Committee has been categorised as a Joint Operation.

NOTE 2 – CHANGE IN ACCOUNTING POLICY

There are no changes in the accounting policies during the 2017/18 financial year.

NOTE 3 – ACCOUNTING STANDARDS THAT HAVE BEEN ISSUED BUT HAVE NOT YET BEEN ADOPTED

The CIPFA Code of Practice on Local Authority Accounting in the United Kingdom requires the expected impact of any accounting standards that have been issued but not yet adopted to be disclosed. This applies to the following new or amended standards within the 2018/19 Code:-

IFRS 9 *Financial Instruments*.

IFRS 15 *Revenue from Contracts with Customers* including amendments to IFRS 15 *Clarifications to IFRS 15 Revenue from Contracts with Customers*.

Amendments to IAS 12 *Income Taxes*: Recognition of Deferred tax Assets for Unrealised Losses.

Amendments to IAS 7 *Statement of Cash Flows*: Disclosure Initiative.

The Code requires implementation from 1 April 2018 and there is therefore no impact on the 2017/18 Statement of Accounts, and none of the new or amended standards within the 2018/19 Code are expected to have a material impact on the information provided in the financial statements.

NOTE 4 – CRITICAL JUDGMENTS IN APPLYING ACCOUNTING POLICIES

In applying the accounting policies set out in Note 1, the Joint Committee has had to make judgments, estimates and assumptions relating to complex transactions, those involving uncertainty about future events and also the carrying amounts of assets and liabilities that are not readily apparent from other sources.

The judgments, estimates and associated assumptions applied are based on current proper practices, historical experience and other factors, including historical, professional assessment, current trends, local factors and actual future projections and assumptions that are considered to be relevant.

In recent years there has been some uncertainty about future levels of funding from Welsh Government relating to grants. This issue forms an important part of the Joint Committee's continually revised financial strategy, and where all known and forecasted factors are given due consideration.

All available and related information is sourced and applied in assessing and determining the position, which is particularly critical when considering such matters as actuarial valuation of pension fund assets and liabilities, earmarked reserves, provisions and contingent liability. However, because these issues cannot be determined with certainty, actual results may subsequently differ from those estimates. The estimates and underlying assumptions are continually reviewed.

NOTE 5 – ASSUMPTIONS MADE ABOUT FUTURE AND OTHER MAJOR SOURCES OF ESTIMATION UNCERTAINTY

The Statement of Accounts contains estimated figures that are based on assumptions made by the Joint Committee about the future or that are otherwise uncertain. Estimates are made taking into account historical experience, current trends and other relevant factors. However, because certain balances cannot be determined with certainty, actual results could be different from the assumptions and estimates.

The following item in the Joint Committee's Balance Sheet at 31 March 2018 may be considered to be a significant risk (in terms of certainty in estimation of value), with the possibility of material adjustment in the forthcoming financial year:

- **Pension Liability** – The Pension Liability position as contained within the accounts is based on a number of complex assessments and judgments and varying profiles such as discount rate used, projected salary levels, changes in retirement ages, mortality rates and expected returns on Pension Fund assets, as provided by Actuaries engaged by the Gwynedd Pension Fund. Further details are contained in Notes 24 and 25.

NOTE 6 – MATERIAL ITEMS OF INCOME AND EXPENSE

Related items include:-

- £601k on pensions, being the remeasurements of the net defined benefit assets relating to pensions, in line with Gwynedd Pension Fund's Actuary's assessment (Note 16).
- £17,048k in grants and contributions and equivalent expenditure (Note 21). An increase of £960k compared to 2016/17.

