

Agenda – Equality, Local Government and Communities Committee

Meeting Venue:

Committee Room 3 – The Senedd

Meeting date: 7 June 2018

Meeting time: 08.55

For further information contact:

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At its meeting on 23 May, the Committee agreed a motion under Standing Order 17.42 (vi) to resolve to exclude the public from item 1 of today's meeting.

Pre-meeting (to include five minute oral update from Research Service)
(08.55 – 09.10)

1 Inquiry into pregnancy, maternity and work in Wales – consideration of key issues

(09.10 – 9.45)

(Pages 1 – 9)

2 Introductions, apologies, substitutions and declarations of interest

3 Inquiry into Public Services Boards: evidence session 1

(09.45 – 10.45)

(Pages 10 – 93)

Dr Kelechi Nnoaham, Chair of Strategic Partnership Board, Cwm Taf Public Services Board

Barry Liles, Chairman of Carmarthenshire Public Services Board and Principal of Coleg Sir Gâr

Huw Isaac, Head of Performance and Development, Vale of Glamorgan Council, Vale of Glamorgan Public Services Board

Bethan Jones, Chair of Conwy and Denbighshire Public Services Board

Break (10.45 – 11.00)



4 Inquiry into Public Services Boards: evidence session 2

(11.00 – 12.00)

(Pages 94 – 120)

Councillor Rosemarie Harris, Chair of Powys Public Services Board

Andrew Davies, Vice-chair, Swansea Public Services Board

Chris Sivers, Director of Place, Swansea Public Services Board

Kathryn Peters, Corporate Policy Manager, Caerphilly County Borough Council, Caerphilly Public Services Board

Councillor Huw Thomas, Leader of Cardiff Council, Chair of Cardiff Public Services Board

5 Inquiry into Public Services Boards: evidence session 3

(12.00 – 12.45)

(Pages 121 – 126)

Dr Sumina Azam, Public Health Wales

6 Paper(s) to note

(Page 127)

6.1 Letter from the Equality and Human Rights Commission in relation to pregnancy, maternity and work

(Pages 128 – 164)

6.2 Letter from the Cabinet Secretary for Education in relation to pregnancy, maternity and work

(Pages 165 – 168)

6.3 Letter to the Minister for Children, Older People and Social Care in relation to the Welsh Independent Living Grant

(Pages 169 – 170)

6.4 Letter from the Older People's Commissioner to the Cabinet Secretary for Local Government and Public Services in relation to the Welsh Government's consultation on the Green Paper: Strengthening Local Government – Delivering for People

(Pages 171 – 177)

- 7 Motion under Standing Order 17.42 (vi) to resolve to exclude the public from the remainder of the meeting and from items 1 and 2 of the meeting on 13 June 2018**

- 8 Inquiry into Public Services Boards: consideration of the evidence received under items 3, 4 and 5**
(12.45 – 13.00)

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Agenda Item 3

By virtue of paragraph(s) vi of Standing Order 17.42

Document is Restricted

Oddi wrth: CWM Taf

From: CWM Taf

Terms of reference for the Inquiry

1. To gain an understanding of the structure and functions of the Public Services Boards.
2. To explore the effectiveness of PSBs, resourcing and capacity.
3. To gather evidence of issues or barriers that may impact on effective working, and examples of good practice and innovation.

Structure and functions of Public Services Board – background

Membership of PSBs is set out in [SPSF 3](#) - Cwm Taf is a Joint Public Service Board covering local authority areas of Rhondda Cynon Taf and Merthyr Tydfil County Borough Councils, which form the Cwm Taf footprint, created in May 2016. During the development of the Well-being Assessment and Plan, the Board put in place work streams and set out its aims, to

1. Improve the quality of life and outcomes for citizens of the Cwm Taf areas of Rhondda Cynon Taf and Merthyr Tydfil.
2. Provide proactive, collective leadership in tackling the most challenging issues facing public services in the planning, commissioning and delivery of services to the citizens of Cwm Taf.
3. Stimulate dialogue, co-ordination and co-operation between local, regional and national public sector organisations to improve and integrate service delivery for the citizen.
4. Remove “blockages” or other obstacles by minimising bureaucracy and the preventative effectiveness of organisational boundaries.
5. Celebrate success in the delivery of services for citizens of Cwm Taf.
6. Consider ‘best value’ and prudence in the expenditure of public service resources and to explore areas where collaborations/ integration would provide greater efficiencies and improved outcomes; and involve citizens in influencing how we deliver public services.
7. To demonstrate its commitment to developing a collaborative public service that puts the people in Cwm Taf at its centre, the PSB agreed a [statement of intent](#) in October 2016 about how its work would benefit the people who live and work in Cwm Taf now and in the future.

Since the implementation of the Well-being of Future Generations Act, the PSBs have been required to deliver a Well-being Assessment and more recently, a Well-being Plan setting out how the PSB will work together to improve the Economic, Social, Environmental and Cultural Well-being of the area. They must do this by working differently, through the 5 Ways of Working and meeting the 7 national Well-being goals. *44 public bodies have also published their own well-being objectives, and are also subject to the same duties in respect of Well-being, Ways of Working and national Well-being Goals.*

Following the sign off and publication of the Well-being Plans, the focus of the PSB is now shifting to delivery these objectives.

The Cwm Taf PSB is currently reconsidering its membership based on the need for focus and contribution at the PSB level and whether some non statutory partners could provide a greater and more valuable contribution at delivery level.

The effectiveness of PSBs, resourcing and capacity.

PSB's focus has shifted to delivery, this is the opportunity to fully test the understanding and commitment of PSB partners, this is both a challenge and opportunity.

It is too early to be clear about the effectiveness of the PSB; the focus on delivery of the Well-being Plan will provide early evidence. There is need for time and space to reflect the experience of the Board to date and how it can maximise its contribution.

Individual Bodies' investment in PSB differs, this can relate to financial and staff resource.

The Welsh Government Support for PSBs, financial and guidance is a helpful contribution. However, given the level of input at the most senior level of partner organisations, the true costs arising from the resource required to deliver the requirements of the Act are difficult to quantify.

The capacity to undertake and support the work of the PSB is underestimated and Cwm Taf recognised that it needed to provide direct support to supplement partners' early contributions. Also, each of the Public Bodies across Wales are also subject to the same WFG duties and will be seeking others partner input into their own Objectives outside the PSB arena.

Issues or barriers that may impact on effective working, and examples of good practice and innovation.

PSB relationships with other Boards is unclear. Example, the Regional Planning Board, is currently unclear and the effect of the lack of clarity is likely to become an issue as the work of the Boards develops.

There is a need to ensure the work and Plans of all relevant Boards is fully aligned so that there is no overlap, duplication and 'over governance'. Example, the Social Services and Well-being Act and the resultant Area Plan priorities, some of which are similar but emerge from a different statutory basis have been identified and will need to be carefully managed.

Is there an opportunity to rationalise collaborative structures?

To what extent does the PSB have a strategic overview of Collaboration and does it need to look at areas and make them work?

Is there a need to consider the trade off between strategic oversight of Well-being Plan and other activities, e.g. ensuring the implementation of Commissioners' requirements?

The work in respect of the Cardiff Capital Region Cit Deal and the Valley's Task Force is helpful but requires alignment with PSB objectives, this would help ensure resources are best used and also to help ensure that residents and communities are not confused or overloaded by the initiatives that are all aiming to deliver benefits to them.

Cwm Taf is currently awaiting the outcome of the proposal to make changes to the Health Board Boundaries such that the Cwm Taf Health Board would be extended to cover the Bridgend locality which is

likely to prompt discussions about the possibility of further extending the PSB from two to three County Boroughs.

Innovation/Good Practice

The Joint nature of the PSB across the Cwm Taf footprint is enabling partners not based a Local Authority level, e.g. Health and Police, Fire and NRW to make best use of their resources.

The Cwm Taf PSB recently put in place a dedicated Partnership Support Team which is being jointly funded by partners. Where some partners are unable to commit financially, they are committing resource to identified tasks.

This joint funding has also allowed the partnership to put in place a dedicated website. Having established the initial site and agreed the funding, it is now being further developed to ensure the partnership makes best use of this resource <http://www.ourcwmtaf.wales/>

The following pages provide further information relating to established and proposed arrangements for taking forward the work of Carmarthenshire Public Services Board. The response is shaped around the three key issues the committee have identified as your Terms of Reference for the inquiry into PSBs:

1. To gain an understanding of the structure and functions of the Public Services Boards.
2. To explore the effectiveness of PSBs, resourcing and capacity.
3. To gather evidence of issues or barriers that may impact on effective working, and examples of good practice and innovation.

1. Structure and functions of Carmarthenshire Public Services Board

- 1.1 Carmarthenshire Public Services Board met for the first time in May 2016 following the publication of the Well-being of Future Generations (Wales) Act (WFG Act). At that meeting Barry Liles, Principal of Coleg Sir Gâr was elected as the Chairman with Cllr. Emlyn Dole, Leader of Carmarthenshire County Council being elected as Vice-Chairman. Following local government elections in 2017 the role of Chairman and Vice-chairman were re-considered at the July 2017 PSB meeting (as required by the WFG Act guidance) and both Barry Liles and Cllr. Emlyn Dole were re-elected to their positions.
- 1.2 Carmarthenshire PSB (and Local Service Board prior to that) have made a conscious decision to elect a representative from an organisation other than the County Council as the Chairman of the Board. We feel that this provides a clear message that all PSB partners have an equal stake in the work and business of the PSB. This has been well received by member organisations.
- 1.3 In addition, although the WFG Act guidance differentiates between Statutory Members, Invited Participants and Other Partners in terms of Board membership, Carmarthenshire PSB have agreed that any decisions made by the Board are only valid when made jointly and unanimously by all members. In the event of a disagreement between members it is the responsibility of the Chairman to mediate an agreement and to ensure that this is presented to the next available meeting of the Board or to a special meeting if required.
- 1.4 The Board meets every other month (6-times per year). The location of meetings varies between PSB member organisation facilities, with those members who have facilities to hold meetings hosting the meeting in turn, without charge to the PSB. This is seen as a contribution in kind by PSB members.
- 1.5 As a result of approving our first Carmarthenshire Well-being Plan at our 2 May 2018 meeting we will now be establishing a series of Delivery Groups to enable and drive progress against our agreed well-being objectives. In addition, we are going to maintain a Safer Communities Delivery Group which will fulfil statutory duties for partnership community safety work between agencies required through the Crime and Disorder Act 1998, which have not been superseded by the WFG Act. The Crime and Disorder Act identifies 'Responsible Authorities' (local authority, health, probation, police, fire) who are required to work together to identify, understand and address community safety issues. This arrangement will be reviewed on an on-going basis to ensure the most appropriate means of fulfilling these statutory duties.
- 1.6 The Carmarthenshire PSB partnership structure and support arrangements are included for reference as Appendix 1.

2. Effectiveness of PSBs, resourcing and capacity

2.1 As required through the WFG the secretariat for the PSB is provided by Carmarthenshire County Council. The Council does not receive any additional financial resources to manage this function. The Council is therefore not in a position to provide dedicated administrative support to the work and function of the PSB but this is included in the work objectives of the following officers:

- Corporate Policy & Partnership Manager
- Community Safety Manager
- Community Safety Assistant.

These officers also fulfil other duties for the Council as part of their day-to-day roles.

- 2.2 As noted above, the PSB will be establishing a series of Delivery Groups during the next few weeks with PSB members taking responsibility for acting as either the Expert Lead or Vice-Chair of the Group with officers from PSB organisations providing officer time to support the work of the Delivery Group. This work will again be in addition to organisational responsibilities as there are no new or additional resources available to deliver the agenda. However, PSB members can see the benefit in working together with other PSB partners to make progress on areas of collective action and are therefore keen to contribute support in kind. Only time will tell if this support in kind approach will be sufficient to make the desired progress that the PSB is hoping for.
- 2.3 It is felt that if dedicated resources were provided to manage and facilitate the work and ambitions of the PSBs there could be potential for the PSB to achieve more and at a quicker pace.
- 2.4 Welsh Government funding to support regional collaboration (on a health board footprint) has proved beneficial with a Regional Co-ordinator appointed working across Carmarthenshire, Ceredigion and Pembrokeshire PSBs. This has enabled a consistent approach across the counties as the Well-being Assessment and Well-being Plan were being developed. This has been welcomed by PSB members who work across more than one PSB area as it has aided consistency in their organisational response.
- 2.5 Although the Well-being Assessments and Plans for each county were developed using a consistent framework each of the assessments and plans take their own shape and focus. As a result, as we now move towards delivery of the plans, the regional approach may prove less fruitful as the focus shifts to local delivery. We would encourage a revision of this Welsh Government funding to enable individual PSBs to now access funding support to facilitate local delivery.
- 2.6 The PSB is very much looking forward to getting into the delivery phase of its work as the last 2-years, since the WFG Act was published and PSB established, have been very process driven with the PSB needing to undertake the County Well-being Assessment and preparing its first Well-being Plan. All partners are now keen to make progress on delivering the actions that have been identified as areas where the PSB can add value to local issues through collective action.

3. Evidence of issues or barriers that may impact on effective working, and examples of good practice and innovation

- 3.1 The main issue that may hold the PSB back is capacity. There is a real sense of willingness and support from PSB members to making progress against the PSB well-being objectives, however, with no dedicated resource to drive the agenda there is a danger that progress may be hindered. All partners can see the potential, as well as the collective and organisational benefit, of the actions that have been agreed but organisational pressures can sometimes restrict the capacity of partners to contribute as fully as they'd like to the work.
- 3.2 The PSB is entering an important phase in its development as all partners are now very keen to see action and progress. As previously noted, the first 2-years of the PSB have been very process driven with undertaking the well-being assessment and developing the well-being plan. This

work will serve us well going forward but it is now time to take action and make progress against the identified well-being objectives.

- 3.3 As part of the undertaking of the well-being assessment and development of the well-being plan the PSB has developed and improved its methods of engaging with stakeholders and the public. A collective approach between partner organisations has been well received and is something we will look to further develop as part of the work of the Delivery Groups. This collective approach will benefit the PSB members as well as stakeholders and the public as organisations look to develop ways of undertaking meaningful and influential engagement to inform decisions.
- 3.4 The regional approach taken to date in terms of a consistent framework and approach for undertaking the well-being assessment and developing the well-being plan has worked well and has been of benefit to partners working across more than one county boundary. As a result of the working relationships developed it has been agreed that a regional PSB meeting will take place for the first time on the 25 June 2018. This will include the membership of the PSBs in Carmarthenshire, Pembrokeshire, Ceredigion and Powys. There are areas of commonality in each of our well-being plans and there is benefit in identifying areas where we could work together to make progress. In addition, there are numerous regional and national matters that request PSB agenda time which are currently being repeated four times over with some partners having to sit through the same presentation numerous times. PSBs will take stock of the benefit of regional meetings once the first one has been held before agreeing on the way forward thereafter.
- 3.5 The WFG act has driven the Well-being Plan to focus on areas of collective action that the PSB members can make progress on by working together. As part of the development of the Carmarthenshire plan we have identified short (1-3 years), medium (3-7 years) actions and long-term (7-20 years) ambitions to focus on. In the past the remit of community strategies was too broad to enable focused activity on key issues. The new approach taken by the PSB has identified a number of key issues that are relevant to partners and are matters that require a collaborative approach in order to be resolved.
- 3.6 The potential for the PSB arrangements to make a genuine difference to public service delivery is clear for all to see. In principle, there is no question about PSB partners' commitment to the approach. However, the challenge comes in putting that commitment into practice whilst also facing significant organisational pressure. Addressing that tension will be a significant issue for the PSB going forward but it is something that all partners fully recognise and acknowledge.

Appendix 1

Carmarthenshire Public Services Board partnership structure

Carmarthenshire Public Services Board

Delivery Groups

Healthy Habits: Co-ordinated Campaigns	Healthy Habits: Environmental Risk Assessment	Early Intervention: Changing the Model of Delivery	Strong Connections: Innovative Community Assets	Prosperous People and Places: Education & Employment; and Procurement Procedures	Safer Communities
<p>Expert Lead: Ros Jervis, Hywel Dda University Health Board</p> <p>Vice-Chair: Barry Liles, Coleg Sir Gâr</p> <p>Lead Officer: TBC, Hywel Dda University Health Board</p>	<p>Expert Lead: Huwel Manley, Natural Resources Wales</p> <p>Vice-Chair: Tom Yearly, University of Wales Trinity Saint David</p> <p>Lead Officer: Emma Davies, Natural Resources Wales</p>	<p>Expert Lead: Rob Quin, Mid & West Wales Fire & Rescue Service</p> <p>Vice-Chair: TBC</p> <p>Lead Officer: Joanna Jones, Carmarthenshire County Council and Hywel Dda University Health Board</p> <p>Mydrian Harries, Mid & West Wales Fire & Rescue Service</p>	<p>Expert Lead: Marie Mitchell, Carmarthenshire Association of Voluntary Services</p> <p>Vice-Chair: Menna Davies & Lucy Jewel, Department for Work & Pensions</p> <p>Lead Officer: Clare Pilborough, Carmarthenshire Association of Voluntary Services</p>	<p>Expert Lead: Jane Lewis, Carmarthenshire County Council</p> <p>Vice-Chair: Rob Quin, Mid & West Wales Fire & Rescue Service</p> <p>Lead Officer: Jonathan Hancock, Carmarthenshire County Council</p>	<p>Expert Lead: Carmarthenshire County Council</p> <p>Vice-Chair: Dyfed Powys Police</p> <p>Lead Officer: Carmarthenshire County Council</p>

Community of Practice of the Expert Lead, Vice-Chair and Lead Officer for each Delivery Group will be established in order to ensure integration and collaboration between the work of each group.

Vale of Glamorgan Public Services Board Terms of Reference

1. Purpose of the Public Services Board

1.1 The purpose of the Vale of Glamorgan Public Services Board (PSB) is to ensure member bodies work collaboratively to improve the economic, social, environmental and cultural well-being of the Vale of Glamorgan and contribute to the achievement of the seven well-being goals as set out in the Well-being of Future Generations Act (Wales) 2015.

1.2 Partners will work across organisational boundaries to agree actions to achieve better outcomes and improve well-being for citizens in the Vale of Glamorgan. The PSB will act in accordance with the sustainable development principle and in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

1.3 The PSB will adopt the five ways of working to ensure activities are undertaken in accordance with the sustainable development principle and will:

- look to the long-term
- take an integrated approach
- involve people
- collaborate
- focus on early intervention and prevention

1.4 The core statutory functions of the PSB are to:

- prepare an assessment of well-being
- publish an assessment of well-being
- prepare a local well-being plan
- publish a well-being plan
- report annually on progress

1.5 *In order to fulfil its statutory functions the Public Services Board will:*

- support and progress the principles and goals of the Well-being of Future Generations Act (Wales) 2015 in the Board and its member organisations;
- assess the state of economic, social, environmental and cultural well-being in the Vale of Glamorgan providing a robust evidence base to inform decisions on collective priorities for the area;
- set objectives that are designed to maximise the PSB's and member bodies' contributions to the national well-being goals;
- take individually and collectively, reasonable steps to meet these objectives;

- undertake collaborative activities which promote the cultural, economic, social, and environmental well-being of the region;
- provide public service leadership to tackle ‘fundamental and unmet’ challenges from a citizen perspective and ensure an effective whole-system response to the needs of citizens;
- ensure partners are working together to unblock barriers and address the key challenges facing the Vale;
- facilitate new models of delivery through potential pooling of resources, aligning services better across sectors or setting up new arrangements;
- be a learning partnership which develops best practice in transforming citizen centred services and facilitates the sharing of experience across the Welsh public service;
- co-ordinate local, regional and national priorities and develop effective relationships which overcome organisational barriers;
- look beyond the boundary of the Vale of Glamorgan as appropriate to offer and receive support from other PSBs to meet the challenges and opportunities identified in the PSB’s assessment and objectives;

2. Membership

2.1 Details of the membership of the PSB and roles and responsibilities are set out below:

Statutory Membership

2.2 Statutory members are collectively responsible for fulfilling the board’s statutory duties. The statutory membership of the Board will comprise:

- Cardiff and Vale University Health Board (Chair and/or Chief Executive)
- Natural Resources Wales (Chief Executive)
- South Wales Fire and Rescue (Chair and/or Chief Officer)
- Vale of Glamorgan Council (Leader and Managing Director)

2.3 The above will be the Board members. A member of the Board is able to designate an individual from their organisation to represent them on the Board. The person designated should have the authority to make decisions on behalf of the organisation. The Leader of the Vale of Glamorgan Council can only designate another member of the authority’s executive to attend on their behalf.