NOTE 7 – NOTE TO THE EXPENDITURE AND FUNDING ANALYSIS

ADJUSTMENTS BETWEEN FUNDING AND ACCOUNTING BASIS				
2017/18				
Adjustments from General Fund to arrive at the Comprehensive Income and Expenditure Statement amounts	Adjustments for Capital Purposes £'000	Net change for the Pensions the Adjustments (i) £'000	Other Differences (ii) £'000	Total Adjustments £'000
Employees	0	221	5	226
Property	0	0	0	0
Transport	0	0	0	0
Supplies and Services	0	0	0	0
Third Party	0	0	0	0
Income	0	0	0	0
Cost of Services	0	221	5	226
Other Operating Expenditure	0	0	0	0
Financing and Investment Income and Expenditure	0	183	0	183
Taxation and non-specific grant income	0	0	0	0
(Surplus) / Deficit on Provision of Services	0	404	5	409

ADJUSTMENTS BETWEEN FUNDING AND ACCOUNTING BASIS				
2016/17				
Adjustments from General Fund to arrive at the Comprehensive Income and Expenditure Statement amounts	Adjustments for Capital Purposes £'000	Net change for the Pensions the Adjustments (i) £'000	Other Differences (ii) £'000	Total Adjustments £'000
Employees	0	(65)	12	(53)
Property	0	0	0	0
Transport	0	0	0	0
Supplies and Services	0	0	0	0
Third Party	0	0	0	0
Income	0	0	0	0
Cost of Services	0	(65)	12	(53)
Other Operating Expenditure	0	0	0	0
Financing and Investment Income and Expenditure	0	113	0	113
Taxation and non-specific grant income	0	0	0	0
(Surplus) / Deficit on Provision of Services	0	48	12	60

NOTE 7 – NOTE TO THE EXPENDITURE AND FUNDING ANALYSIS (continued)

(i) Net Change for the Pensions Adjustments

Net change for the removal of pension contributions and the addition of IAS 19 *Employee Benefits* pension related expenditure and income:

- For **Services** – this represents the removal of the employer pension contributions made by the authority as allowed by statute and the replacement with current service costs and past service costs.
- For **Financing and investment income and expenditure** – the net interest on the defined benefit liability is charged to the Comprehensive Income and Expenditure Statement.

(ii) Other Differences

Other differences between amounts debited/credited to the Comprehensive Income and Expenditure Statement and amounts payable/receivable to be recognised under statute:

- For **Services** – this represents an adjustment for accumulated absences earned but not taken during the year.
- For **Financing and investment income and expenditure** – the other differences column recognises adjustments to the General Fund for the timing differences for premiums and discounts.

NOTE 8 – ADJUSTMENTS BETWEEN ACCOUNTING BASIS AND FUNDING BASIS UNDER REGULATIONS

This note details the adjustments that are made to the total comprehensive income and expenditure recognised by the Joint Committee in the year in accordance with proper accounting practice to the resources that are specified by statutory provisions as being available to the Joint Committee to meet future expenditure.

2017/18		
ADJUSTMENTS BETWEEN ACCOUNTING BASIS AND FUNDING BASIS UNDER REGULATIONS		
	Usable Reserve General Fund Balance	Movement in Unusable Reserves
	£'000	£'000
Adjustments primarily involving the Pensions Reserve:		
Reversal of items relating to retirement benefits debited/credited to the Comprehensive Income and Expenditure Statement (Note 25)	(1,281)	1,281
Employer's pensions contributions and direct payments to pensioners payable in the year	877	(877)
Adjustment primarily involving the Accumulated Absences Account		
Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	(5)	5
Total Adjustments	(409)	409

2016/17		
ADJUSTMENTS BETWEEN ACCOUNTING BASIS AND FUNDING BASIS UNDER REGULATIONS		
	Usable Reserve General Fund Balance	Movement in Unusable Reserves
	£'000	£'000
Adjustments primarily involving the Pensions Reserve:		
Reversal of items relating to retirement benefits debited/credited to the Comprehensive Income and Expenditure Statement (Note 25)	(734)	734
Employer's pensions contributions and direct payments to pensioners payable in the year	686	(686)
Adjustment primarily involving the Accumulated Absences Account		
Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	(12)	12
Total Adjustments	(60)	60

NOTE 9 – TRANSFERS TO/FROM EARMARKED RESERVES

The note below sets out the amounts set aside from the General Fund in earmarked reserves to provide financing for future expenditure plans.