2.4 The Leader of the Council in their capacity as PSB Chair at the first meeting of the PSB will request confirmation from all statutory partners with regards to who will be the representative on the Board and that they have the appropriate authority to make decisions.

2.5 The Chair of the PSB and nominated local authority officer should be notified of any changes in representation.

Invited Participants and other Partners

2.6 The following as specified statutory invitees will be invited to participate in the Board's activity.

- Welsh Ministers
- Chief Constable of South Wales Police
- The South Wales Police and Crime Commissioner
- Representatives of the National Probation Service and Community Rehabilitation Company
- Glamorgan Voluntary Services

2.7 The PSB will also engage with key partners in the area who have a material interest in the well-being of the area, or who deliver important public services, in the preparation, implementation and delivery of the work of the Board. The suggested list of **other partners** is as follows but the Board can invite these and other organisations to participate and become invited participants on condition that they exercise functions of a public nature. The suggested list of other partners is:

- Community Councils
- Public Health Wales
- Community Health Councils
- National Museum of Wales
- National Library of Wales
- National Park Authorities
- Further or Higher Education Institutions
- Higher Education Funding Council for Wales
- Sports Council for Wales
- Arts Council of Wales

2.8 Invitees are not required to accept the invitation and will not become statutory members of the Board. Bodies or persons which accept invitations from the Board will become **invited participants**. Invited participants having accepted an invitation, will work jointly with the board on anything the board does under its well-being duty, including assessing the state of well-being in its area, setting objectives to maximise its contribution to the achievement of the goals, and taking reasonable steps to meet those objectives. They will be therefore entitled to make representations to the Board about the assessments of local well-being and the local well-being plan and take part in Board meetings and provide other advice and assistance.

2.9 The PSB chair will ask invited participants to join the PSB and for acceptance of the invitation to be confirmed to a nominated officer of the local authority. The Chair will clearly set out the reasons for the invitation and expectations for participation.

2.10 An invited participant may participate in the activity of the PSB from the day which the Board receives acceptance of its invitation.

The Board

2.11 The full Board will therefore comprise appropriate representation from the following organisations (to be updated as appropriate):

- Cardiff and Vale College
- Cardiff and Vale University Health Board
- Community Rehabilitation Company
- Glamorgan Voluntary Services
- National Probation Service
- Natural Resources Wales
- The South Wales Police and Crime Commissioner
- South Wales Fire and Rescue Authority
- South Wales Police
- Town and Community Councils (Community Liaison Committee Representative)
- Vale of Glamorgan Council
- Welsh Ambulance Service Trust - Cardiff and Vale
- Welsh Government

2.12 All Board members will be expected to progress and support the work of the Board and will be regarded by their colleagues as equal partners. Board members will ensure their organisation is appropriately represented at Board meetings as detailed in the statutory guidance. Board members will also take responsibility for ensuring that their organisation meets commitments made to the Board.

2.13 At the first meeting of the PSB one of the statutory members or invited participants will be appointed by the PSB as Chair and this will be reviewed annually.

2.14 Additional partners can be formally invited by the secretariat to participate in the PSB as required if agreed by the Board. This will ensure that as priorities and objectives are developed relevant organisations are invited to either participate in the PSB or its sub-groups.

3. Meetings

3.1 The PSB was formally established on the 1st April 2016. The PSB will meet a minimum of five times a year in the Vale of Glamorgan, subject to revision by members, and within 60 days of each local government election of councillors.

4. Secretariat

4.1 The secretariat function will be provided by Vale of Glamorgan Council. The function includes:

- Arranging regular meetings of the PSB
- Preparing agendas and commissioning papers for meetings
- Inviting participants and managing attendance
- Minute taking
- Working on the Annual Report
- Preparing evidence for Scrutiny

5. Resources

- 5.1** The Board must determine how it will resource the functions it has to undertake and this is the responsibility of all of the members equally. It is for the Board to determine appropriate and proportionate resourcing of the Board's collective functions.
- 5.2** Each statutory member will make a contribution towards the work of the PSB e.g. the undertaking of the well-being assessment, development, publication and implementation of the well-being plan and associated activities.
- 5.3** Each invited participant will be asked to make a voluntary contribution towards the work of the PSB e.g. the undertaking of the well-being assessment, development, publication and implementation of the well-being plan and associated activities.
- 5.4** To support the PSB work programme the Board will need to identify appropriate professionals from partner organisations to lead the programmes and associated workstreams and ensure that the programmes deliver the required outcomes.

6. Decision-making

- 6.1** Any function of the PSB is a function of each member and can only be exercised jointly. Unanimous agreement is needed in order for the PSB to publish assessments of local well-being and local well-being plans.
- 6.2** All the members must be in attendance at a meeting of the PSB for the decisions made during that meeting to be considered valid.
- 6.3** Each organisation which participates in the PSB will be considered equal and each organisation will only have one vote.
- 6.4** In the event of a disagreement between members and/or invited participants or other partners it will be the responsibility of the Chair to mediate an agreement and report back to the next Board meeting or if necessary organise a special meeting of the PSB.

7. Subgroups

- 7.1** PSB subgroups can be established to support the work of the PSB following agreement of members. They must include at least one member of the Board, and can also include any invited participant or other partner. Once established subgroups will draft their own terms of reference guided by the PSB terms of reference and these will be presented to the PSB for approval.
- 7.2** Sub-groups will support the PSB to deliver partnership priorities and will be a combination of programme boards and task and finish groups ensuring that the right organisations and professionals are involved in the delivery of agreed priorities.

7.3 The PSB will provide leadership and governance to support the work of other statutory partnerships/boards including the Cardiff and Vale Children and Adult Safeguarding Boards, Substance Misuse Area Planning Board, Safer Vale (Community Safety Partnership) and will align activities to the regional Integrated Health and Social Care Partnership Board.

7.4 PSB sub-groups will not:

- invite persons to participate in the Board’s activity;
- set, review or revise the Board’s local objectives;
- prepare or publish an assessment of well-being;
- consult on an assessment of well-being or prepare a draft of an assessment for the purposes of consulting;
- prepare or publish a local well-being plan;
- consult on a local well-being plan or prepare a draft of a local well-being plan for the purposes of consulting;
- review or amend a local well-being plan or to publish an amended local well-being plan;
- consult on an amendment to a local well-being plan;
- agree that the Board merges or collaborates with another Public Services Board;

8. Implementing our Responsibilities

8.1 To provide a robust framework for our activities the PSB will:

- Produce a Well-being Plan for the Vale of Glamorgan based on the findings of the well-being assessment as detailed in the Well-being of Future Generations Act statutory guidance.
- Make decisions based on business intelligence and robust engagement to inform the setting of our objectives.
- Maintain and develop strategic links with new and existing partners and stakeholders.
- Identify and progress opportunities for cross-boundary working, where appropriate.
- Create a supportive and challenging environment for partnership working.
- Have due regard to relevant legislation including:
 - The Equality Act 2010 and Human Rights
 - The United Nations Convention on the Rights of the Child (UNCRC)
 - The Children and Families (Wales) Measure 2010
 - Tackling Poverty
 - Welsh Language
 - The Resilience of ecosystems duty (Biodiversity)

8.2 To promote effective engagement and wider participation with the work of the PSB we will:

- Develop a strategic approach to engagement building on existing networks and mechanisms to ensure stakeholders have the opportunity to inform the work of the PSB and are able to see the outcomes achieved.

- Invite relevant stakeholders to attend meetings of the PSB or sub-groups to ensure their knowledge and skills are fully utilised.
- Ensure that partners consider the needs of different communities and engage with residents across the Vale of Glamorgan.
- Work in accordance with the National Principles for Public Engagement in Wales and the National Standards for Children and Young People’s Participation.
- Engage in a purposeful relationship with the people and communities in the Vale of Glamorgan including:
 - Children and young people
 - Welsh speakers
 - People with protected characteristics

8.3 To provide and coordinate resources to ensure the successful delivery of partnership priorities, the PSB will:

- Nominate individuals from within their respective organisations to lead areas of work, as appropriate.
- Communicate the importance of partnership working, emphasising that it is ‘part of the day job’.
- Appropriately reflect the priorities of the Board within organisational strategies and plans.
- Address resource challenges which are impeding partners’ progress in priority areas.

8.4 To ensure a timely and effective performance management and annual review process, the PSB will:

- Ensure the programme of annual review is delivered at appropriate times, to a high standard.
- Consider the Annual Review and agree action where necessary.
- Identify strategic risks that might impact on the programmes and mitigate as appropriate.
- Maintain a structured timetable for monitoring performance and agree actions as appropriate to resolve issues.

9. Audit and Scrutiny

9.1 Regular reports will be prepared for the Vale of Glamorgan Council’s nominated Scrutiny Committee. All members of the Board, invited participants and partners will be expected to attend meetings of the Scrutiny Committee as necessary.

9.3 The PSB will have due regard to the reports and recommendations issued by the Future Generations Commissioner for Wales.

10. Reviewing Terms of Reference

10.1 The Board can review and agree to amend the terms of reference at any time which they deem appropriate.

10.2 Terms of reference must be reviewed at each meeting held after the date of each ordinary local government election.



Evidence for the Equality, Local Government and Communities Committee, National Assembly for Wales 7th June 2018

1. The written evidence provided below is in response to a request for information about the Vale of Glamorgan Public Services Board (PSB), 'Our Vale – Ein Bro'. This evidence has been prepared by officers within the Vale of Glamorgan Council. The Committee are advised that other partners on the Board may have other views or additional information which may be of interest. The evidence has been structured around the following headings:

- The structure and functions of the Public Services Board
- The effectiveness of the PSB – resourcing and capacity
- Barriers to effective working
- Good practice and innovation

The Structure and Functions of the Public Services Board

2. Attached is a copy of the terms of reference for the Vale of Glamorgan Public Services Board (PSB), these were agreed in 2016 and reviewed in 2017. The membership of the PSB is detailed below. Meetings are chaired by Councillor John Thomas, Leader for the Vale of Glamorgan Council, and the Vice Chair is Mark Brace, the Assistant Police and Crime Commissioner for South Wales.

Name	Title	Organisation
Cllr John Thomas (JT)	Leader	Vale of Glamorgan Council
Rob Thomas (RT)	Managing Director	Vale of Glamorgan Council
Huw Jakeway/Vaughan Jenkins (VJ)	Chief Fire Officer/GM – Operations Department (Vale of Glamorgan and Bridgend)	South Wales Fire & Rescue Service
Gareth O’Shea (GOS)	Executive Director of Operations - South Wales	Natural Resources Wales
Abigail Harris (AH)	Executive Director of Strategy and Planning	Cardiff and Vale University Health Board
Fiona Kinghorn (FK)	Deputy Director of Public Health	Cardiff and Vale UHB
Rachel Connor (RC)	Executive Director	Glamorgan Voluntary Services
Stuart Parfitt (SP)	Chief Superintendent	South Wales Police
Cllr Mike Cuddy (MC)	Nominated Town and Community Council Representative	Penarth Town Council
Judith Cole (JC)	Deputy Director Workforce and Social Partnerships (Local Government)	Welsh Government
Emil Evans (EE)	Vice Principal	Cardiff and Vale College
Hannah Williams (HW)	Head of South Wales One	National Probation Service

Mark Brace (MB)	Assistant Commissioner	South Wales Police and Crime Commissioner
Victoria Harris (VH)	Head of South Wales One	Community Rehabilitation Company
Robert Tooby	Assistant Director of Operations	South Wales Ambulance Trust

3. The PSB meets five times a year and there is a forward plan of work.
4. The main focus of activity for the PSB since it was established has been the publication of its Well-being Assessment and Well-being Plan and the extensive work required to develop both.
5. This work has primarily been led by officers within the local authority, but all partners were involved in the development of the assessment and the plan and also participated in the engagement and consultation. This was done through an Editorial Group and a Business Intelligence Group.
6. When the PSB was established it adopted the Local Service Board Delivery Plan and the sub-groups and partnerships which had already been established. This was agreed with the understanding that once the new Well-being Plan was in place there would be a need to review the different sub-group structures to ensure that an appropriate structure was in place to deliver the Well-being Plan.

The Effectiveness of the PSB – Resourcing and Capacity

7. Although the PSB welcomes the annual regional funding which has been made available to PSBs from Welsh Government over the past three years, this is the only funding, and it has primarily been directed towards the assessment and engagement work. The funding of around £25k per year is only a fraction of the costs of undertaking the work necessary for the PSB, and in the main the Council has provided the additional resource. This is over and above what is required in terms of the Secretariat role.
8. The level of support that the Council has provided to date will be difficult to sustain given the financial pressures the Council is under, and the PSB will need to consider how in the future it resurces the delivery of the Well-being Plan and the co-ordination and support needed for the PSB to function and meet the expectations of bodies like Welsh Government, The Future Generations Commissioner and Wales Audit Office as well as the expectations of other stakeholders.
9. This potential disconnect between expectations and the resource and capacity within PSBs will need to be addressed by all partners.
10. The difficulty that a number of the partners operating at a regional and national level have in engaging fully with the work of the PSB is recognised: this is often due to involvement in a number of PSBs and partnerships. This has led to some discussions within the PSB around resources, capacity and the need for collective responsibility and input in to how the Plan is implemented.

11. Discussions around the delivery of the Well-being Plan are ongoing and a small Implementation Group involving the four statutory partners who are each leading on a well-being objective has been very productive. This is ensuring a shared responsibility to the 'making it happen' element of the PSB's work. To date the group has identified potential ways forward and leads for the different actions, has discussed priorities and clustering of actions and has mapped feedback obtained through the consultation and engagement against each action as well as documents, frameworks and best practice which can assist with delivery. In addition, our actions have been mapped against similar actions in neighbouring PSB well-being plans, the Area Plan and other documents. Consideration of what groups will need to support this work is ongoing but with a recognition that where possible existing groups, for example Safer Vale and the Food Vale steering group, will take a lead; new groups will only be established as necessary and with a clear focus.
12. There is a recognition that across the various partners there are considerable resources in terms of expertise, skills and knowledge. One of the key challenges for the PSB is redirecting some of that capacity to the delivery of the Well-being Plan priorities and potentially away from what some may see as core business. There is a need to embed the Well-being Plan as core business for every partner.
13. Although each of the statutory partners is leading on a well-being objective, different partners are leading on different activities e.g. Dr Tom Porter from the Cardiff and Vale Public Health Team is leading on actions around active travel; Nadia De Longhi from NRW is leading on taking forward an action around an environmental project in one of our deprived areas; Paula Ham, the Council's Director for Learning and Skills, will be leading on ACEs (the theme of this year's Headteachers' conference) and finally, the South Wales Fire and Rescue Service will be leading on the challenge of improving how we engage with the public across the PSB.
14. Although some of the earlier discussions around resources have been difficult, this is an issue we as a PSB will need to keep revisiting. We consider it to be positive that we are having these conversations: partners are being honest, and there is a willingness to work through the issues together.

Barriers to effective working

15. Detailed below are some of the barriers to effective working. It is worth pointing out though that our experience to date is that the PSB is working differently and more collaboratively than the former LSB.
16. As mentioned above, one barrier is the lack of dedicated resource and capacity and potentially an expectation to date that the local authority will pick up most of the burden. This is also perpetuated to an extent, with the local authority and 'PSB coordinators' within the local authority being seen by many as the main vehicle for engaging with the PSB.

17. There are also some concerns that discussions around local government reorganisation may make some feel the local well-being plan is redundant before it has a chance to really make a difference.
18. The difference in 'status' between statutory partners and invited participants is clear as statutory partners are very much taking the lead. The PSB will need to undertake more work to ensure that all PSB members are actively involved. The PSB has expressed an interest in working with Academi Wales on the Healthy Behaviours work that has been offered as part of the PSB support from Welsh Government, and we are optimistic that this will help further develop the team approach that is needed to effectively deliver the Well-being Plan for the Vale.
19. In parallel to the work of the PSB, where possible, we have aligned work on the Social Services and Well-being Act; in particular work to deliver the Population Needs Assessment and Area Plan. A joined up approach to engagement to inform the Well-being Plan and Area Plan under the 'Let's Talk' banner was adopted. There have been many positive outcomes as a result of this work; however, due to the both assessments and plans being undertaken during the same timeframes, but with different requirements (such as different geographical areas, scope and approval mechanisms), there was some confusion around how the work fitted together.
20. We have already mentioned the lack of funding for the infrastructure required to support the PSB. Dedicated funding would make a significant difference in enabling the PSB to maximise its potential. This could help fund a dedicated team to co-ordinate the delivery of the plan, stakeholder engagement, the development of the evidence base and performance management arrangements. Putting in place robust foundations to meet these requirements would sustain the work of the PSB in to the future and support the delivery and monitoring of the plan.

Good practice and innovation

21. In terms of good practice and innovation the development of the Well-being Plan involved all partners in the drafting and engagement and was a much more inclusive way of working than had been adopted under the old Local Service Board. Efforts were made to engage with people of all ages and to have an ongoing conversation about what people think about life in the Vale. The PSB is keen to keep this conversation going and to keep listening.
22. We recognised the value of going to groups and attending events organised by others and grasping many different opportunities to engage, e.g. a Communities First Halloween party, a supermarket on a Saturday morning, community council meetings, the Vale 50+ Strategy Forum and pupil voice events.
23. Our engagement and consultation activities became more fun and interesting as confidence and knowledge grew and they were viewed as an integral part of the development of the plan. They also influenced how we conducted conversations in PSB meetings to ensure partners participated in the drafting of the plan.
24. Another important piece of work which helped us test our objectives and develop the plan was a self-assessment tool which we developed with the assistance of

Gwenallt and Whitear consultants. The tool was developed in partnership and enabled partners to reflect on how they would deliver the objectives by answering co-produced questions around leadership, policy, actions, resources and impact. This work will be revisited and further developed as part of our performance management arrangements.

25. We have sought to further embed the different ways of working and thinking we have developed through the process of developing our Well-being Plan. On Tuesday 22nd of May the Well-being Plan was formally launched at the HeARTh Gallery and University Hospital Llandough; this was an inclusive event attended by children from a local nursery and participants from the Hospital's Elderfit class. We are keen to illustrate how the plan is of relevance to people of all ages and our launch event was a part of this. In addition to the launch of the plan, to ensure the accessibility of the Plan and to continue our conversations, the PSB has launched a new website – www.ValePSB.wales and a twitter account @VOGPSB. Both will help the PSB to promote its work and further develop it as an identifiable brand.
26. Another example of our different way of working is that on the evening of 25th June PSB members are coming together for a walk. The catalyst for this has been to show support for Len Richards, the Cardiff and Vale UHB Chief Executive, who is raising money for charity by walking Offa's Dyke that week. We wanted to show our support but also recognised it as an opportunity for board members to spend some time together, outside of a meeting room, enjoy the beauty of the Vale and to further build upon our relationships.
27. We are confident in the Vale that we have the right plan, that it has been developed collaboratively and that it has been informed by a robust well-being assessment. There is a commitment from partners to work together and to make a real difference in the Vale. Our challenge now is to bring the full resource of our organisations in to the work of the PSB and to recognise the potential for change.