Earmarked Reserves

	GwE Joint Committee Reserves
	£'000
Balance 31 March 2017	895
<u>Transfers:</u>	
In	15
Out	(762)
Balance 31 March 2018	148

NOTE 10 – FINANCING AND INVESTMENT INCOME AND EXPENDITURE

2016/17	2017/18
£'000	£'000
113 Net interest on the net defined benefit liability/(asset)	183
113 Total	183

NOTE 11 – SHORT-TERM DEBTORS

	31 March 2017	31 March 2018
	£'000	£'000
Welsh Government	2,697	2,427
Central Government Bodies	67	89
Local Authorities	1,081	1,730
Other Entities and Individuals	88	64
Total	3,933	4,310

NOTE 12 – CASH AND CASH EQUIVALENTS

The Joint Committee does not have its own bank account and cash is administered by Gwynedd Council within its own accounts. The figure shown in the table each year is the net cash sum or bank overdraft held on behalf of the Joint Committee within the Gwynedd Council amounts.

	31 March 2017 £'000	31 March 2018 £'000
Cash in Hand	543	271
Cash and Cash Equivalents	543	271
Bank Overdraft	0	0
Total	543	271

NOTE 13 – SHORT-TERM CREDITORS

	31 March 2017 £'000	31 March 2018 £'000
Welsh Government	113	47
Other Central Government Bodies	76	92
Local Authorities	2,563	3,477
Other Entities and Individuals	547	630
Total	3,299	4,246

NOTE 14 – PROVISIONS

The Joint Committee sets aside provisions for specific obligations, the amount or timing of which cannot be determined accurately. It is not permitted, under accounting conventions, to make provisions for uneven patterns of expenditure. However, earmarked reserves may be established and are included in Note 9.

	Balance at 31 March 2017 £'000	(Addition) / Reduction / Transfer £'000	Used during the year £'000	Balance at 31 March 2018 £'000
<u>Short-term Provisions</u>				
Green Car Scheme Provision	(3)	0	0	(3)
	(3)	0	0	(3)

Green Car Scheme Provision – provision relating to staff leased car scheme requirements.

NOTE 15 – USABLE RESERVES

The Movement in Reserves Statement details the movements in the Joint Committee's usable reserves.

NOTE 16 – UNUSABLE RESERVES

31 March 2017		31 March 2018
£'000		£'000
(6,945)	Pensions Reserve	(6,748)
(74)	Accumulated Absences Account	(79)
(7,019)	Total Unusable Reserves	(6,827)

Pensions Reserve

The Pensions Reserve absorbs the timing differences arising from the different arrangements for accounting for post-employment benefits and for funding benefits in accordance with statutory provisions. The Joint Committee accounts for post-employment benefits in the Comprehensive Income and Expenditure Statement as the benefits are earned by employees accruing years of service, updating the liabilities recognised to reflect inflation, changing assumptions and investment returns on any resources set aside to meet the costs. However, statutory arrangements require benefits earned to be financed as the Joint Committee makes employer's contributions to pension funds or eventually pays any pensions for which it is directly responsible. The debit balance on the Pensions Reserve therefore shows a substantial shortfall in the benefits earned by past and current employees and the resources the Joint Committee has set aside to meet them. The statutory arrangements will ensure that funding will have been set aside by the time the benefits come to be paid.

2016/17		2017/18
£000		£000
(3,231)	Balance 1 April	(6,945)
(3,666)	Remeasurements of the net defined benefit (liabilities) / assets (Note 25)	601
(734)	Reversal of items relating to retirement benefits debited or credited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement	(1,281)
686	Employer's pensions contributions and direct payments to pensioners payable in the year	877
(6,945)	Balance 31 March	(6,748)

NOTE 16 – UNUSABLE RESERVES (continued)

Accumulated Absences Account

The Accumulated Absences Account absorbs the differences that would otherwise arise on the General Fund Balance from accruing for compensated absences earned but not taken in the year, e.g. annual leave entitlement carried forward at 31 March. Statutory arrangements require that the impact on the General Fund Balance is neutralised by transfers to or from the Account.