- To gain an understanding of the structure and functions of the Public Services Boards.
- To explore the effectiveness of PSBs, resourcing and capacity.
- To gather evidence of issues or barriers that may impact on effective working, and examples of good practice and innovation.

1. Structure and functions of the Public Services Boards

- 1.1 In April 2016 the [Wellbeing of Future Generations \(Wales\) Act 2015](#) established a statutory board, known as a Public Services Board (PSB), in each local authority area in Wales. Conwy and Denbighshire have used the power within the Act to merge both of their separate PSBs into a single PSB for the Conwy and Denbighshire region.

Membership and meetings

- 1.2 The Conwy and Denbighshire PSB is chaired by the Area Director (Central) of Betsi Cadwaladr University Health Board and the vice chair is the Chief Executive of Conwy County Borough Council.
- 1.3 Membership of the Conwy and Denbighshire PSB comprise of the statutory members and invited participants specified by the Act. The following are the agreed nominated representatives for the Board:

Statutory Members	Nominated Representative
Betsi Cadwaladr University Health Board	Area Director of Central (representing the Chairman)
Betsi Cadwaladr University Health Board	Chief Executive
Conwy County Borough Council	Leader
Conwy County Borough Council	Chief Executive
Denbighshire County Council	Leader
Denbighshire County Council	Chief Executive
Natural Resources Wales	Head of Operations North (representing the Chief Executive)
North Wales Fire and Rescue Service	Chief Fire Officer
Invited Participants	Nominated Representative
Community & Voluntary Support Conwy	Chief Officer
Denbighshire Voluntary Services Council	Chief Executive Officer
National Probation Service	Head of Local Delivery Unit
North Wales Police	Superintendent
Police and Crime Commissioner Office	Chief Executive

Public Health Wales	Public Health Consultant (representing the Executive Director of Public Health)
Wales Community Rehabilitation Company	Head of Local Delivery Unit
Welsh Government	Senior Civil Servant

1.4 Although the Conwy and Denbighshire PSB decided to keep membership to the core members stipulated in the Act during the development of their well-being plan, membership will be reviewed to ensure there is sufficient representation to deliver the priorities.

1.5 The PSB hold quarterly meetings and since November 2017, PSB meetings are now open to the public.

Purpose and Priorities

1.6 The purpose of the board is to improve the economic, social, environmental and cultural well-being of the Board’s area by contributing to the achievement of the national well-being goals as specified within the Act.

- A prosperous Wales
- A resilient Wales
- A healthier Wales
- A more equal Wales
- A Wales of cohesive communities
- A Wales of vibrant culture and thriving Welsh language
- A globally responsible Wales

1.7 The overriding principle of the PSB’s activities is sustainable development. This means the PSB must act in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. The Board use the five key ways of working to carry out sustainable development:

- Long Term
- Prevention
- Integration
- Collaboration
- Involvement

1.8 The PSB initially had two main tasks -

- To prepare and publish an assessment of the state of economic, social, environmental and cultural well-being of Conwy and Denbighshire, and
- To prepare and publish a Local Well-being Plan for the counties of Conwy and Denbighshire setting out local objectives and the steps it proposes to take to meet them.

1.9 The well-being assessment was published in April 2017 and was informed by data, national and local research and most importantly feedback from residents, visitors and businesses through the County Conversation during the summer and autumn 2016. The assessment is available to view on the Conwy and Denbighshire PSB website (<http://conwyanddenbighshirepsb.org.uk/wellbeing-assessment>).

1.10 The Conwy and Denbighshire Local Well-being Plan was approved in April 2018 and sets out the local objectives we as a Board will take to improve the economic, social, cultural and environmental well-being for the area. This is where the PSB feel they can make the greatest contribution without duplicating good work already taking place within existing partnerships and organisations. The priorities the PSB has opted to take forward are:

- People - Good Mental Well-being for All Ages
- Community – Community Empowerment
- Place - Environmental Resilience

1.11 The PSB have also committed to 4 additional principles which support the priorities -

- To address inequalities and treat everyone equally.
- To support and promote the Welsh Language.
- To support access to appropriate accommodation.
- To avoid duplication.

1.12 Please find the Terms of Reference for the Conwy and Denbighshire PSB and the Conwy and Denbighshire Well-being Plan (summary and technical versions) appended to this document for further information.

2. Effectiveness of PSBs, resourcing and capacity

2.1 In accordance with the Act, the Local Authority partners provide secretariat support for the Board. This support rotates between the two local authorities (Conwy County Borough Council and Denbighshire County Council) on a biannual basis.

2.2 An officer group has been established for the PSB which provides support for Board activities such as consultation and engagement, editorial input or data collection/analysis. Officers who support the board are undertaking work in addition to their usual job role.

2.3 The Public Services Board does not have any dedicated resource to deliver projects in support of their identified priorities and also considers that the creation of another 'layer' of work would not be effective. As the priorities are developed in more detail, the PSB will assess the allocation of staff capacity and or funding resources either from existing budgets or through grant applications. The board recognises it can most usefully provide leadership, scrutiny and promotion of work in

these areas among existing structures, and seek to consolidate and challenge those structures to meet the agenda that it has set out.

- 2.3 Welsh Government have provided a regional grant (based on local health board footing) to support PSB's to deliver their Well-being Plans. In North Wales this supports 4 PSB's. For 2018/19, in North Wales the grant will be used to -
- Ensure analytical capacity and arrangements to support the maintenance of the local well-being assessments.
 - Commission research around any identified gaps in our intelligence and analysis, including those outlined in feedback from the Future Generations Commissioner and Welsh Government.
 - Commission research into best practice interventions, helping identify potential steps in support of local well-being objectives.
 - Work collaboratively across North Wales on common themes.
 - Ensure that the good regional engagement and involvement work that has informed our assessments and plans can continue.
- 3. Evidence of issues or barriers that may impact on effective working, and examples of good practice and innovation.**
- 3.1 There is a real sense of willingness and support from PSB members to make progress against the PSB well-being objectives. All partners can see the potential collective and organisational benefit of the actions that have been agreed but there are organisational pressures and often different planning timetables that can sometimes restrict the capacity and resources of partners to contribute as fully as they'd like to the work.
- 3.2 In addition to organisational pressures, several PSB partners are members of multiple PSB's both regionally (such as North Wales Fire and Rescue Service, Betsi Cadwaladr University Health Board, North Wales Police etc) and nationally (such as Natural Resource Wales and Public Health Wales). As well as compounding the capacity and resource issue in supporting 4 PSB's across North Wales, this involves working to different local priorities.
- 3.3 The partnership landscape is complex within North Wales, as there are several regional strategic partnerships in operation (such as Regional Partnership Board, Safer Communities Board etc). Although this presents more opportunity for collaborative working, conversely there is a danger of duplication and / or too many priorities for partner organisations to focus on and allocate support and resources too.
- 3.4 The Conwy and Denbighshire PSB feel there is a need to better understand existing partnership arrangements locally and in time seek to consolidate and challenge those structures in order for the PSB to influence prioritisation and work going forward locally.

- 3.5 There is a concern there is limited resources and financial support to deliver the programme of work needed to achieve the local well-being priorities for the area.
- 3.6 The Act is about behaviour change (both individually and organisationally) and although the PSB wants to take different actions - there is uncertainty in how the PSB can influence, facilitate and support behaviour change to achieve our objectives, especially in the current economic climate of public sector squeeze.

Conwy and Denbighshire Public Services Board

Terms of Reference

1. Statutory Requirements

- 1.1 The Well-being of Future Generations (Wales) Act 2015 (“the Act”), places a well-being duty on specified public bodies to carry out sustainable development. Part 4 of the Act requires the establishment of Public Services Boards (PSB) whereby public bodies act jointly to contribute to the achievement of the well-being goals.
- 1.2 There must be a PSB for each Local Authority area in Wales. However section 47 of the Act permits two or more PSBs to merge if they consider it would assist them in contributing to the achievement of the well-being goals. Section 48 of the Act also permits two or more PSBs to collaborate if they consider it would assist them in contributing to the achievement of the well-being goals.
- 1.3 The powers granted in section 47 of the Act have been used to merge the separate PSBs of Conwy and Denbighshire into a single PSB for the Conwy and Denbighshire area (“the Board”). This decision has been taken by the Board with the understanding of risk that there is currently no provision within the Act to separate the Board.

2. Aim

- 2.1 The Board will aim to be ambitious, innovative and motivated to work together to find sustainable service solutions.

3. Purpose

- 3.1 To improve the economic, social, environmental and cultural well-being of the Board’s area by contributing to the achievement of the national well-being goals as specified within the Act, including:
 - A prosperous Wales
 - A resilient Wales
 - A healthier Wales
 - A more equal Wales
 - A Wales of cohesive communities
 - A Wales of vibrant culture and thriving Welsh language
 - A globally responsible Wales
- 3.2 The Board will adhere to the Sustainable Development Principle set out in the Act, which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. The Board will focus on the five key ways of working:
 - Long Term
 - Prevention

- Integration
- Collaboration
- Involvement

3.3 The Conwy and Denbighshire PSB will be responsible for the following statutory requirements –

- Preparing, publishing and reviewing an assessment of the state of economic, social, cultural and economic well-being in Conwy and Denbighshire by April 2017.
- Preparing a local well-being plan for Conwy and Denbighshire, setting out local well-being objectives and the steps it proposes to meet them by May 2018.
- Taking all reasonable steps to deliver the local objectives within the local well-being plan.
- Publishing an annual report that sets out the Boards progress in meeting the local well-being objectives.

4. Principles

4.1 The Board will work to the following principles:

- **Respect** – all partners will respect each other.
- **Integrity** – all partners will make decisions with integrity, so they are consistent, principled and honest.
- **Mutual Accountability** – partners are accountable and responsible to each other for the delivery of jointly agreed and collectively owned outcomes.
- **Value** – each partner is equal on the Board and each member must value each other and their contribution.
- **Trust and Openness** – to ensure all partners are involved and that they have a participative approach.

5. Membership

Statutory Members

5.1 The Statutory Members of the Board are:

- Conwy County Borough Council
- Denbighshire County Council
- Betsi Cadwaladr University Health Board
- North Wales Fire and Rescue Service
- Natural Resources Wales

5.2 The following are the agreed nominated representatives of the Statutory Member organisations for the Board:

Statutory Members	Nominated Representative
Betsi Cadwaladr University Health Board	Area Director of Central (representing the Chairman)
Betsi Cadwaladr University Health Board	Chief Executive
Conwy County Borough Council	Leader
Conwy County Borough Council	Chief Executive
Denbighshire County Council	Leader
Denbighshire County Council	Chief Executive
Natural Resources Wales	Head of Operations North (representing the Chief Executive)

5.3 Statutory Members are collectively responsible for fulfilling the Board’s statutory duties. This means unanimous agreement of the Statutory Members is needed in relation to fulfilling their duties under the Act, as identified in paragraph 3.3.

Invited Participants

5.4 The Board has a statutory requirement to invite the ‘Invited Participants,’ who exercise functions of a public nature to participate in the Board’s activity.

5.5 Invited Participants will be asked to join the Board via a letter from the Chair setting out the reasons for the invitation and the expectations upon the invitee. An Invited Participant may participate in the activity of the Board from the day on which the Board receives its acceptance of the invitation.

5.6 Invited Participants are not required to accept their invitation and by accepting the invitation to participate in the activity of the PSB, they do not become a member of the Board. Invited Participants are entitled to work jointly with the Board through making representations to the Board about the assessment of local well-being and local well-being plan, taking part in Board meetings and providing other advice and assistance as required.

5.7 The following are the agreed nominated representatives of the Invited Participants which have accepted the invitation to participate:

Invited Participants	Nominated Representative
Community & Voluntary Support Conwy	Chief Officer
Denbighshire Voluntary Services Council	Chief Executive Officer
National Probation Service	Head of Local Delivery Unit
North Wales Police	Superintendent
Police and Crime Commissioner Office	Chief Executive
Public Health Wales	Public Health Consultant (representing the Executive Director of Public Health)
Wales Community Rehabilitation Company	Head of Local Delivery Unit
Welsh Government	Senior Civil Servant

Other Partners

5.8 The Board will engage with other key partners in Conwy and Denbighshire who exercise functions of a public nature and who:

- i. have a material interest in the well-being of Conwy and Denbighshire;
- ii. deliver important public services; and
- iii. are involved in the preparation, implementation and delivery of the Board.

5.9 The following organisations will be contacted to seek advice in such a manner and to such an extent as the Board considers appropriate. These partners include, but are not limited to:

Other Partners
Community Councils

Public Health Wales NHS Trust
North Wales Community Health Council
Snowdonia National Park Authority
Higher Education Funding Council for Wales
Higher Education / Further Education institutions (including Grŵp Llandrillo Menai)
Arts Council for Wales
Sports Council for Wales
National Library of Wales
National Museum of Wales
Registered Social Landlords
Welsh Ambulance Service NHS Trust

- 5.10 The Board may consider what other partners, if any, it wishes to invite to participate in its work and to what extent, provided that they fulfil the criteria set out at clause 5.5. This will be reviewed regularly to ensure the priorities identified by the well-being objectives are supported and resourced appropriately for delivery.
- 5.11 Other Partners will be asked to join the Board via a letter from the Chair setting out the reasons for the invitation and the expectations upon the invitee. Having joined the Board, partner organisations will become Invited Participants and will participate in meetings in the same way as Statutory Members.
- 5.12 Of the key partners identified in 5.9 above, the Board has initially identified one partner to become an Invited Participant – Public Health Wales; the nominated representative is set out in paragraph 5.7.

Information

- 5.13 The Board can require Invited Participants and other partners to provide information about any action they take that may contribute to achieving the well-being goals. However organisations are not required to provide information if:
- (a) they consider it would be incompatible with their duties, or
 - (b) it has an adverse effect on the exercise of their functions, or
 - (c) they are prohibited from providing it by law.
- 5.14 If an organisation decides not to provide information the Board has requested it must provide the Board with written reasons for its decision.

Substitute Representatives

- 5.15 A Statutory Member or Invited Participant of the Board is able to designate an individual from their organisation to represent them. The only restriction is that a directly elected mayor or executive leader of a Local Authority may only designate another member of that Local Authority's executive.
- 5.16 The person designated should have the authority to make decisions on behalf of their organisation.

6. Member Roles and Responsibilities

- 6.1 The roles and responsibilities of all Statutory Members and invited partners of the Board are:

- To provide strategic leadership for the development of the local assessment of well-being and local well-being plan and to be responsible for the successful delivery of the plan and public accountability for performance;
- To ensure that people who are interest in the improvement of well-being in the area are involved in the work of the Board;
- To ensure information is effectively communicated through their respective organisations;
- To embed the culture of sustainable development within their relevant public organisation;
- To ensure the Board's performance and risks are managed robustly;
- To ensure that the work of the Board is regularly presented for scrutiny;
- To ensure that decisions agreed by the Board are implemented (the decisions of the Board are not legally binding and it is therefore the responsibility of each member organisation);
- To contribute to the funding of the working of the Board if required and by agreement.

7. Chair and Vice Chair

7.1 The Chair will be elected every two years by agreement of the Board members. The Chair can either be a Statutory Member or Invited Participant. The role of the Chair will involve:

- Managing the Board agenda
- Reviewing the draft minutes
- Representing the Board at key events
- Managing any conflicts of interest
- Resolving disagreements
- Maintaining good order

7.2 The Vice Chair will be elected every two years by agreement of the Board members. The Vice Chair can be either a Statutory Member or Invited Participant. Good practice would be for the Vice Chair to be from a different partner organisation to that of the Chair. The role of the Vice Chair will be to take on the role of the Chair if the Chair is unable to perform their duties.

8. Meetings

8.1 Ordinary meetings of the Board:

- Meetings will be held as a minimum of quarterly, but may be more frequent should business require.
- An annual calendar of meetings will be set by the Administrative Support (as set out at clauses 11).
- The meetings will be held in a central location.
- Partners will provide the meeting rooms and refreshments at no cost.
- The Board will be a closed meeting. However an annual open meeting will take place to promote transparency.
- Statutory Members and Invited Participants can request that items are placed on the agenda with the Chair having final approval.
- Agendas, minutes and reports will be sent out electronically 7 days before the meeting. All documents will be bilingual unless they are working documents.
- Translation will be provided at all meetings.
- Minutes of the meeting will be sent electronically within 10 days of the meeting.
- All reports have to be provided electronically to the secretariat 15 days before the meeting.

8.2 Mandatory meetings of the Board:

- The Board must hold a ‘mandatory meeting’, chaired by the Local Authority, no later than 60 days after each subsequent ordinary election of councillors. Ordinary elections are where all seats on a council are up for election or re-election.
- Board members will appoint a Chair and Vice Chair at the mandatory meeting from the Statutory Members and the Invited Participants.
- At this meeting the Board will also:
 - a) Determine when and how often it meets
 - b) Review and agree the terms of reference

9. Sub groups

- 9.1 The Board is able to establish sub-groups to support it in undertaking its functions and the Board may authorise sub-groups to exercise a limited number of functions of the Board.
- 9.2 Each sub-group of the Board must include at least one Statutory Member of the Board, who may choose an appropriate representative to attend to contribute to the work of the sub-group. The sub-group may also include any Invited Participant or other partner.
- 9.3 Whilst sub-groups cannot themselves be authorised to finalise and approve the assessment of local well-being, or the local well-being plan, it is expected that they will play an important role in researching and developing those products in draft.
- 9.4 The Board **can not** authorise a sub-group —
- (a) to invite persons to participate in the Board’s activity;
 - (b) to set, review or revise the Board’s local objectives;
 - (c) to prepare or publish an assessment of well-being;
 - (d) to consult on an assessment of well-being or to prepare a draft of an assessment for the purposes of consulting;
 - (e) to prepare or publish a local well-being plan;
 - (f) to consult on a local well-being plan or to prepare a draft of a local well-being plan for the purposes of consulting;
 - (g) to review or amend a local well-being plan or to publish an amended local well-being plan;
 - (h) to consult on an amendment to a local well-being plan;
 - (i) to agree that the Board merges or collaborates with another Public Services Board.

10. Wider Engagement

- 10.1 The Board’s citizen focus means it will engage in a purposeful relationship with the people and communities across Conwy and Denbighshire. It is vital that the Board takes account of the importance of involving people with an interest in achieving the well-being goals and of ensuring those persons reflect the diversity of the population of the area the Board serves.
- 10.2 The Board will take care to ensure the propriety and impartiality of the Board’s processes and be alive to the risks of any perception arising that a particular group is being afforded excessive access to, or influence over, a Board’s deliberations and activities.
- 10.3 The Board will take additional steps outside of meetings to ensure that public voice is heard and helps to shape both the well-being assessment and local well-being plan. This is expected to

include consultation and engagement exercises providing opportunities for people to raise and debate ideas through online and community engagement arrangements.

- 10.4** All engagement will comply with the PSB Engagement procedures as outlined in the communication plan in appendix 1.