2016/17	2017/18
£000	£000
(62) Balance 1 April	(74)
(12) Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	(5)
(74) Balance 31 March	(79)

NOTE 17 – CASH FLOW STATEMENT: ADJUSTMENTS TO NET SURPLUS OR DEFICIT ON THE PROVISION OF SERVICES FOR NON-CASH MOVEMENTS

2016/17	2017/18
£'000	£'000
(893) (Increase)/Decrease in Creditors	(947)
2,485 Increase/(Decrease) in Debtors	377
(48) Pension Liability	(404)
(230) Other non-cash items charged to net surplus/deficit on the provision of services	92
1,314	(882)

NOTE 18 – EVENTS AFTER THE BALANCE SHEET DATE

There are no known post-balance sheet events.

NOTE 19 – OFFICERS’ REMUNERATION

19a. The Accounts and Audit (Wales) (Amendment) Regulations 2018 require the Joint Committee to disclose the following information relating to employees appointed as Senior Officers, and whose salary is between £60,000 and £150,000. In compliance with the defined requirements, the pensionable pay, employer’s pension contributions and other employer costs are included below (including termination benefits), but the employer’s national insurance contributions are excluded. The remuneration paid to the Joint Committee’s senior officers directly employed by GwE is as follows:

2016/17				Chief Officers	2017/18			
Employer's		Other	Total		Employer's		Other	Total
Pension	Employer				Pension	Employer		
Salary	Contribution	Costs			Salary	Contribution	Costs	
£	£	£	£	£	£	£	£	
0	0	0	0	Chief Officer ¹	77,708	17,562	0	95,270
50,118	12,937	0	63,055	Chief Officer ²	0	0	0	0

1) For the period 1 November 2016 to 31 May 2017, the past holder was the Head of Education for Gwynedd Council and operated as a temporary Managing Director for GwE on a part-time basis. GwE was recharged for 80% of the costs, £18k for 2017/18 (£39k in 2016/17). Holder permanently in post from 1 June 2017.

2) Holder in post to end of October 2016.

19b. Other Joint Committee employees receiving more than £60,000 remuneration for the year (excluding employer’s pension and national insurance contributions), were paid the following amounts. Termination benefits are to be included in the figures however, there were no cases in 2017/18 or 2016/17.

Number of other employees who received more than £60,000 and includes remuneration and termination benefits:			
Number in 2016-17		Number in 2017-18	
Total		Total	
2	£60,000 - 64,999	4	
2	£65,000 - 69,999	3	

NOTE 20 – EXTERNAL AUDIT COSTS

The Joint Committee has incurred the following costs relating to external audit.

2016/17		2017/18
£'000		£'000
8	Fees payable to auditors appointed by the Auditor General for Wales with regard to external audit services	11
0	Adjustment of fees payable to auditors for previous year	3
8	Net Fees	14

Deloitte have been appointed by the Auditor General for Wales as Gwynedd Council’s, and subsequently GwE’s, external auditors.

NOTE 21 – GRANT INCOME

21a. The Joint Committee credited the following grants, contributions and donations to the Comprehensive Income and Expenditure Statement:

	2016/17		2017/18	
	£'000	£'000	£'000	£'000
Grants and Contributions Credited to Services				
Welsh Government -				
Schools Challenge Cymru (SCC)	2,108		26	
GCSE, PISA and Science Literacy	1,058		0	
Raising Standards Grant	0		2,473	
Supporting the use of Informal Languages - Children and Young People	0		240	
NPQH - National Professional Qualification for Headship	129		147	
Pupil Deprivation Grant - Looked After Children *	672		844	
Pioneer Schools Network	1,608		1,891	
Supporting Literacy & Numeracy and Modern Foreign Languages	23		0	
Modern Foreign Language (MFL) Centres of Excellence	120		0	
Learning in Digital Wales (LiDW)	113		114	
Other	114		144	
		5,945		5,879
Other Government Grants and Contributions -				
Sports Council for Wales	181		48	
Education Workforce Council	76		339	
		257		387
Other Grants and Contributions -				
Councils' Contributions towards the Core Service				
Conwy	631		629	
Denbighshire	622		623	
Flintshire	929		927	
Gwynedd	728		722	
Anglesey	415		414	
Wrexham	772		770	
		4,097		4,085
Education Improvement Grant (EIG) *: Match funding from Councils				
Conwy	67		67	
Denbighshire	346		343	
Flintshire	87		86	
Gwynedd	551		547	
Anglesey	293		291	
Wrexham	0		0	
Welsh Government	4,120		4,355	
		5,464		5,689
Other		325		1,008
Total Grants and Contributions Credited to Services		16,088		17,048