11. Administrative Support

- 11.1 The Local Authorities must make administrative support available to the Public Services Board. This support will rotate between the two local authorities on a biannual basis. Conwy County Borough Council will provide administrative support for the first year of the PSB.

- 11.2 Administrative support will include:

- ensuring the Public Services Board is established and meets regularly;
- preparing the agenda and commissioning papers for meetings;
- inviting participants and managing attendance;
- minute taking;
- work on the annual report; and
- preparation of evidence for scrutiny.

12. Resources

- 12.1 It is for the Board to determine how it will resource the functions it has to undertake, which are a responsibility of all the Statutory Members equally. It is for the Board to determine appropriate and proportionate resourcing of the Board's collective functions. There is nothing to prevent Invited Participants or other partners providing advice, assistance, and resources to the Board for instance in the form of analytical or professional expertise. They are not required to provide financial assistance but may do so if they consider it is within their powers.

13. Decisions

- 13.1 Board decisions, in respect of the statutory responsibilities identified in paragraph 7, are only valid when made jointly and unanimously by all of the Statutory Members and with all Statutory Members in attendance at the meeting.
- 13.2 For all other decisions (which do not relate specifically to the statutory duties identified in paragraph 7) the PSB will operate on the basis of a consensus. However if a consensus is not reached, the decision will revert to the statutory members for resolution by vote (one vote per organisation).
- 13.3 However, Statutory Members will not and cannot work in isolation. Other bodies and organisations in the area have a significant contribution to make. All views will be taken into consideration before any decisions are made.

14. Quorum

- 14.1 The Board is quorate if all of the Statutory Members or their nominated representative(s) are present. For Statutory Members with more than one representative on the Board, the Board will be quorate if at least one representative is present.

15. Conflict of Interest

- 15.1 A conflict of interest for the purpose of these Terms of Reference, is defined as anyone who is in a position to directly or indirectly influence the outcome of the Board's business must ensure that their personal interests do not compete with their role on the Board.
- 15.2 All representatives have a duty to report any conflicts of interest which they may have.
- 15.3 The Chair will establish at the beginning of each meeting whether any conflict of interest exist and how it should be dealt with.

16. Disputes

- 16.1 All Members will work on the basis of co-operation and good faith and will arrange to discuss with each other as soon as possible any problems or disputes which arise and will attempt to resolve any difficulties through negotiation at an early stage. If the dispute is not resolved it may be referred to the Chair who, using all appropriate channels, shall seek to resolve any differences arising within the Partnership.
- 16.2 The Board will operate on the basis of a consensus or majority in respect of disputes.

17. Governance

Performance

- 17.1 Regular highlight reports and progress about PSB priorities will be presented to the Board.
- 17.2 An annual report will be produced and published.
- 17.3 A report must be prepared and published no later than 14 months after publication of the Board's local well-being plan and subsequently no later than one year after the publication of the previous report. A copy of the report must be sent to the following:
- The Welsh Ministers;
 - The Future Generations Commissioner for Wales;
 - The Auditor General for Wales; and
 - The Local Authority's relevant overview and scrutiny committee.

18. Governance

Scrutiny

- 18.1 The Board will be subject to scrutiny by the designated local government scrutiny committee of the local authorities. Section 35 of the Act provides that overview and scrutiny committees must have the power to review and scrutinise the decisions, actions and governance arrangements of the Board.
- 18.2 The Board will continue to be scrutinised through the existing arrangements of each Local Authority's Partnership Scrutiny and Overview Committees until an agreed process is implemented from May 2017.

19. Exit

- 19.1 Any Invited Participant not wishing to continue with the Board should give written notice to the Chair. The partner should endeavour to honour any decisions taken and commitments made.

20. Review of the Terms of Reference

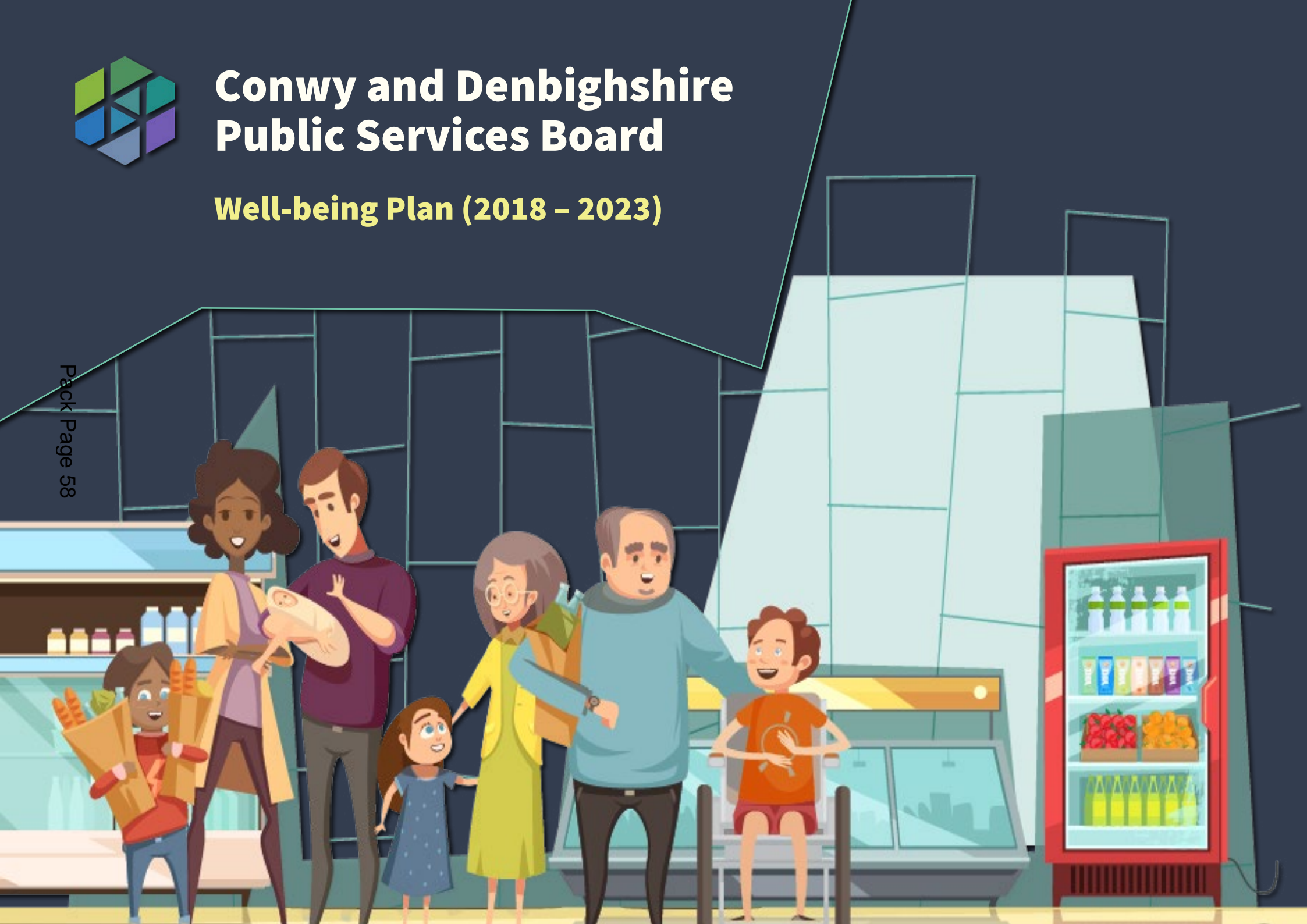
- 20.1 These Terms of Reference must be reviewed at any Mandatory Meeting.
- 20.2 These Terms of Reference will be reviewed at least every two years. The Board may review and agree to amend these Terms of Reference at any time.



Conwy and Denbighshire Public Services Board

Well-being Plan (2018 – 2023)

Pack Page 58



Foreword

I am pleased, on behalf of partners on the **Conwy & Denbighshire Public Services Board (PSB)**, to introduce this Local Well-being Plan for our two counties. It is the culmination of work that began in April 2016, and represents our conclusions on what we feel are the key areas that pose the greatest need or challenge for our communities, and where we feel the PSB can make the greatest contribution without duplicating good work already taking place within existing partnerships and organisations.

A lot of work has already taken place to get us to this point, but this is only the start of the PSB's journey. This plan is an outline of what it is we would like to achieve, but there is more work to be done to develop our programme of work, and we would welcome your input into this as part of our ongoing conversation with our communities. If you would like to be kept informed of our work, get involved or provide feedback to us, please see our contact details on the last page of this document.

The PSB has afforded public services an exciting opportunity to come together to challenge serious problems in our community areas – the Well-being of Future Generations (Wales) Act 2015 has enabled us to do this more effectively. We must of course be realistic about the financial constraints that our sectors are facing, but at the same time see this as a chance to effect real change and remain open to working in different ways. All partners on the board are committed to working collaboratively to deliver sustainable and effective services that prevent problems emerging in the long-term. We want to support our communities to be prosperous, resilient and healthier. We want to contribute to the Welsh Government vision of a more equal and globally responsible Wales, where we have cohesive communities and vibrant culture.



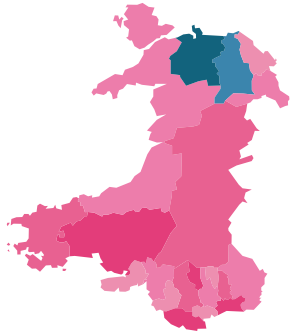
Pack Page 59

Conwy and Denbighshire PSB is made up of a number of public sector organisations which include:





Well-being is about being healthy and happy in all areas of your life. Good physical and mental health but also good relationships and resilient communities.



Every county in Wales has a Public Services Board where public bodies work together to focus on the well-being of future generations.

They were set-up under the **Well-being of Future Generations (Wales) Act 2015**. It has seven goals that all plans need to work towards achieving:

- A prosperous Wales
- A resilient Wales
- A healthier Wales
- A more equal Wales
- A Wales of cohesive communities
- A Wales of vibrant culture and thriving Welsh language
- A globally responsible Wales.

Conwy and Denbighshire services already work together to support people across our region.

So we took this opportunity to establish one single Public Services Board. This means we can use our resources better to meet needs now and in the future. We help services work together to improve:

- **cultural well-being**
- **economic well-being**
- **environmental well-being**
- **social well-being.**

This is our **Well-being Plan** – it sets out the challenges communities face which we feel we can really improve by working together.

The plan focuses on **3 priority areas:**

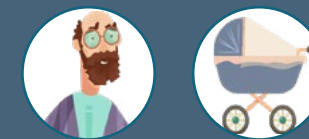
- 1. People** – Supporting Good Mental Well-being for all ages
- 2. Community** – Supporting Community Empowerment
- 3. Place** – Supporting Environmental Resilience.

We have four principles that support these priorities:

- To tackle inequalities and treat everyone equally
- To support and promote the Welsh Language
- To support people so they can access healthy, safe appropriate accommodation
- To avoid duplicating work.



Well-being facts about Conwy and Denbighshire



Cultural Facts:



26% of the population speak Welsh

The combined population of Conwy and Denbighshire is

211,300

Pack Page 61



Young people leave the area for different reasons

- education
- employment
- social and lifestyle

Currently

12% are 75+

27% are under 25

By 2039

19% will be 75+

25% will be under 25

Social Facts:



40% of adults drink above the recommended guidelines at least once a week

Conwy & Denbighshire are ranked the **3rd** and **4th** highest in Wales for alcohol related hospital admissions

54-58% are obese or overweight

Young mothers

2014 conception rates for under 18's

30 per 1,000 in Conwy

31 per 1,000 in Denbighshire.
(25.4 per 1,000 in Wales)



Low birth weight in 2016

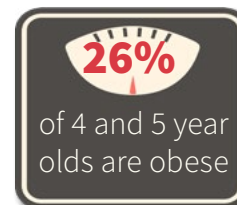
5.5% of all live births in Conwy

8.3% of all live births in Denbighshire

Immunisations

95% Conwy

96% Denbighshire



Breastfeeding

50% of infants are breastfed (57% in Wales)

37% receive breast milk at 10 days

30% at 6 weeks

Smoking mothers reduced from

14% to 5% during 2016-2017

Children 0-4 years living in poverty

30% in Conwy

31% in Denbighshire



Infant mortality

5.1 per 1,000 births in Conwy

4.7 per 1,000 births in Denbighshire

Adverse Childhood Experiences (ACE)

In Wales **1 in every 7** adults have experienced four or more ACEs

Risk factors at the start of life:

- age of mother
- contact with alcohol, drugs or tobacco
- bad nutrition or diet
- inadequate antenatal care
- exposure to violence or abuse
- facing poverty or disadvantage
- inconsistent parenting
- poor language development
- poor attachment and bonding with an adult.



35% of adults eat '5 a day' of fruit or vegetables

Well-being facts about Conwy and Denbighshire



Environmental facts:



Farmers manage over **75%** of the land

Woodlands cover **13.5%** of the counties



Nearly **26,000** properties are at a significant risk of flooding



Fuel poverty affects **7,600** households

Pack Page 62



Economic facts:



11% are self-employed (compared to 9.2% in Wales)

38% are in public sector employment

38% people have either a NVQ level 4, a degree or higher qualification

15 million people visit each year. This brings in over **£1.2 billion** to the local economy

Wages

This area has lower average weekly wages for full-time jobs

- £469 – Denbighshire
- £485 – Conwy
- £498 – Wales
- £541– UK

Overall household income levels are below the national average

Education

Gaining level 2 key stage 4

53% Conwy

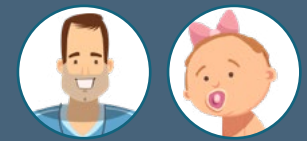
57% Denbighshire (58% in Wales)

30% work in tourism related jobs



1. People – Supporting good mental well-being for all ages

We will look at ways partners can work together to make sure everyone has good mental well-being.



How things are

Some people with mental health issues don't ask for help.



In the UK each year:

25% of people will have mental health needs. The most common issues are anxiety and depression.

In Wales each year

20% of the NHS expenditure goes on mental health services. A large number of emergency and hospital admissions are related to mental health problems.

Mental Illness

12.1 % of the population report being treated for a mental illness.



There were:

- **9.8%** in Conwy
- **11.6%** in Denbighshire.

Self-harm

The number of assessments for children and young people **more than doubled** between 2012–13 and 2015–16.

For young people under 18, the rate of admission for mental health is **30%** higher than the rest of Wales.



People living with dementia registered with GP surgeries:

2011 – **1,700** patients
2016 – **2,050** patients.

If nothing changes

We'll miss the opportunity to support the development of healthy adults.

We'll have about 1,000 more people with poor mental health by 2035.

Even more people won't seek help.

We'll miss opportunities to step in early and stop issues getting worse.

The well-being of some young people will get worse.

There will be more issues for services to deal with.

In certain areas, some families won't be able to get the same level of support.

Children will face health inequalities.



Next Steps



We will explore ways to:

- work together to support parents so children have the best start in life
- work together to support unpaid carers
- help young people learn life-skills and behaviours that support health and well-being
- encourage our partner organisations to give mental well-being training to their workforce
- support young people's well-being, aspiration, resilience and life-skills
- have more activities that bring generations together
- make the most of volunteer services
- use the environment to encourage mental well-being
- make the most of social prescribing – supporting people in their communities to improve well-being
- develop new ways of working to promote health and well-being
- help people be less reliant on health and social care services.



How this supports the
**Well-being of Future
Generations (Wales)
Act 2015**

- **A Healthier Wales**
- **A more Equal Wales**
- **A Wales of Cohesive Communities**

2. Community – Supporting community empowerment



We will look at ways for partners to work together to make sure we have strong, thriving communities.

How things are

People told us they value their communities. They value:

- community involvement
- services that promote well-being and independence.



They want advice and support to help groups to operate independently and successfully.

27% of Conwy & Denbighshire's population feel they're able to influence decisions affecting their local area (21% in Wales).

15-29 year olds:



3,500 leave every year

3,000 move in.

Unpaid care

£ There's a rise in unpaid care across the UK. Unpaid care is valued at

£132 billion per year.

That's close to the UK health spend of £134.1 billion each year.

Life expectancy

25% of our population are over 65 (20% in Wales).

Pensioners

17% of houses are occupied by a single pensioner.

40.9% of pensioners don't have a car. This brings a risk of isolation.

17% of houses are occupied by a single pensioner in this region. Many face fuel poverty.

Employment

50% of businesses found school leavers were unprepared for work.

If we had a job for everyone of working age, we'd need **13,500** more jobs in the region.

Housing

We need over **400** new homes each year. **314 were built in 2016.**



If nothing changes

By 2039:

- **19%** of the community will be 75+
- **24%** will be under 25
- lone pensioner households will increase by **3,600**.

Changes in funding and cuts mean:

- public services will find it more difficult
- facilities like libraries will have to depend on community support a lot more.

Services will have a lot more to do. As people are living longer there will be more:

- health problems because of unhealthy life choices
- illnesses like Type 2 Diabetes and joint problems
- people who need support to stay in their own home
- loneliness and isolation.

We'll have fewer young people living here. By 2039 only:

- **16.3%** will be 0-15
- **13.5%** will be 16-29.

This will impact our communities.

We'll have fewer people of working age to support the needs of older people.

Employers will face challenges. This includes Health and Social Care employers who need to replace an aging workforce.

There will be even more demand for housing.

Next Steps:



We will explore ways to:

- have communities that can meet the needs of all ages
- help older people to do what matters to them
- help services and communities work together better
- find affordable ways to support people to stay in their own home
- help people adapt their homes to meet their needs
- encourage people to plan and shape their communities
- help people to travel to work, education and services
- make superfast broadband and mobile networks available to everyone
- get support to the people who need training to use digital services
- give young people better career advice and mentoring
- offer young people the opportunity to develop skills through volunteering and work experience
- deliver extra homes across Conwy and Denbighshire
- connect people to accommodation they can afford
- support people to prepare for their later years.



How this supports the
**Well-being of Future
Generations (Wales)
Act 2015**

- **A prosperous Wales**
- **A resilient Wales**
- **A healthier Wales**
- **A more Equal Wales**
- **A Wales of Cohesive Communities**



3. Place – Supporting environmental resilience



We will look at ways partners can work together to develop environmental resilience in our communities. This includes preparing for and adapting to local climate changes in the future like flooding and reducing our carbon and ecological footprint.

How things are

25,773 properties are in high risk flood zones:



23% of properties in Conwy

28% of properties in Denbighshire.

75% of our land is agricultural land.



Biodiversity is suffering and in decline, including:



57% of plants

60% of butterflies

40% of bird species.

Economy

Agriculture contributes to our rural economy and employs:

20% of people in rural Conwy

15% of people in rural Denbighshire.

In 2015 **15 million** people visited Conwy & Denbighshire. This added **£1.28 billion** to the local economy.

UK target

80% reduction in greenhouse gas emission by 2050.



If nothing changes

Our communities won't have the resilience to deal with the impacts of extreme weather from climate change. For example: the risk of flooding will continue or increase as extreme weather events become more frequent.

Biodiversity, plants and natural areas will continue to decline.

Habitats will suffer, which damages eco-systems.

Land-use sectors won't be able to cope with threats like the spread of new pests and diseases.

We'll fail our global targets to reduce greenhouse gas emissions.

We'll pass onto future generations a natural environment that's in a worse state than the one we inherited.