* Does not include grants distributed directly to schools

NOTE 21 – GRANT INCOME (continued)

21b. The Joint Committee has received grants that have yet to be recognised as income as they have conditions attached that could require the monies to be returned to the provider. The balance at the year-end is as follows:

	31 March 2017 £'000	31 March 2018 £'000
Grants and Contributions Received in Advance		
Short-term		
Sports Council for Wales	46	0
Pioneer Schools Network	112	0
Newly Qualified Teachers Program	198	264
Total	356	264

NOTE 22 – RELATED PARTIES

The Joint Committee is required to disclose material transactions with related parties – bodies or individuals that have the potential to control or influence the Joint Committee or to be controlled or influenced by the Joint Committee. Disclosure of these transactions allows readers to assess the extent to which the Joint Committee might have been constrained in its ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with the Joint Committee. To conform to the requirements, this is done by completing a personal declaration by the Members and Senior Officer, as defined in the CIPFA Code of Practice.

Members

Members of the Joint Committee have an influence over the Joint Committee's financial and operating policies.

Members have declared an interest or relationship in companies or businesses which may have dealings with the Joint Committee. A breakdown of the payments and balances at 31 March 2018 made to these companies under this heading during 2017/18 is as follows:

Payments made	Amounts owed by the Joint Committee	Amounts owed to the Joint Committee
£'000	£'000	£'000
350	0	0

The figures are based on information received in respect of Councillors' returns.

Officers

The Joint Committee's Senior Officer has declared as required and where appropriate an interest or relationship in companies, voluntary, charitable, or public bodies which receive payments from the Joint Committee. No payments have been made to these companies during 2017/18, and no amount is owed by the Joint Committee or to the Joint Committee from the companies named.

NOTE 23 – EXIT PACKAGES

The number of exit packages with total cost per band and total cost of the compulsory and other redundancies are set out in the table below. The cost in the table below reflects the related cost to the employer rather than the actual value of the payments to the individuals.

Exit package cost band (including special payments)	Number of compulsory redundancies		Number of other departures agreed		Total number of exit packages by cost band		Total cost of exit packages in each band	
	2016/17	2017/18	2016/17	2017/18	2016/17	2017/18	2016/17 £'000	2017/18 £'000
£								
0 – 20,000	3	0	0	0	3	0	4	0
Total	3	0	0	0	3	0	4	0

NOTE 24 – PENSIONS SCHEMES ACCOUNTED FOR AS DEFINED CONTRIBUTION SCHEMES

Teachers employed by the Joint Committee are members of the Teachers' Pension Scheme, administered by the Government's Department for Education. The scheme provides teachers with specified benefits upon their retirement, and the Joint Committee contributes towards the costs by making contributions based on a percentage of members' pensionable salaries.

The scheme is technically a defined benefit scheme. However, the scheme is unfunded and the Department for Education uses a notional fund as the basis for calculating the employers' contribution rate paid by local authorities. The Joint Committee is not able to identify its share of the underlying financial position and performance of the scheme with sufficient reliability for accounting purposes. For the purposes of this Statement of Accounts, it is therefore accounted for on the same basis as a defined contribution scheme.

In 2017/18 the Joint Committee paid £10k (2016/17: £11k) in respect of teachers' pension costs, which represented 16.48%, on average (2016/17: 15.65%), of teachers' pensionable pay. In addition the Joint Committee is responsible for the costs of any additional benefits awarded upon early retirement outside of the terms for the teachers' scheme. There were no such costs in 2017/18 and 2016/17. These costs are accounted for on a defined benefits basis and are included in Note 25.

NOTE 25 – PENSION COSTS

As part of the terms and conditions of employment of its officers and other employees, the Joint Committee makes contributions towards the cost of post-employment benefits. Although these benefits will not actually be payable until employees retire, the Joint Committee has a commitment to make the payments. These need to be disclosed at the time that employees earn their future entitlement.

GwE participates in two post employment schemes:

- a) **The Local Government Pension Scheme** administered locally by Gwynedd Council. This is a funded defined benefit scheme based on final salary for service up to 31 March 2014 and based on a career average salary from 1 April 2014. The Joint Committee and the employees pay contributions into the fund, calculated at a level intended to balance the pensions liabilities with investment assets.
- b) **Arrangements for the award of discretionary post-retirement benefits upon early retirement.** This is an unfunded defined benefit arrangement, under which liabilities are recognised when awards are made. However, there are no investment assets built up to meet these pension liabilities, and cash has to be generated to meet actual pensions payments as they eventually fall due.

The Gwynedd Pension Fund is operated under the regulatory framework for the Local Government Pension Scheme and the governance of the scheme is the responsibility of the Pensions Committee of Gwynedd Council. Policy is determined in accordance with the Local Government Pensions Scheme Regulations. The investment managers of the fund are appointed by the Committee.

The principal risks to the Joint Committee from the scheme are the longevity assumptions, statutory changes to the scheme, structural changes to the scheme (such as large-scale withdrawals from the scheme), changes to inflation, bond yields and the performance of equity investments held by the scheme. These are mitigated to a certain extent by the statutory requirements to charge the amounts required by statute as described in the accounting policies note to the Joint Committee.

Transactions Relating to Post-employment Benefits

The Joint Committee recognises the cost of retirement benefits in the reported cost of services when they are earned by employees, rather than when the benefits are eventually paid as pensions. However, the charge it is required to make against Council Tax (via the Councils' contributions) is based on the cash payable in the year, so the real cost of post-employment/retirement benefits is reversed out of the Joint Committee's General Fund via the Movement in Reserves Statement. The following transactions have been made in the Comprehensive Income and Expenditure Statement and the General Fund Balance via the Movement in Reserves Statement during the year.

NOTE 25 – PENSION COSTS (continued)

Change in the Fair Value of Plan Assets, Defined Benefit Obligation and Net Liability	Period ended 31 March 2017			Period ended 31 March 2018		
	Assets	Liabilities	Net (liability) /asset	Assets	Liabilities	Net (liability) /asset
	£'000	£'000	£'000	£'000	£'000	£'000
Fair Value of Employer Assets	13,529	0	13,529	14,702	0	14,702
Present Value of Funded Liabilities	0	(16,760)	(16,760)	0	(21,647)	(21,647)
Present Value of Unfunded Liabilities	0	0	0	0	0	0
Opening Position at 1 April	13,529	(16,760)	(3,231)	14,702	(21,647)	(6,945)
Service Cost						
Current Service Cost*	0	(621)	(621)	0	(1,098)	(1,098)
Past Service Costs (including curtailments)	0	0	0	0	0	0
Total Service Cost	0	(621)	(621)	0	(1,098)	(1,098)
Net interest						
Interest Income on Plan Assets	482	0	482	392	0	392
Interest Cost on Defined Benefit Obligation	0	(595)	(595)	0	(575)	(575)
Total Net Interest	482	(595)	(113)	392	(575)	(183)
Total Defined Benefit Cost Recognised in Profit/(Loss)	482	(1,216)	(734)	392	(1,673)	(1,281)
Cash flows						
Plan participants' contributions	195	(195)	0	224	(224)	0
Employer contributions	624	0	624	878	0	878
Contributions in respect of unfunded benefits	0	0	0	0	0	0
Benefits Paid	(334)	334	0	(348)	348	0
Unfunded Benefits Paid	0	0	0	0	0	0
Expected Closing Position	14,496	(17,837)	(3,341)	15,848	(23,196)	(7,348)
Remeasurements						
Change in demographic assumptions	0	50	50	0	0	0
Change in financial assumptions	0	(2,295)	(2,295)	0	479	479
Other experience	0	(1,565)	(1,565)	0	0	0
Return on Assets excluding amounts included in net interest	206	0	206	121	0	121
Total remeasurements recognised in Other Comprehensive Income (OCI)	206	(3,810)	(3,604)	121	479	600
Fair Value of Employer Assets	14,702	0	14,702	15,969	0	15,969
Present Value of Funded Liabilities	0	(21,647)	(21,647)	0	(22,717)	(22,717)
Present Value of Unfunded Liabilities**	0	0	0	0	0	0
Closing Position at 31 March	14,702	(21,647)	(6,945)	15,969	(22,717)	(6,748)