Next Steps:



We will explore ways to:

- improve how we manage against flood risk and other weather extremes
- help communities understand the value of the natural environment and how they can positively add to it
- be leaders in sustainability and supporting communities to develop renewable energy schemes
- have a natural environment that is thriving and resilient, and where wildlife flourishes
- work with communities on their place plans and help them consider green infrastructure
- buy in resources that are sustainable and locally produced
- explain how important it is that we address environmental issues like recycling, energy efficiency and carbon emissions
- improve the energy efficiency of our buildings
- produce less waste.



How this supports the
**Well-being of Future
Generations (Wales)
Act 2015**

- **A resilient Wales**
- **A healthier Wales**
- **A more Equal Wales**
- **A Wales of Cohesive Communities**
- **A globally responsible Wales**

Going forward

The next step is deciding what actions to take to reach our priorities.



Focus groups

We will set up groups for the priorities. Their experience and knowledge will help us develop an action plan.

These groups will also help make sure that people in communities can continue to get involved in decisions and their views are listened to.

Checking it's working

We will develop a performance framework. It will have indicators to show us how well we're doing or if something needs to change.

Scrutiny

The work we do is checked by a Scrutiny & Overview Committee in each Local Authority:

- **in Denbighshire it's the Partnership Scrutiny Committee**
- **in Conwy it's the Finance & Resources Scrutiny Committee.**

Reporting

The partners involved in this plan will report regularly to the Board. Then we will produce an annual report.

Join the conversation

Lots of people across Conwy and Denbighshire have already been involved in the Well-being Assessment. This helped us develop this plan.

We want people to have a say. There will be lots of ways to get involved including consultations, events and other activities. We also have a website where you can:

- read the Well-being Plan
- read the Well-being Assessment
- find the minutes from board meetings
- read newsletters
- find information about our partners.

You can also attend a meeting.

All PSB meetings are held in public – for a list of dates and venues go to: (conwyanddenbighshirelsb.org.uk/agendas&minutes)



Thanks for reading this!

The next step is deciding what actions to take to reach our priorities.



You can stay involved and share your views through the PSB website:

conwyanddenbighshirepsb.org.uk

Or



Public Services Board Development Officer
Conwy County Borough Council
Bodlondeb
Conwy
LL32 8DU

01492 574059

People with hearing or speech impairments can dial **18001** before the number they require.



We're happy to provide this document in large print, audio and braille.
This document is also available in Welsh.





Conwy and Denbighshire Public Services Board:

Well-being Plan 2018 - 2023

Pack Page 71



Technical Document

A summary version of this document is also available

I am pleased, on behalf of partners on the Conwy & Denbighshire Public Services Board (PSB), to introduce this Local Well-being Plan for our two counties. It is the culmination of work that began in April 2016, and represents our conclusions on what we feel are the key areas that pose the greatest need or challenge for our communities, and where we feel the PSB can make the greatest contribution without duplicating good work already taking place within existing partnerships and organisations.

In this technical document we have outlined some of the highlights from our local assessment of well-being (which is available to view online [here](#)) and the conversations that we have had with our communities and stakeholders in the development of this Local Well-being Plan. We have then outlined the priorities the PSB will focus on to help address the issues that we have identified. This technical document is supported by a summary version of the plan.

A lot of work has already taken place to get us to this point, but this is only the start of the PSB's journey. This Local Well-being Plan is an outline of what it is we would like to achieve, but there is more work to be done to develop our programme of work, and we would welcome your input into this as part of our ongoing conversation with our communities. If you would like to be kept informed of our work, get involved or provide feedback to us, please see our contact details on the last page of this document.

The Well-being of Future Generations (Wales) Act 2015 has afforded public services with an exciting opportunity to come together to challenge serious problems in our community areas. We must of course be realistic about the financial constraints that our sectors are facing, but at the same time see this as chance to effect real change and remain open to working in different ways. All partners on the board are committed to working collaboratively to deliver sustainable and effective services that prevent problems emerging in the long-term. We want to support our communities to be healthier, resilient and prosperous. We want to contribute to the Welsh Government vision of a more equal and globally responsible Wales, where we have cohesive communities and a vibrant culture.



Bethan Jones, Chair of Conwy and Denbighshire Public Services Board

About the Conwy and Denbighshire Public Services Board

In April 2016, the [Well-being of Future Generations \(Wales\) Act 2015](#) established a statutory board, known as a Public Services Board (PSB), in each local authority area in Wales. Conwy and Denbighshire have used the power within the Act to merge both of their separate PSBs into a single board for the Conwy and Denbighshire region.

The PSB is a collection of public bodies working together to improve the well-being of their county. This means that as a board the Conwy and Denbighshire PSB must improve the economic, social, environmental and cultural well-being of the Conwy and Denbighshire area by working to achieve the national [7 Well-being goals](#).

Membership consists of senior representatives from the organisations listed below. However membership will be reviewed regularly to ensure there is sufficient representation to deliver the priorities.

We also have a dedicated [website](#), where the public can access the Local Well-being Plan and Assessment, as well as the meeting minutes, papers for board meetings, newsletters and find further information about our partners.

- ❖ [Betsi Cadwaladr University Health Board](#)
- ❖ [Community and Voluntary Support Conwy](#)
- ❖ [Conwy County Borough Council](#)
- ❖ [Denbighshire County Council](#)
- ❖ [Denbighshire Voluntary Services Council](#)
- ❖ [National Probation Service](#)
- ❖ [Natural Resources Wales](#)
- ❖ [North Wales Fire and Rescue Service](#)
- ❖ [North Wales Police](#)
- ❖ [Police and Crime Commissioner's Office](#) (for North Wales)
- ❖ [Public Health Wales](#)
- ❖ [Welsh Government](#)



How has the Well-being Plan being developed?

The first step in the development of the Well-being Plan involved members of the Conwy and Denbighshire Public Services Board working together on developing the Well-being Assessment for the area, which is available to view online [here](#). This joint approach was taken to ensure that the assessment was shaped using the expertise, knowledge and insight from all organisations.

The assessment aimed to capture the strengths and positives about Conwy and Denbighshire's people, communities and places. It also described the challenges and opportunities faced both now and in the future. The assessment was informed by data, national and local research and most importantly feedback provided to us from residents, visitors and businesses through the '**County Conversation**' which took place during the summer and autumn of 2016. The conversation was conducted on behalf of public sector organisations across Conwy and Denbighshire.

During the summer of 2016 we spoke to as many people as possible to ask their views about what works well in Conwy and Denbighshire and what we need to focus on now and for future generations. We asked people to talk about their experiences and their communities so that we could understand a bit more about local concerns and strengths. We engaged with a wide cross section of the community, including:

- Various community groups and forums - covering a range of community interests in a mix of urban and rural locations.
- Residents
- Persons with disabilities
- Business networks
- Faith groups
- Town & community Councils
- Young people (through youth school councils)
- North Wales Race Equality Network
- Other public sector partner organisations

In addition to engaging with the above groups, we used a variety of communication methods, including -

- Promoting the County Conversation via members of staff and through partner's internal channels and staff, such as the Conwy Bulletin, Denbighshire's County Voice newsletter, Business e-Bulletins and mailing lists.



- Social media and press releases were used to promote the County Conversation and to keep people updated about the comments we were receiving and to enable people to complete questionnaires online.

We also monitored the County Conversation to ensure that we had received feedback from every age range, every geographic area of the county and every subject interest area (please see appendix A). Whilst we are confident that we have reached out to a wide cross section of the community, in terms of geography and protected characteristics, we feel that we can do more as the County Conversation develops over the next few years to improve the depth of consultation with some groups of people, who may have been underrepresented.

In early 2017 we began to discuss the findings of the well-being assessment in more detail, and identified the strategic issues where we can collectively make a difference. From this analysis, the board came up with a long list of strategic issues. A series of workshops were held in the summer of 2017 with various stakeholders in order to explore the issues in more detail. These workshops helped us to prioritise areas of greatest need along Social, Cultural, Environmental and Economic themes, and to develop potential solutions. As a result of this work, the draft well-being plan was written.

Consultation on the draft plan took place between October 2017 and January 2018. A further workshop was held in January 2018 where we analysed the feedback. This was done by considering the synergies between priorities, the impact the PSB could have, the long term implications and where work was already in place for this priority (to avoid duplication). This resulted in redefining the plan into 3 priorities which link to **People, Communities and Place**. These 3 priorities encompass the previously drafted 6 priorities, because it was agreed that the issues are so interlinked, they cannot be looked at separately.

Principles

Sustainable development is the overriding principle of Conwy and Denbighshire PSB's activities. This means acting in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. We are also committed to applying the 5 ways of working (collaboration, prevention, integration, long term and involvement) to achieving Well-being priorities.

We have also committed to 4 additional principles which support the priorities. They are:

- ❖ To address inequalities and treat everyone equally.
- ❖ To support and promote the Welsh Language
- ❖ To support access to appropriate accommodation.
- ❖ To avoid duplication

The Public Service Board priorities have focused on areas where collaboratively, we can make a difference and have a long term impact. We do not wish to duplicate work. Our priorities are based on analysis of other partnership boards who are already working to improve the North Wales region. These partnership boards include a focus on education, community safety, economic growth and well-being. An outline of the partnership landscape for North Wales is included in appendix B.

People – Good mental well-being for all ages

This priority will focus on ways we can work together to ensure people of all ages enjoy good mental well-being. This is important so that all future generations -

- have a better chance of realising their individual potential;
- are equipped to cope with the normal stresses of life;
- can work productively;
- are doing things that improve their well-being;
- are capable of making a positive contribution to their community;
- have the knowledge and tools they need to stay independent for as long as possible into their later years and
- are informed about their own choices and take personal responsibility for their own health and well-being

What did our Well-being Assessment and County Conversation tell us?

- Each year an estimated 1 in 4 people in the UK will experience a mental health problem.
- The most commonly reported mental health issues are anxiety and depression in the UK.
- About 9.8% of Conwy CB's and 11.6% of Denbighshire's population report being treated for a mental illness - the Welsh average is about 12.1%.
- A large proportion of attendances at Emergency Departments and general admissions to hospital are related to mental health problems.
- Suicide rates in Conwy and Denbighshire are higher in comparison with other parts of Wales.
- The number of self-harming assessments for children and young people in North Wales has more than doubled between 2012/13 and 2015/16.
- For young people under 18, the rate of admission for mental health disorders in North Wales is 30% higher than Wales.
- Too much emphasis is placed on achieving targets rather than nurturing confidence and ambition in our young people.
- More resources need to be invested in education that delivers social and life skills (e.g. mental and emotional well-being, nutritional and financial awareness).
- Emotional resilience is an important part in young people's development and a positive adaption to enable people to cope, to flourish and to experience good health and social outcomes.
- Entrepreneurship needs to be better supported and social responsibility encouraged.
- People living with dementia registered with GP surgeries in Conwy and Denbighshire rose from 1,700 patients in 2011 to 2,050 in 2016.



Why mental well-being is a priority for us...

- The number of people with poor mental health will rise by about 1,000 by 2035.
- We'll miss opportunities to step in early and avoid issues getting worse.
- There will be more issues for families and services to deal with.
- The well-being of our young people will deteriorate.

Next Steps – We will explore ways to...

Short Term (1 - 5 years)

- Coordinate support for unpaid carers
- Coordinate support for parents to give their children the best start in life
- Encourage PSB organisations to roll out mental well-being training to their workforce (such as dementia friends and mental health First Aid).
- Investigate intergenerational activities
- Boosting volunteer services utilising people with capacity

Medium Term (1 - 15 years)

- Help young people to develop practical life skills and behaviours that contribute to good health and well-being.
- Maximising the use of the environment to encourage positive mental well-being
- Maximise the opportunities for social prescribing

Long Term (1 - 20 years)

- Develop new models to promote health & well-being so that people of all ages are less reliant on health and social care.

If we focus on this priority now, in the future we could have...

- More people experiencing good mental well-being and fewer people suffering anxiety and depression.
- Less self-harming and lower suicide rates.
- Less stigma around mental well-being.

Synergies with our other well-being priorities...

- ✓ **Community Empowerment** – working together to ensure we have strong and thriving communities across Conwy and Denbighshire.
- ✓ **Environmental Resilience** – working together to ensure our communities are prepared for future local climatic changes like flooding and carbon impacts.

Community – Community Empowerment

This priority will look at ways we can work collectively to empower communities. This is particularly important in a climate of declining funding, where the resilience of communities will play a more important role. We will support communities by working with them to develop the skills, structures and knowledge needed to develop their community to meet their local needs.

What did our Well-being Assessment and County Conversation tell us?

- 25% of the population are over 65, this is much higher than the Wales average of 20% and the UK average of 18%.
- 27% of our population are aged 25 and under, by 2039 we expect to have fewer young people living here (at 25%) - increasing the age structure gap we have from the ages of around 18 to 40.
- 3,500 people between 15-29 leave the area every year, with only around 3,000 moving in this compounds the skew towards older age groups within our population – young people leave for employment, learning, lifestyle or housing reasons.
- One in six households are occupied by a single pensioner.
- 40.9% of private pensioner households do not have a car, this brings a risk of isolation, inability to attend appointments, shopping and leisure activities
- Life expectancy is increasing, as is the % of elderly in our communities.
- There's a rise in unpaid care across the UK. Unpaid care is valued at £132 billion per year.
- Compared to other parts of the UK, Conwy and Denbighshire have low rates of crime and anti-social behaviour, although in the case of Denbighshire there are pockets with higher rates within parts of Rhyl.
- Domestic violence remains a key challenge to personal safety, as well as having an impact on communities, and is an important issue in the context of the Adverse Childhood Experiences (ACE) agenda.
- Only 27% of Conwy & Denbighshire's population feel that they are able to influence decisions affecting their local area – however this is higher than the Wales average of 21%.
- Communities value local physical assets to bring people together and foster community identity.
- There is a willingness within communities to explore alternative ownership / management arrangements. Residents feel that they would like to see more community run assets across the county, with improved access and facilities to make them multi-purpose, self-sustaining venues.
- People value community involvement, volunteering, and local services promote well-being and independence.
- More opportunities are needed for intergenerational activities in local communities that keep people connected and fit – volunteering was seen as a way to do this.
- Young people are frustrated volunteering is not co-ordinated.
- We need over 400 new homes each year - 314 were built in 2016.



Why community empowerment is a priority for us...

- Individually Public Service Board partners have done a great deal on the subject of community resilience. This has been, however, with mixed success, and we recognise that by working together we can take a more strategic approach to community empowerment, and make better use of our combined resources.

Next Steps – We will explore ways to...

Short Term (1 - 5 years)

- Support people to plan and shape their communities.
- Target those most likely to be digitally excluded so that they have the skills and means to use digital services.
- Provide young people with effective career advice and mentoring.
- Offer young people the opportunity to develop skills for life and work through volunteering opportunities and meaningful work experience.

Medium Term (1 - 15 years)

- Better enable people to travel to work, education and services.
- Make superfast broadband and mobile networks available to everyone.
- Support young and old people to access appropriate accommodation that they can afford.
- Support people to prepare for their later years.

Long Term (1 - 20 years)

- Deliver extra homes across Conwy & Denbighshire.

Pack Page 80

If we focus on this priority now, in the future we could have...

- Thriving community groups and assets that meet local needs.
- Services that work together better.
- Services that are better value for money.
- People getting involved and having a say in improving services.

Synergies with our other well-being priorities -

- ✓ **Good Mental Well-being** – working together to ensure people of all ages have good mental well-being
- ✓ **Environmental Resilience** – working together to ensure our communities are prepared for future local climatic changes like flooding and carbon impacts.

This priority will look at ways partners can work together to develop environmental resilience in our communities. This priority considers several aspects of environmental resilience, including the need to better prepare and adapt, at a local level, to the impacts of climate change i.e. flooding, and how we can work together to address other priority matters of environmental concern such as reducing our carbon and ecological footprints.

What did our Well-being Assessment and County Conversation tell us?

- The threat of flooding and water management is a key environmental issue in Conwy and Denbighshire.
- There are an estimated 12,500 properties at severe risk from flooding and 21,000 at low or medium risk.
- 75% of our land is agricultural which is predominately managed by farmers.
- Woodlands cover around 13.5% of the counties of Conwy and Denbighshire – similar to the Wales average.
- The two counties rely heavily on the natural environment in many aspects. For example, agriculture and tourism are major economic drivers which rely on, and can significantly impact, the natural environment - 15 million people visited Conwy & Denbighshire adding £1.28billion to the local economy.
- Agriculture contributes to our rural economy and employs 20% of people in rural Conwy and 15% of people in rural Denbighshire.
- Biodiversity is suffering and in decline, including –
 - 57% of plants
 - 60% of butterflies
 - 40% of bird species
- More needs to be done to encourage younger people to get involved with the environment and that communities should be supported to help protect the environment.
- People were concerned that we do not over-develop (especially house building) and that we need to balance nature conservation and development, conserving what is rare and unique.
- Carbon emissions are rising – the UK has a target to reduce greenhouse gas emissions by 80% by 2050.
- Fuel poverty affects 7,600 households in the region.
- We need to stop looking at the natural environment in traditional ways (in silo), and understand its fundamental importance in delivering wider benefits to society i.e. helping to alleviate impacts of climate change, improving health.



Why environmental resilience is a priority for us...

- Having a healthy and resilient natural environment is essential to deliver maximum environmental, economic, cultural and health benefits for the communities of Conwy and Denbighshire.

Next Steps – We will explore ways to...

Short Term (1 - 5 years)

- Ensure we have communities that understand the value of the natural environment & how they can positively contribute.
- Focus on sustainable procurement and local produce.
- Promote the importance of addressing environmental issues e.g. recycling, energy efficiency, carbon emissions.
- Improve the energy efficiency of our buildings.

Medium Term (1 - 15 years)

- Have communities which are better prepared for weather extremes.
- Produce less waste.
- Work at a community level to better green infrastructure that can improve both the natural environment and community well-being.
- Be seen as leaders for sustainability such as supporting the development of community lead renewable energy schemes.

Long Term (1 - 20 years)

- Encourage a thriving and resilient natural environment where wildlife flourishes.

If we focus on this priority now, in the future we could have...

- Communities that understand and value the importance of the natural environment and the essential services it provides for society.
- A natural environment that is being managed in a sustainable way whilst wildlife and nature are flourishing.
- A natural environment that is providing the maximum benefits to our residents across the social, environmental, economic and cultural spectrum.

Synergies with our other well-being priorities -

- ✓ **Good Mental Well-being** – working together to ensure people of all ages have good mental well-being.
- ✓ **Community Empowerment** – working together to ensure we have strong and thriving communities across Conwy and Denbighshire.

How we plan to develop the actions

The next stage in the development of the Well-being Plan is to establish reference groups for each of the priorities to support us to develop the action plan for the Well-being Plan. We have been in regular discussion with the Well-being of Future Generations Commissioner's Office and constructive feedback has been received on the progress made to date. We have also reviewed both the local comments received, the recently published National Report published by the Commissioner 'Acting Today for a Better Tomorrow' and correspondence received from other Commissioners.

We have already undertaken a great deal of engagement to understand the views of citizens and communities, but we recognise that we need to establish an ongoing conversation and undertake further work to better understand the 'lived experience' of our communities. The next stage of the Well-being Plan needs to explore and use qualitative place data to improve the Board's knowledge of the community areas. Only by looking at service provision from different perspectives can we truly consider the opportunities for well-being and challenges we need to address. We will work with the reference groups to develop more detailed the action plans which can consider actions in the short, medium and long term which are required to achieve the future state we aspire to. The action plan will use the five ways of working within the Well-being of Future Generations (Wales) Act 2017 as a basis – **long term, prevention, integration, collaboration and involvement**. It is important that the actions developed challenge business as usual, investigate policy tensions, research good practice and develop new approaches.