* The current service cost includes an allowance for administration expenses of 0.5% of payroll

** For unfunded liabilities as at 31 March 2018, it is assumed that all unfunded pensions are payable for the remainder of the member's life. It is further assumed that 90% of pensioners are married (or cohabiting) at death and that their spouse (cohabitee) will receive a pension of 50% of the member's pension at the date of the member's death.

NOTE 25 – PENSION COSTS (continued)

The Major Categories of Plan Assets as a Percentage of Total Plan Assets

The Actuary has provided a detailed breakdown of Fund assets in accordance with the requirements of IAS19. This analysis distinguishes between the nature and risk of those assets, and to further break them down between those with a quoted price in an active market and those that do not. The asset split for GwE is assumed to be in the same proportion to the Fund's asset allocation as at 31 December 2017. The split is shown in the table above. The Actuary estimates the bid value of the Fund's assets as at 31 March 2018 to be £1,939m based on information provided by the Administering Authority and allowing for index returns where necessary. Only a portion of the Fund is relevant to the GwE.

Fair Value of Employer Assets

The asset values below are at bid value as required under IAS19.

Asset Category	At 31 March 2017				At 31 March 2018			
	Quoted Prices in Active Markets	Prices not quoted in Active Markets	Total		Quoted Prices in Active Markets	Prices not quoted in Active Markets	Total	
	£'000	£'000	£'000	%	£'000	£'000	£'000	%
Equity Securities								
Consumer	504	0	504	3	474	0	474	3
Manufacturing	455	0	455	3	524	0	524	3
Energy and Utilities	82	0	82	1	50	0	50	0
Financial Institutions	282	0	282	2	283	0	283	2
Health and Care	726	0	726	5	811	0	811	5
Information	591	0	591	4	607	0	607	4
Technology	40	0	40	0	55	0	55	0
Debt Securities								
Other	0	1,837	1,837	12	0	2,321	2,321	15
Private Equity								
All	0	664	664	5	0	621	621	4
Real Estate								
UK Property	323	803	1,126	8	373	846	1,219	8
Overseas Property	0	30	30	0	0	15	15	0
Investment Funds and Unit Trusts								
Equities	3,143	4,472	7,615	52	3,242	4,867	8,109	51
Infrastructure	0	197	197	1	0	279	279	2
Cash and Cash Equivalents								
All	553	0	553	4	601	0	601	4
Total	6,699	8,003	14,702	100	7,020	8,949	15,969	100

NOTE 25 – PENSION COSTS (continued)

Basis for estimating assets and liabilities

Liabilities have been assessed on an actuarial basis using the projected unit method, an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, life expectancy and salary levels. Life expectancy is based on fund-specific projections called VitaCurves with long-term improvement assumed to have already peaked and converging to 1.25% per annum.

Both the Gwynedd Pension Scheme and Discretionary Benefits liabilities have been estimated by Hymans Robertson, an independent firm of actuaries. Estimates for the Gwynedd Pension Fund were based on the latest full valuation of the scheme as at 31 March 2016. The significant assumptions used by the actuary in the following table have had a significant impact on the values of the assets and liabilities as follows:-

	31 March 2017	31 March 2018
Financial Assumptions	% p.a.	% p.a.
Pensions Increase Rate	2.4	2.4
Salary Increase Rate*	2.4	2.4
Inflation Rate	2.4	2.4
Discount Rate	2.6	2.7
Long-term expected rate of return on all categories of assets	2.6	2.7
Take-up option to convert annual pension into retirement lump sum		
for pre-April 2008 service	50	50
for post-April 2008 service	75	75
Mortality assumptions	Years	Years
Longevity at 65 for current pensioners		
Men	22.0	22.0
Women	24.2	24.2
Longevity at 65 for future pensioners		
Men	24.0	24.0
Women	26.4	26.4

*For unfunded liabilities as at 31 March 2018, it is assumed that all unfunded pensions are payable for the remainder of the member's life. It is further assumed that 90% of pensioners are married (or cohabiting) at death and that their spouse (cohabitee) will receive a pension of 50% of the member's pension at the date of the member's death.

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the table above. In order to quantify the impact of a change in the financial assumptions used, the actuary has calculated and compared the value of the scheme liabilities as at 31 March 2018 on varying bases. The approach taken is consistent with that adopted to derive the IAS19 figures provided in this note.

To quantify the uncertainty around life expectancy, the actuary has calculated the difference in cost to the Joint Committee of a one-year increase in life expectancy. For sensitivity purposes this is assumed to be an increase in the cost of benefits of broadly 3-5%. In practice the actual cost of a one-year increase in life expectancy will depend on the structure of the revised assumption (i.e. if improvements to survival rates predominantly apply at younger or older ages).

NOTE 25 – PENSION COSTS (continued)

The figures in the table below have been derived based on the membership profile of the Joint Committee as at 31 March 2016, the date of the most recent actuarial valuation. The approach taken in preparing the sensitivity analysis shown is consistent with that adopted in the previous year.

Impact on the Defined Benefit Obligation in the Scheme	Approximate increase to Employer	Approximate monetary amount
Change in assumption	31 March 2018	31 March 2018
	%	£'000
0.5% decrease in real discount rate	11	2,498
0.5% increase in the salary increase rate	3	598
0.5% increase in the pension increase rate	8	1,855

The principal demographic assumption is the longevity assumption (i.e. member life expectancy). For sensitivity purposes, we estimate that a one-year increase in life expectancy would approximately increase the Employer's Defined Benefit Obligation by around 3-5%. In practice the actual cost of a one-year increase in life expectancy will depend on the structure of the revised assumption (i.e. if improvements to survival rates predominantly apply at younger or older ages).

Impact on the Joint Committee's Cash Flows

One of the objectives of the scheme is that employer contributions should be kept at as constant a rate as possible. Gwynedd Council has agreed a strategy with the fund's actuary to achieve a funding level of 100% over the next 20 years. Funding levels are monitored on an annual basis.

The contributions paid by the Joint Committee are set by the Fund Actuary at each triennial valuation (the most recent being as at 31 March 2016), or at any other time as instructed to do so by the Administering Authority. The contributions payable over the period to 31 March 2020 are set out in the Rates and Adjustments certificate. For further details on the approach adopted to set contribution rates for the Joint Committee, please refer to the 2016 actuarial report dated 31 March 2017.

Information about the Defined Benefit Obligation

	Liability Split		Duration
	31 March 2018		
	£'000	%	
Active Members	15,988	70.4	23.1
Deferred Members	483	2.1	32.9
Pensioner Members	6,246	27.5	14.0
Total	22,717	100.0	20.0

The above figures are for funded obligations only and do not include unfunded pensioner liabilities. The durations are effective at the previous formal valuation as at 31 March 2016.

NOTE 25 – PENSION COSTS (continued)

Impact in Future Years

The total contributions expected to be made to the Local Government Pensions Scheme by the Joint Committee in the year to 31 March 2019 is £484k.

In April 2017, the Joint Committee made a payment of £394k to the Gwynedd Pension Fund to cover the fixed element of the employer contributions for the period 2017/18 to 2019/20. By making this payment, the the Joint Committee benefited from a lower contribution rate than would have otherwise been calculated.

As the Actuary's report is based on estimates and due to timing issues, there is a variance of £259,309 in 2017/18 (£61,892 in 2016/17) between the deficit in the Scheme based on the Actuarial figures in comparison with the liability related to the defined benefit pension schemes in the Balance Sheet. This variance has been treated as Actuarial Gains and Losses on Pension Assets and Liabilities and therefore has been included in the Liability related to the defined benefit Pension Schemes in the Balance Sheet.