We also need to better understand the data and future trends of the well-being priorities identified. This will help us to understand the current situation and the scale and nature of the response required. We will use the recently published future trend report to consider predicted trends for the region.

Well-being Statement

The Conwy & Denbighshire Public Services Board's well-being objectives will contribute to the achievement of national well-being goals because they have been developed and prioritised by examining local information in relation to each national well-being goal, and seeking local views on priorities for achieving community well-being in line with the national goals. This gives us confidence that we are focusing our resources on delivering outcomes that will be of the greatest benefit to our communities. Please see appendix C which provides further detail on how we believe our Well-being Priorities will contribute towards the requirements of the Act.

The sustainable development principles were central to the work done to identify our priorities, and will be central to the planning phase as we agree what actions will be taken in support of each priority. In developing our priorities we focused on the **long-term** by looking at past, current and (predicted) future data trends, and also by discussing consultees long-term aspirations for each goals. Looking at future trends - and considering associated risks and opportunities - enabled us to cover the principle of **prevention**. **Involvement** was a key driving principle. We have invested a lot of time in holding discussions with our communities as well as focused workshops with professionals. We endeavoured to make these representative of our community areas (reflecting age, gender, social status, occupations, etc.), and also jointly (**collaboratively**) commissioned regional consultation work with hard-to-reach groups.

These principles will also be central to the process for planning our actions in support of our well-being objectives. Delivery of the objectives would not be isolated to one Public Service Board partner alone and will therefore require **collaboration**. We will form reference groups for each objective. These groups will consist of key stakeholders, who are mostly likely to be professionals but will also consist of service-user representation.

It's not yet possible to be specific about when these objectives will be delivered, but detailed planning will take place during 2018 / 2019. It should be noted though that these objectives are not considered to be short-term in nature, so delivery is likely to take place over the medium-long term.

Delivery of the plan and monitoring progress

The delivery of this Plan will be monitored by the PSB through regular highlight and progress reports about the PSB's Well-being priorities presented to the Board. A performance management framework will be developed for the delivery of the Well-being Priorities.

We will design indicators that are suitable to the Well-being Plan and relevant to our local area using as a starting point the National Well-being Indicators set by the Act. Together these will help us evaluate and refine our plan and ways of working.

Scrutiny

At the time of drafting this Well-being Plan, the Conwy and Denbighshire PSB continues to be scrutinised through a designated Scrutiny & Overview committee in each Local Authority – in Denbighshire this is by the Partnership Scrutiny Committee and in Conwy by the Finance & Resources Scrutiny committee. The designated scrutiny committees are each responsible for taking an overview of the overall effectiveness of the Conwy and Denbighshire PSB by reviewing or scrutinising the decisions made or action taken by the Board; and by reviewing or scrutinising the Board's governance arrangements.

However these scrutiny arrangements may change during the lifetime of the Well-being Plan, as discussions are taking place on whether this is the most appropriate arrangement for the board.

Annual Report

As part of our monitoring arrangements we will produce an Annual Report detailing the progress made by the PSB to achieve and deliver on each of their Well-being priorities.

Ongoing Conversation

During the development of the Well-being assessment, engagement through the County Conversation was an important part of gathering views on well-being from the local communities. We want to continue engaging in a purposeful relationship with the people and communities across Conwy and Denbighshire as well as the workforce of all our organisations. It is vital that we take account of the importance of involving people with an interest in achieving the well-being goals and of ensuring those persons reflect the diversity of the population of the area the Board serves.

We will take additional steps outside of meetings to ensure that the public and professional voice is heard and continues to help shape the well-being plan going forward. This will include consultation and engagement activity to provide opportunities for people to raise and debate ideas through digital and public / professional engagement arrangements. The creation of reference groups for each priority will ensure meaningful engagement takes place with the right people. The groups will also consider the views of experts in the respective fields as well as learning from good practice elsewhere to inform the PSB's work.

We have developed a communication plan to ensure key people, organisations and partnerships are kept informed of PSB developments.

The Conwy and Denbighshire PSB also have a dedicated [website](#), where the public can access the Well-being Plan and Assessment, as well as the meeting minutes, papers for board meetings, newsletters and find further information about our partners. All our formal meetings are held in public and are open for anyone to observe. For a list of dates and venues please visit the PSB website.

Additionally each PSB partner organisation has its own mechanism for engagement, including digital engagement through social media. The PSB has committed to sharing key messages between PSB organisations on internal engagement as well as promoting PSB activities.

Contact Us

For more information on our Well-being Plan or the Conwy and Denbighshire Public Services Board in general, please get in contact with us on -



C/O Public Services Board Development Officer
Conwy County Borough Council
Bodlondeb
Conwy
LL32 8DU



countyconversation@conwy.gov.uk



01492 574059

BT Relay Service Customers with hearing or speech impairments can contact any Council service by dialling **18001** before the number they require.



This Document is also available in Welsh.

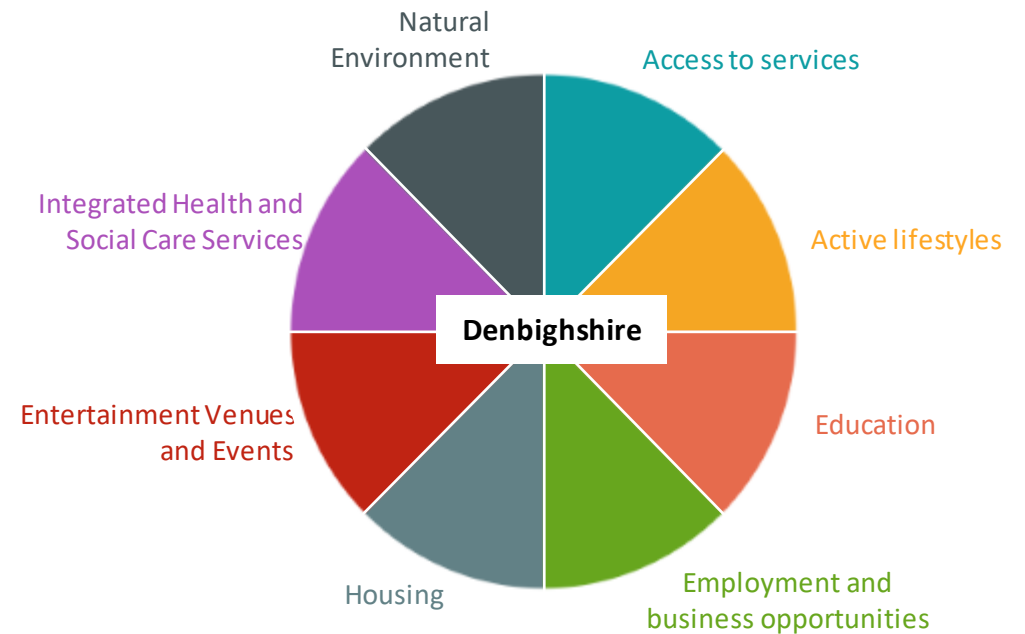
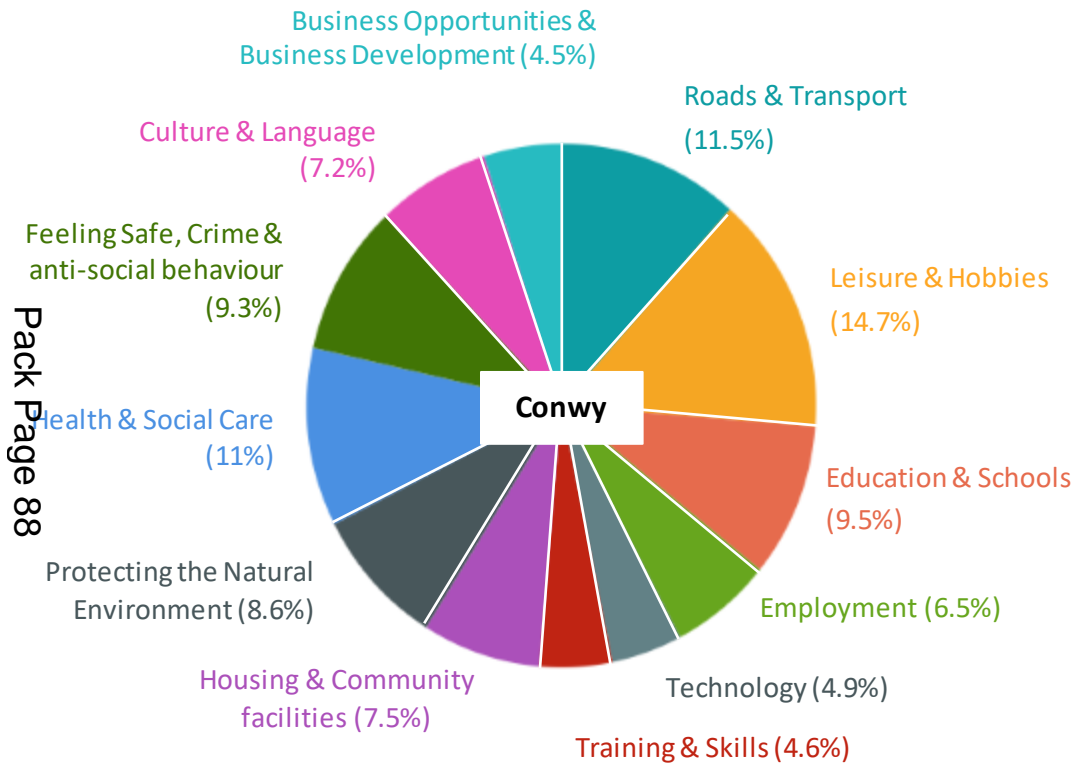
We are also happy to provide this document in large print, audio and braille.

We welcome correspondence in Welsh. We will respond to any correspondence in Welsh which will not lead to a delay.

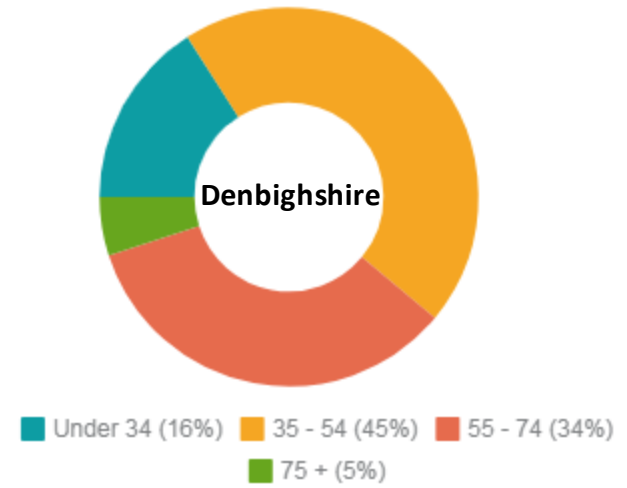
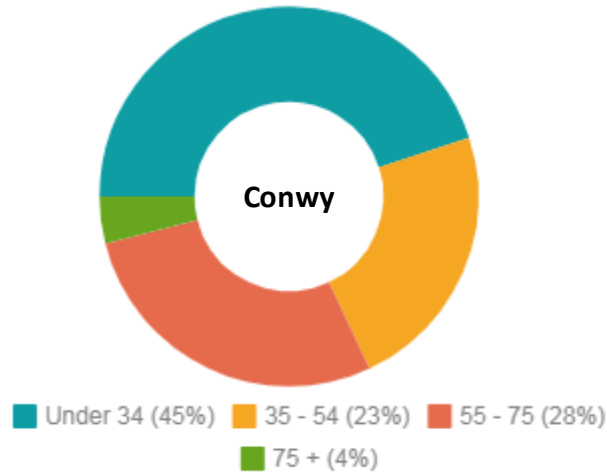
Please contact the Public Services Board Development Officer for further information

Appendix A – Monitoring for the County Conversation (Summer 2016)

The subjects people wanted to speak about -

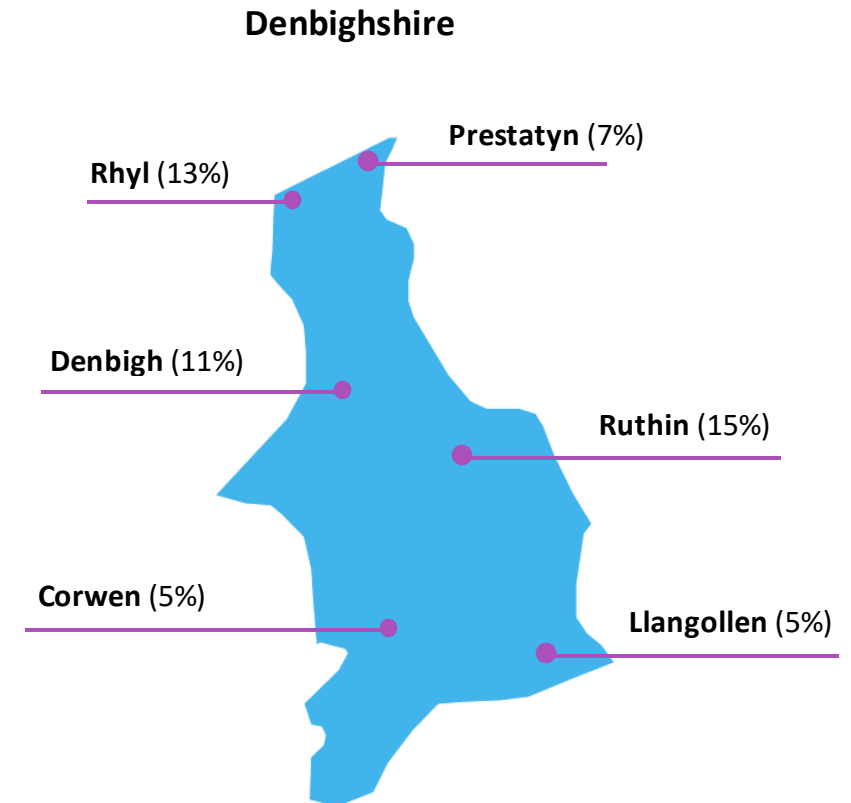
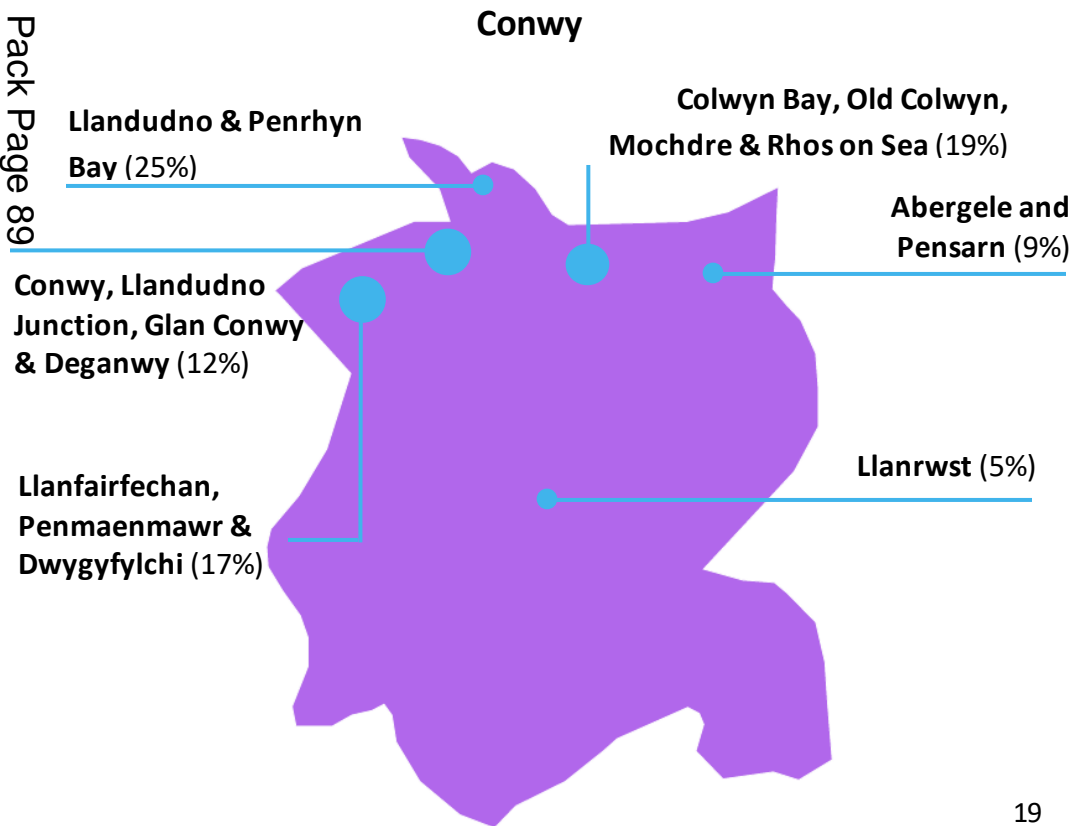


The age range of respondents -



The community areas of respondents (most common areas) -

Pack Page 89



Appendix B – How our Well-being Priorities contribute to the requirements of the Well-being of Future Generations (Wales) Act 2015

Well-being Priority	Where this contributes to the 7 Well-being Goals	Where this links to the topics identified in the Well-being Assessment	How the Well-being Priority will contribute to the 5 ways of working	
<p>People: Supporting good mental well-being for all ages</p> <p>Page 90</p>	<p>A Healthier Wales</p>	<p>Topic 1 – Giving every child a best start</p>	<p>Preventative</p>	<p>Improving prevention and early intervention would give services a greater opportunity to provide earlier, higher quality care to those who need it.</p>
		<p>Topic 3 – Ageing Well Topic 5 – Living in isolation and access to services</p>	<p>Long Term</p>	<p>Improved mental well-being brings significant benefits for health and quality of life, for individuals and for communities and may lead to a reduction in the demand and use of support services in the long run.</p>
	<p>A more Equal Wales</p>	<p>Topic 6 – Volunteering Topic 9 – People make healthy lifestyle choices Topic 10 – Tackling Obesity Topic 11 – Supporting those with poor mental health</p>	<p>Integrated</p>	<p>Poor mental health has been reported as an amplifying factor in a range of areas of public sector work (such as homelessness presentations, incidents of domestic abuse, substance misuse cases (including alcohol), reports of anti-social behaviour, dealing with poor parenting skills, increased risk of fire incidents and supporting people into work).</p>
		<p>Topic 12 – Increasing pressure on health & social care Topic 16 - School achievements & wider social development / employability skills / life skills</p>	<p>Collaborative</p>	<p>Because poor mental health impacts across such a wide range of public service delivery, cross-agency approaches are needed to help those with poor mental health. In particular a joined-up approach would help prevent people from falling through the support gaps which can exist between the trigger points for different levels or types of support.</p>
	<p>A Wales of Cohesive Communities</p>		<p>Involved</p>	<p>It will be essential to engage, involve, educate and work with other agencies and individuals to improve mental well-being – including young, older people, parents and families.</p>

Where this links in to partners Corporate Priorities



Is there any work already taking place on this priority elsewhere (including any partnership/collaboration work)?

Work is ongoing on this proposal with the North Wales Social Care and Well-being Service Improvement Collaborative through the Regional Partnership Board. There is also a regional mental health strategy

Well-being Priority	Where this contributes to the 7 Well-being Goals	Where this links to the topics identified in the Well-being Assessment	How the Well-being Priority will contribute to the 5 ways of working	
Community: Supporting Community Empowerment Pack Page 91	A prosperous Wales	Topic 2 – reducing the outward migration of young people & young people seen as an asset	Preventative	This will support communities becoming more resilient and empowered to develop their locality as needed, while seeking to prevent social exclusion and community fragmentation.
	A resilient Wales	Topic 5 – Living in isolation and access to services Topic 6 - Volunteering	Long Term	Responsive to the continuing change of communities.
	A healthier Wales	Topic 17 – Improving skills for employment Topic 27 – providing housing, including affordable housing	Integrated	Focussing on communities will draw out linkages between health, social, cultural, economic and environmental well-being.
	A more equal Wales	Topic 32 – Growth of new technology Topic 33 – Equality & diversity / community cohesion	Collaborative	This would require a collaborative approach from all PSB partners.
	A Wales of Cohesive Communities	Topic 35 – Thriving culture	Involved	It is crucial to involve, engage and work with people and communities in the development of localities.

Where this links in to partners Corporate Priorities



Is there any work already taking place on this priority elsewhere (including any partnership/collaboration work)?

Work happening though the development of 'Place Plans' within both local authorities – these are planning documents prepared and led by communities to enable residents to have a greater say on developments within their local area. Local Place Plans need to conform to the Council's Local Development Plan (LDP) which controls planning across the county. They must contribute to community needs and allow for the delivery of beneficial, locally "owned" projects.

Well-being Priority	Where this contributes to the 7 Well-being Goals	Where this links to the topics identified in the Well-being Assessment	How the Well-being Priority will contribute to the 5 ways of working	
Place: Environment resilience Pack Page 95	A resilient Wales	Topic 22 – Protecting the natural environment and biodiversity and building resilience Topic 24 – Climate change and reducing carbon emissions Topic 25 – Protection from flooding	Preventative	Communities or areas would be better supported to deal with future climatic changes.
	A healthier Wales		Long Term	Decisions and actions taken now will have long-term environmental and social impact.
	A more equal Wales		Integrated	The environmental agenda is crucial across well-being objectives identified by several PSB partners.
	A Wales of Cohesive Communities		Collaborative	This would require all partners to collaborate in the co-design of the engagement & information packs and in the longer term any local catchment projects developed.
	A globally responsible Wales		Involved	It is crucial to involve and engage with people and communities in the creation on the community plans and educate communities & individuals in respect of climate change & what this may mean for their community.

Where this links in to partners Corporate Priorities



Llywodraeth Cymru
Welsh Government

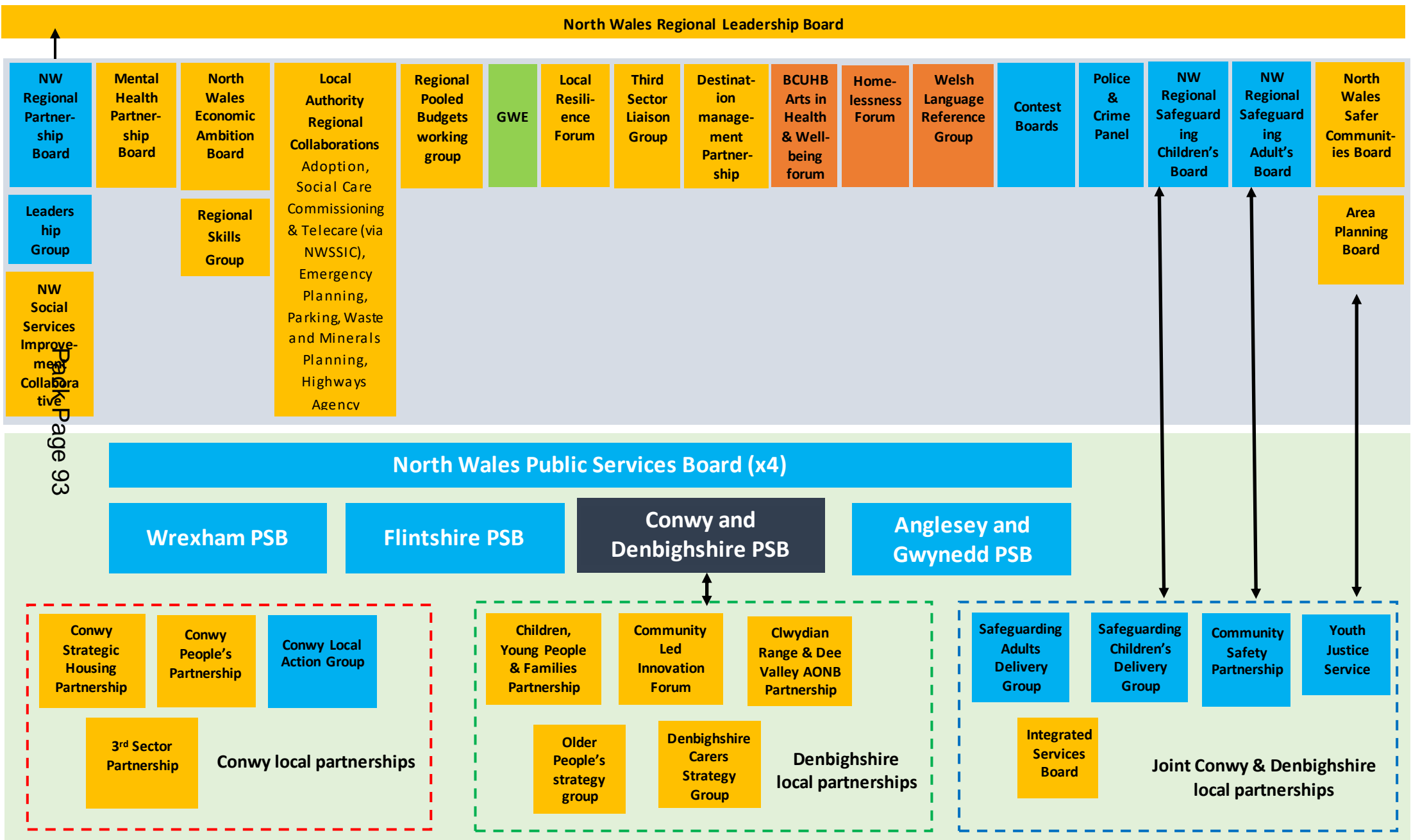


Is there any work already taking place on this proposal elsewhere (including any partnership/collaboration work)?

None identified.

Appendix C – Partnership Landscape (working diagram of strategic partnerships)

KEY: Statutory Partnership Multi-Agency Formal Partnership Informal Partnerships Local Authority: Supported by WG Regional Sub-regional → Reporting / Communication



Park Page 93

Agenda Item 4

ELGC(5)-17-18 Papur 5/ Paper 5

Oddi wrth: Powys

From: Powys

Written Submission to the Equality, Local Government and Communities Committee

Because of the rurality of Powys and its sparse population poverty and deprivation tends to be hidden from official statistics, making some of the issues associated with poverty even harder to remedy. Living in a rural area tends to cost more (+10-20%) and accessing goods and services is often harder with less choice and alternatives. Although Powys has a high rate of employment this is not matched with levels of income which tend to be lower than the Welsh average.

Owning a private vehicle is almost a requirement of working as public transport is limited both in schedules and locations. The large distances involved in Powys also make it difficult to access service, such as health care. Almost one in five people have to travel more than 15 minutes (by car) to the GP's surgery, with much longer journeys needed to access hospital services, there being no district hospitals in Powys. Most homes in Powys do not have access to the gas network and rely on more expensive alternatives to heat their homes, which are often also inefficient.

The Powys Public Service Board

The Powys PSB was established in April 2016 and has been working on developing a well-being assessment and plan. The plan, towards 2040, was published on 2nd May and sets out a partnership vision of what Powys will look like in 2040. The PSB feels that by setting this long term agenda it can tackle the issues which take a more concerted joint approach to solve.

However the PSB's focus has been on preparing the ground for effective joint planning and working, making sure that the actions we take are the ones that will deliver the most benefit to our communities and businesses. Therefore, I have included more information of initiatives the council, and partners, are taking around poverty.

The Well-being Assessment

The assessment considered various aspects of well-being in Powys. The production of the assessment took around 18 months and involved a range of stakeholders and partners. The final assessment detailed 31 aspects of well-being in Powys, assets and deficits.

The findings of the assessment regarding poverty were as follows:

Analysis by stakeholders found that the three areas that impact most negatively on the national well-being goals are

- people's ability to travel around the county,
- suitable accommodation options for older people / living independently and
- poverty and deprivation.

Poverty and Deprivation:

Some areas of Powys are very deprived, due to many people in part time employment (46% of women work part-time) or on very low pay. In 2016, average weekly pay in Powys was £366 (Wales: £407, UK: £439). This was a fall of £15 per week in Powys since 2015, whilst Wales rose by £19 and UK by £14. The unemployment rate is 1% (1.3% male, 0.8% female) and Powys has a low number of workless households (15.3%, Wales: 19.4%)

Fuel poverty is high due to lack of access to cheaper fuels such as gas. Home ownership rates are in decline among the younger generation and people are remaining in the rental sector.

Travel times to GP surgeries and other public services is extremely poor, Ystradgynlais, in particular is in the worst 10% of areas in Wales.

Towards 2040, the Powys Well-being Plan

The PSB recognised that it needed to think longer term when developing its plan than just the immediate 5 years the plan would be in place. In April 2017 the PSB held a ‘conversation’ where, using the evidence from the assessment and other information they developed their vision for Powys in 2040. Much of this vision was underpinned the need to retain our young people providing them with skills and decent jobs in modern businesses which were in turn attracted to the county by the potential of an excellent work/life balance offered by the attractive and accessible countryside. The 4 objectives which make up the high level vision in the plan are:

- People in Powys will experience a stable and thriving economy
- People in Powys will enjoy a sustainable and productive environment
- People in Powys will be healthy, social motivated and responsible
- People in Powys will be connected by strong communities and a vibrant culture

Under each local objective there is more detail around what success will look like.

The economy objective explains how Powys will change to become - a prosperous county with a well-educated and skilled local workforce where opportunities exist for all and everyone can reach their full potential, reducing poverty and deprivation. The county’s own talent, together with innovators and entrepreneurs who are attracted to the county, invest in Powys and contribute to its success.

One of the outcomes under this objective is:

- A strong and stable economy will improve wages, reducing poverty and disadvantage and improving people’s overall health and well-being

The social objective anticipates a Powys that is - welcoming, outward looking county where residents enjoy a sense of well-being, belonging and a good quality of life, where there is fairness and equality of opportunity for all and people can achieve what they want.

Some of the outcomes under this objective are:

- People will have more choice and will be able to access the type of homes they want. Advances in technology will ensure good access to housing that is affordable to live in
- Schools will offer pupils, of all abilities, a more flexible teaching approach ensuring everyone has the best possible school experience, achieves their potential and can move forward with their lives
- The college courses offered will be tailored to meet employment gaps so Powys businesses can employ home-grown talent wherever possible

The community and culture objective has outcomes supporting more local access to services, which are provided by local organisations.

- Community hubs will exist across the county offering residents a mix of services all under one roof, reducing the need for people to travel to several places
- Social enterprises, small and medium sized enterprises (SMEs) and charities will play a vital role in delivering services locally, supporting the local economy

The steps that have been developed to deliver this vision in the short term cut across the objectives providing a joined up approach: improved digital infrastructure will help people to access the services they need more easily for example.

Work being undertaken by Powys County Council

The council's Vision 2025, corporate improvement plan, has a strong emphasis on improving the economic well-being of the residents of Powys. Many of our activities support this and the PSB's vision of a more economically stable county.

The Vision 2025, corporate improvement plan includes the following initiatives:

The Economy:

- Ensure there is a greater choice of affordable housing and extra care provision so people have a choice of where to live and stay in their communities
- Develop 250 new affordable homes across the county and support our housing association partners to develop a similar number of new affordable homes
- By 2019/20 we will develop an inward investment strategy and action plan to attract new and relocating business
- Help address barriers to employment to support people into work and better paid opportunities

Health and Care:

- Supporting Unpaid Carers - Ensuring the well-being of unpaid carers before, during and after caring through information, advice and assistance, supporting education, skill and training opportunities for employment, respite and community support
- Tackling Adverse Childhood Experiences - Working with families we will make the maximum positive impact within the first 1000 days of a child's life, focusing on preventing adverse childhood experiences. We will do this through developing a joint plan to implement good practice guidance
- Mental Health - Across all tiers, from health promotion through to specialist services focus on further improving integrated working arrangements and on well-being, early help and support for people of all ages
- Supported Housing - Develop suitable accommodation for young people, people with a disability and older people that enables them to access basic services, build good relationships with neighbours and others, and maintain their independence

Learning and Skills:

- We will continue to raise the attainment of all pupils, including vulnerable pupils, with a specific focus on pupils eligible for free school meals
- We will support schools to roll out the new education curriculum by 2022 which aims to equip young people for life and make them more adaptable to change
- We will provide key childcare and play requirements, moving towards delivering 30 hours of free early education and care for working parents by 2021

- We will improve routes to employability by:
 - Strengthening work based learning across the county, providing opportunities that encompass a diversity of formal, non-formal and informal arrangements including apprenticeships, work placements and informal learning on the job for all age groups by 2025
 - Creating additional apprenticeships, including higher and degree-level apprenticeships by 2025
 - Ensuring that there is easy access to high quality careers advice and guidance, and clear information about the local jobs market
 - Promoting the development of enterprise and work readiness skills in young people

Residents and Communities:

- By 2019 we will review the passenger transport offer for our communities and working with residents we will provide a service that is fit for purpose

The council has also introduced an impact assessment process which must be undertaken when developing new projects, service changes and budget proposals. As well as assessing the impacts against a number of legislative and regulatory requirements it includes a question about how the proposal will help to prevent poverty.



County Councillor Rosemarie Harris

Executive Leader, Powys County Council

25 May 2018

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1. To gain an understanding of the structure and functions of the Public Services Boards.

1.1 Background

- In common with all Public Services Boards, Swansea Public Services Board was set up following the last local authority elections in 2016, in line with duties set out in the Well-being of Future Generations Act (Wales) 2015.

Terms of Reference have been set out and agreed in the form of a 'Partnership Manual'. This document meets all legal requirements but also acts as an accessible guide for anyone interested in the work of the board with specific sections written to address the needs of different groups of people. This was last updated on 17 January 2017. It is recognised that this document requires updating and simplification in line with changing membership etc.

- It should be noted that Swansea's Local Well-being Plan 'Working together to build a better future' includes a commitment to undertake a governance review. This means that the current arrangements are scheduled for review and may be changed in order to streamline decision making and deliver the priorities within the local well-being plan more effectively.

1.2 Swansea Public Services Board

Swansea Public Services Board is a partnership of public service agencies who work together to improve local services. The four statutory members of the Board are Abertawe Bro Morgannwg University Health Board, Natural Resources Wales, the Fire and Rescue Service and the Council. These members are legally required to participate and ensure the PSB meets its statutory responsibilities set out in the Well-being of Future Generations Act (Wales) 2015. The Board also involves other organisations that have an interest in the wellbeing of the area. The Board's structure includes a Partnership Group, a Core group and operational workstreams all overseen by multiagency Scrutiny. Support is provided by the City and County of Swansea.

The organisations currently on the Partnership Group are:

- The City and County of Swansea (Statutory Member)
- Abertawe Bro Morgannwg University Health Board (Statutory Member)
- Mid and West Wales Fire and Rescue Service (Statutory Member)

- Natural Resources Wales (Statutory Member)
- Welsh Government (Invited Participant)
- The Chief Constable of South Wales Police (Invited Participant)
- The South Wales Police and Crime Commissioner (Invited Participant)
- Probation Service Representative (Invited Participant)
- [Swansea Council of Voluntary Services](#) (Invited Participant)
- [DVLA](#) (Invited Participant)
- [Gower College](#) (Invited Participant)
- [Job Centre Plus](#) (Invited Participant)
- [University of Wales Trinity St David Swansea](#) (Invited Participant)
- [Swansea University](#) (Invited Participant)
- [Public Health Wales](#) (Invited Participant)

In addition the following bodies are invited to attend meetings as partners:

- Regional Business Forum
- Swansea Economic Regeneration Partnership
- Swansea CYP Executive Board
- Swansea Environmental Forum
- Healthy City/ Health Social Care and Well Being Partnership
- Safer Swansea Partnership
- Swansea Learning Partnership
- Community and Town Council representative

Every year the Board reviews its membership to ensure that the right organisations are involved depending on the priorities that it has set. In reviewing its membership the Board pays particular attention to the national well-being goals in order to ensure that each is covered adequately by the Board's membership.

1.3 The Partnership Group

All of the organisations involved in the Board meet as a Partnership Group. The Partnership Group is responsible for:

- Ensuring that everyone who needs to be is involved and engaged in the work of the Board
- Communicating the work of the Board

- Supporting partner organisations to meet the sustainable development principle and ways of working
- Supporting partner organisations to meet the Board's commitments
- Providing leadership for public services in Swansea
- Developing the wellbeing assessment and the wellbeing plan
- Meetings of the Partnership Group normally take place every two months and are open to anyone to come along, observe and ask questions.

1.4 The Core Group

The four statutory members along with the Chief Constable of South Wales Police, Swansea Council for Voluntary Service, the South Wales Police and Crime Commissioner and a representative from Welsh Government meet as the Core Group.

The Core Group is responsible for:

- Planning the work of the Board
- Setting the agendas for meetings
- Leading and managing the workstreams
- Reviewing and developing the Board
- Meetings of the Core Group are not open to the public the minutes from these meetings are published on the agendas of Partnership Group Meetings. The Core Group meets bimonthly, alternating with the Partnership Group meetings.

1.5 Workstreams

The work of the Board is undertaken through workstreams which currently include

- The Research workstream responsible for preparing the Assessment of Local Well-being. It includes researchers and analysts from the different organisations involved in the Board.
- The Planning workstream responsible for preparing the Local Well-being Plan. It includes policy officers, partnership coordinators and public service professionals from the different organisations involved in the Board.
- Priority Workstreams responsible for making a difference to key issues or Local Well-being objectives

Workstream participants will generally be from organisations on the Public Services Board but anyone able to contribute can be involved, particularly contributions from unusual suspects.

1.6 Scrutiny

Scrutiny of the Board is the responsibility of the Council's Scrutiny Programme Committee. A multi-agency panel is the agreed method for undertaking scrutiny that

includes, alongside councillors, the following non-executive members from Core Group Member organisations as co-opted members:

- Abertawe Bro Morgannwg University Health Board - Non-executive Board Member
- Member of the South Wales Police and Crime Panel
- Member of the Performance, Audit and Scrutiny Committee, Mid and West Wales Fire Authority
- Swansea Council of Voluntary Services - Non-executive management Committee Member

1.7 Functions of Swansea Public Service Board

The purpose of the Board is to improve the economic, social, environmental, health and well-being and cultural well-being of the city. The Board wants to see Swansea develop as a city and county of opportunity, a city that cares, a city of innovation and a city to be proud of. The Board makes a difference by ensuring that public services are working together to address the same priorities. The sustainable development principle underpins all of the Board's activities and decision making.

The Board has four main tasks:

1. To prepare and publish an assessment of the state of economic, social, environmental and cultural well-being in the City and County of Swansea
2. To prepare and publish a Local well-being Plan for the City and County of Swansea setting out local objectives and the steps it proposes to take to meet them
3. To take all reasonable steps to meet the local objectives they have set
4. To prepare and publish an annual report that sets out the Board's progress in meeting its local objectives.

1.8 The Commitments

Underpinning the work of the Board is a set of commitments that all Board Members and Participants sign up to when they join. These common commitments are above and beyond the legal duties that the different organisations have and assist in aligning the values and behaviours of board members. These commitments include.

- Healthy City Status - Swansea is part of the Healthy Cities network promoting good health and addressing health inequality in our communities
- Children and Young People's Rights - The Board is committed to making sure that services have a positive effect on children and young people in Swansea and have embedded the United Nations Convention on the Rights of the Child (UNCRC) into the way we set our policies
- Age Friendly Cities and Communities - The Board endorses the principles and actions set out in the Dublin Declaration on Age-Friendly Cities and Communities in Europe.
- Good Practice in Public Engagement - The Board endorses the National Principles for Public Engagement in Wales and will follow them in all

engagement and consultation. The Board is committed to engaging people who are interested in improving local well-being in the development of both the Well-being Assessment and the Well-being Plan and will strive to reflect the diversity of the population when doing so.

- Participation of Children and Young People - The Board is committed to the principles of the National Standards for Children and Young People's Participation.
- Armed Forces Community Covenant - The Board is committed to the Armed Forces Community Covenant and to nurturing understanding and awareness amongst the public of the issues affecting the armed forces community.
- Convention on Biological Diversity - The Board is committed to delivering against the principles of the Convention on Biological Diversity as set out in the adopted Swansea Local Biodiversity Action Plan 2005.
- One Public Sector - The Board is committed to a culture that cuts across organisational boundaries and sectors. Where everyone involved in the delivery of public services in Wales is part of this common endeavour, sharing common values and working together for the benefit of the people of Wales.

These commitments are regularly reviewed, moving forward the Board will consider other common pledges such as a commitment to tackling poverty.

2. To explore the effectiveness of PSBs, resourcing and capacity.

2.1 Effectiveness

Public Service Boards are at an early stage of development and have a long term focus so it is difficult to assess effectiveness in terms of outcomes at this stage as the true impact will be as the long term outcomes improving Swansea's well-being become clear.

However, to date positive outcomes have been recorded in terms of the work of workstreams initially started as a Local Service Board and carried through to be implemented as PSB projects. Workstreams have included work on

- **Domestic abuse** - which has resulted in the formation of a multi-agency steering group to facilitate a co-ordinated response. This included the development of information sharing protocols, agreed referral pathways and training/awareness raising sessions.
- **The independence of older people** – All Core members have been recognised as Dementia friendly with 7,500 staff trained as dementia friends, Making Every contact Count scoping work has been completed ready for PSB roll out.
- **Good Start in life** – 'Best start Swansea' is a multi-agency campaign which agrees and communicates key messages across partners, awareness sessions have been delivered to 29 separate agencies, engaging 630 staff. Other projects have included Jig-So a multi-disciplinary and agency team of midwives, NNEBs and Parenting and Language development practitioners for

first time parents under 25 and Penderi Primary Care Early Years Project which is a project funded by Penderi GP Network to deliver parenting skills via the GP network.

In terms of producing deliverables, the Public Service Board has produced a detailed Assessment of Local Well-being in 2017 and used this evidence along with the extensive involvement of stakeholders to publish a Local Well-being Plan in 2018. Action planning is currently being finalised and the implementation of many of the steps identified has already started.

2.1 Resourcing and Capacity

It should be remembered that Public Service Boards are essentially run primarily on trust and goodwill. There is no formal pooled budget or centralised funds. Staff time is provided as part of existing responsibilities in an environment when staff are often taking on an increased range of responsibilities.

To date, Swansea has benefited from the generosity and high value that partners place on multi agency which has resulted in for example secondments being made (from Fire and Rescue to the Council's Local Area Co-ordination Scheme). ABMU has also committed to make a financial contribution to administration of the board. However as resources are increasingly limited, it may become difficult for board members to continue contributing time and resource to the degree that they would like. The lack of dedicated staffing is helpful in that it reinforces the aim that PSB work is not 'on top of' but is the 'day job' – that it is a vital part of how we do business in Swansea. But the lack of a dedicated resource also means that PSB work is subject to competing priorities and has reduced the extent to which partners have been able to engage.

As the provider of support and administration as well as a partner this burden falls heavily on the Council. As no additional funding is available for PSB, there has been no alternative but for the Council to fund requirements which fall beyond its ability to meet with in house resources such as fast turn-around lengthy translations and the external use of expertise to improve the accessibility of documents. This is resulting in considerable costs.

Work for the Public Services Board ties up finite resources having an adverse impact on the Council's own organisational capacity to deliver on the Well-being of Future Generations Act within its own organisation. This is especially true of centralised services such as communications, policy or consultation, where the additional demand on already oversubscribed services is only manageable by sacrificing other internal activity. This negative impact caused by the displacement of key skills is also experienced by other Public Services Board members particularly those who serve on multiple boards.

3. To gather evidence of issues or barriers that may impact on effective working, and examples of good practice and innovation.

3.1 Barriers and Issues

Barriers and issues which may impact on the successful achievement of the PSB's well-being aims include

- The increasing impact of austerity and reducing resources is a real risk. Increasing lack of resource stifles innovation as the ability of partners to invest the time and resources is reduced. Outcomes may have to be more direct and less risky to justify the allocation of scarce resource by PSB partners.
- The uncertainty surrounding local government reform may create confusion in relation to existing collaborations such as PSB. While Swansea is open to the idea of merger, if authorities were to agree to merge, they may have very different views on arrangements that could freeze decision making on some collaborations until there is clarity.
- In addition, PSBs should ideally follow local government boundaries to further help demonstrate community leadership and local accountability.
- The undefined relationship with Regional Partnership Boards presents a future opportunity for closer working but there also scope for confusion in the short term as two relatively new organisations implement new Plans in a short space of time. The issue of lack of accountability also relates to such developments.
- The Act places a responsibility on the local authority to provide administrative support for a new way of working. Yet due to the democratically accountable nature of the organisation there is a tension between the needs, culture, and existing mechanisms and supporting partners to deliver new collaborative ways of working.
- Swansea PSB is committed to supporting and promoting the Welsh language, however in an area with a relatively low Welsh speaking population at present, there are real issues with capacity to deliver best practice and even at times of high demand basic statutory duties. In order to deliver, both private and public solutions have been drawn upon.

3.2 Good and Innovative practice

There are many examples of good and innovative practice in operation at Swansea.

- The link between democratic accountability and the operation of the Public Service Board is strong.
 - In moving beyond traditional consultation mechanisms, the direct connection that elected members enjoy with their constituents has been effectively used to support involvement work undertaken by the PSB with member training on Local Well-being Plan Consultation being well-received.
 - In addition, Member Champions (in areas from bio-diversity to engagement) are often able to offer their expertise and connections to assist with the implementation of objectives and steps.
- Scrutiny is not provided exclusively by local authority councillors but a multi-agency panel.
 - A multi-agency panel consists of co-opted members from Core Group organisations, who work alongside councillors.
 - Scrutiny is the responsibility of Swansea Council's Programme Committee. However they have set up the Public Service Board's Scrutiny Panel which includes the Chairs of other Scrutiny boards along with lay members.
 - Evidence is also requested from any organisation leading on a subject particularly statutory members.
- Trust and understanding between PSB partners is increasing in particular due to a programme intended to improve understanding between services. The 'Walking in our Shoes' programmes gives the Core Group the opportunity to understand the ranges of services and challenges faced by each partner. Each partner host an event which includes visiting the communities served and sites.
- Community and Town Council Relations – Although no Swansea Community Councils have yet identified as meeting the criteria to be subject to the duty, the Community Councils are valued partners who are invited to nominate a representative to be involved in the activity of the Partnership. The Local Well-being Plan was presented at Town and Community Council Forum and bespoke training has been offered to all Community Councillors on the implications of the Well-being of Future Generations Act.
- Citizens along with the voluntary and community sector have been involved in the initial development as well as consultation of the Local Well-being Plan enabling full participation in genuinely setting objectives for Swansea.
- Partnership Group meetings are conducted in public to maximise involvement with questions welcomed from citizens.

1. Poverty in Caerphilly

- 1.1 The Caerphilly Public Services Board Well-being Assessment (<https://your.caerphilly.gov.uk/publicservicesboard/content/what-does-wellbeing-mean-you>) highlights a range of issues relevant to tackling poverty. In terms of economic issues for example, areas in the south of the county borough tend to be more prosperous, economic deprivation becomes more prevalent as you move further north, although there are pockets of deprivation across the county borough. The county borough has the 5th highest percentage of people claiming benefits in Wales, and also the 6th lowest employment rate for 16-64 year olds across Wales.
- 1.2 There are many definitions of poverty, but the PSB's Well-being Assessment has regard to the Caerphilly County Borough Council's Anti Poverty Strategy (<http://www.caerphilly.gov.uk/CaerphillyDocs/News/12100-Anti-Poverty-Strategy.aspx>) which adopts the Joseph Rowntree Foundation definition of:

When a person's resources are not enough to meet their basic needs. This includes the need to be part of society, by being able to participate in common customs and activities - like buying a birthday present for your partner or sending your child on a school trip.
- 1.3 The Welsh Index of Multiple Deprivation (WIMD) 2014 highlights that there are significant levels of deprivation in pockets across the county borough, with 14 of the 110 Lower Super Output Areas (LSOAs) in the county borough in the top 10% of the most deprived LSOAs in Wales. The most deprived LSOA in Wales is within the county borough (St James 3, covering a large part of the Lansbury Park estate in Caerphilly town), with the second most deprived LSOA in the county borough (Twyn Carno 1, covering part of Rhymney) being the 7th most deprived LSOA in Wales.
- 1.4 Although the percentage of children living in workless households within Caerphilly county borough has decreased by 10.3% between 2011 and 2015, the percentage remains at 16.5%, higher than the Wales average of 13.6%. Free school meals is often used as a proxy measure for income and in 2015-16 20.7% of pupils in schools within Caerphilly county borough were eligible for free school meals, the second highest rate in Wales and above the Welsh average of 16.8%.
- 1.5 The proportion of Caerphilly county borough's population that had no qualifications in 2011 was 31.4%. This is a significant improvement when compared to 39.8% in 2001. However, when compared to the Wales figure of 26%, the lack of qualifications is a matter of significant concern, with low levels of basic numeracy and literacy skills in some of our more deprived communities being a particular issue. Similarly, the proportion of the county borough workforce qualified to degree level or equivalent (18.7%) is considerably lower than that of Wales (24.5%). Employers have raised concern over the inability to fill vacancies with suitably qualified and skilled local people.

- 1.6 Life expectancy varies considerably according to where people live within the county borough. There is a gap in healthy life expectancy between the most and least deprived areas of the county borough, which currently stands at 13 years for males and 14.6 years for females.

2. Well-being Assessment

- 2.1 In March 2017 the Caerphilly Public Services Board finalised its Well-being Assessment. This followed an extensive engagement and assessment process and has been developed by consulting extensively with our communities to gather their views on the well-being of the area, now and in the future. This engagement is supported by relevant data from a range of sources to paint a rich picture of life in the area.
- 2.2 As well as considering the county across five community areas, the broad characteristics of the people living within the whole borough were considered, making reference to all nine assessments that have to be taken into account by the legislation, such as the Social Services Well-being (Wales) Act 2014 population assessment, which highlights needs for care and support, including support for carers and preventative services.
- 2.3 The 'Caerphilly We Want' conversation began at the Caerphilly Local Service Board Standing Conference on 22nd March 2016. The Standing Conference is made up of 80 representatives of public, private, third sector and community organisations.
- 2.4 Amongst the stakeholders we have engaged with in developing the well-being assessment are:
- | | |
|---|--|
| - The PSB partners and invited organisations | - Community organisations |
| - Local residents and their representatives | - The Caerphilly County Borough Council Viewpoint Panel of local residents |
| - County Borough, Town & Community Councillors | - Community Cohesion Forum |
| - Individuals with protected characteristics under the Equality Act (2010) | - Caerphilly Business Forum |
| - All schools in the county borough, the Caerphilly Youth Forum and a number of young people's groups | - The Parent Network |
| | - Voluntary Sector Liaison Group |
| | - Health Social Care and Wellbeing Alliance and Community Health Champions Network |
| | - Menter Iaith Sir Caerffili |
- 2.5 In line with the PSB Engagement Strategy we took an integrated and inclusive approach that aimed to inform as well as engage.

We asked:

- What are the best things about where you live and why?
- What are the worst things about where you live and why?
- What do YOU want your communities to look like in 2040?
- What do YOU think are the key issues that need action?

2.6 We were also keen to accommodate as many communication styles as possible, leading to a range of methods including:

- Surveys
- Workshop packs for self-managed delivery
- Facilitated community area workshops
- Facilitated professional engagement workshops
- Facilitated workshops for Town & Community Councils
- Face to face discussions
- Light touch information sessions
- Video booth style engagement

2.7 This resulted in over 700 active engagements, and for those who gave feedback on the process there was an overwhelmingly positive response to the opportunities offered for participation,

2.8 Through the Well-being Assessment the following areas were identified for more detailed response analysis:

- Providing training, support, apprenticeships, employment and volunteering opportunities that are appropriate for all ages and sectors of the community.
- Identifying and breaking the cycle of Adverse Childhood Experiences.
- Ensuring people feel safe in their community, by reducing crime and anti-social behaviour and the fear of crime.
- Developing suitable, sustainable housing to meet the variety of people's needs, including affordable housing.
- Facilitating a shift from treatment of mental and physical ill health to a society that enables people to adopt healthy behaviours, to reduce the inequality gap in life expectancy and healthy life expectancy between the most and least deprived populations in the county borough.
- Reducing low level environmental issues by fostering respect, responsibility and ownership of local areas. Improving the provision of, access to and promotion of community outdoor spaces, green spaces and the wider countryside.

3. Draft Well-being Plan

3.1 Having regard to the Joseph Rowntree Foundation definition of poverty all of the above have a contribution to make. In considering the detailed response analysis in relation to the above areas the Caerphilly Public Services Board has proposed the following Well-being Objectives within its draft Wellbeing Plan, currently out for consultation:

Positive Change – A shared commitment to cross-sectoral change

- Provide leadership to facilitate organisational culture change, and shift to new ways of working, aligning corporate priorities in accordance with the Sustainable Development Principle
- Use our assets and resources more intelligently and sustainably
- Support our residents and partners to contribute fully to the Caerphilly we all want

Positive Start – Giving our future generations the best start in life

- Investigate opportunities to invest in the early years to build resilience across the life course and improve outcomes for current and future generations
- Create an ACE (Adverse Childhood Experience) informed Caerphilly county borough to enable collaborative strategic action that can reduce and prevent ACEs

Positive People – Empowering and enabling all our residents to achieve their own potential

- Facilitate a shift towards collaborative working with an emphasis on prevention to address current and future health and well being challenges.
- Develop a co-ordinated programme of volunteering, maximising it as a route to personal well-being and employment, including promoting corporate volunteering
- Establish all age apprenticeship programmes across PSB member organisations with co-ordinated points of access
- Equip our residents to manage their physical and mental health and well-being needs in partnership with services

Positive Places - Enabling our communities to be resilient and sustainable

- Support our most disadvantaged communities to be resilient, cohesive and enable them to help themselves
- Protect, enhance and promote our natural environment and foster community action on environmental issues
- Work with regional partners to create safe, confident communities and promote community cohesion.
- Increase the contribution that the environment makes to the health and well-being of our residents.
- Provide primary and community health services closer to home

3.2 These have been written as an integrated set. By way of illustration, some of our communities have generally poorer health, lower life expectancy, poorer employment opportunities and lower income levels. These issues cannot be tackled in isolation, and coordinating our resources and our activity will have the greatest effect.

3.3 A key element of achieving sustainable communities is the “Coalition for Change” approach. This is being piloted in Lansbury Park with a view to identifying methodologies that can be adopted with other communities. As stated above, St James 3, covering a large part of the Lansbury Park estate in Caerphilly town is the most deprived Lower Super Output Area in Wales. A Deep Place study (<http://www.caerphilly.gov.uk/CaerphillyDocs/News/LansburyParkDeepPlacePlan.aspx>) completed earlier this year proposed a 22 point Action Plan. As stated in the study, the central principle of the Deep Place approach is that economic inactivity is the ultimate ‘cause of the causes’ of poverty. Conventional approaches tend to direct resources solely at the secondary causes of poverty, including poor housing, low educational attainment and poor health performance. Deep Place seeks to unify these with a local economic development and employment strategy. It combines and collates the existing range of interventions with a direct approach to creating employment for marginalised populations.

3.4 Crucially, Action Point 1 has already been endorsed by the Caerphilly Public Services Board: Caerphilly CBC convenes a ‘Coalition for Change’, which brings all appropriate agencies together to focus on Lansbury Park. This should be populated by senior managers from the

Council and other partners. The Coalition for Change needs to be a decision-making body that has the authority to change priorities, allocate resources and command support.

- 3.5 The Lansbury Park Coalition for Change has been established and this way of working, and learning from it, has now been embedded in the Public Service Board's draft Well-being Plan. The Public Services Board has had regular updates in relation to the changes to the Communities First programme and it is this same place based approach that shapes the new delivery model for Communities First in Caerphilly. Undoubtedly mitigating the impacts of the withdrawal of some Communities First is a significant challenge and the subject of ongoing discussions with partners. However, the Public Services Board's draft Well-being Plan and the new Communities First Delivery model have been developed so that one is consistent with the other.
- 3.6 The new Communities First delivery model in Caerphilly uses the Indicators for Adverse Childhood Experiences in addition to the Welsh Index of Multiple Deprivation (WIMD) to identify priority areas, with a move to both an asset based approach to community development and co production of services for those areas. Asset mapping of agreed communities will be undertaken to discover the community's strengths and capacities. It will reflect the methodology that underpins Children's Zones, each area being locally driven to match local circumstances.

4. Regional Working

- 4.1 The five Public Services Boards in the Gwent area have collaborated on their respective assessments, and have shared data sources and common practices through the Gwent Strategic Well-being Assessment Group (G-SWAG). Additionally, the G7 Group, comprising the 5 Gwent local authorities, Gwent Police, the Police and Crime Commissioner for Gwent, ABUHB and SWFRS have undertaken a project to examine the 5 local assessments of well-being and derive any commonalties to be lifted to a set of Gwent well-being priorities, or objectives. The Caerphilly Well-being Assessment identifies the key regional well-being issues that have been considered as part of the assessment.
- 4.2 The draft Caerphilly PSB Well-being Plan acknowledges that the regional focus for the ten authorities of South East Wales is the Cardiff Capital Region City Deal, the area's ambitious vision for a vibrant well-connected economy in the area. The Ministerial Valleys Taskforce is focusing on similar aims for communities along the M4 corridor. Deliverable and tangible outcomes for the City Deal, and Valleys Taskforce, support and sit alongside the local Well-being Plan.
- 4.3 The Public Services Boards in Gwent have also commissioned Happy City (<http://www.happycity.org.uk/>) to develop:
 - i. A Happy Communities Index to report on the conditions for well-being at various geographical levels across Gwent. It will help the Boards to understand and assess the determinants of well-being and establish the foundation for better decision-making, and resource use, for improving the lives of our residents.
 - ii. A Happiness Pulse for Gwent, which will be an accessible, informative tool that will measure three key areas of personal well-being – how people feel, how they act and how they relate to others, as well as exploring how residents engage with life in their

communities. It will be designed to be engaging and informative for individuals whilst giving vital data to businesses, communities and the public sector on how they can better support improvements in well-being.

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From: Cardiff Public Services

**National Assembly Government consultation on Local Approaches to poverty reduction:
The Well-Being of Future Generations Act and public services boards**

Cardiff Public Services Board Response

Summary

1. Despite being the one of the most prosperous areas of Wales, and the nation's commercial centre, levels of deprivation in Cardiff are amongst the highest in the country. If the Southern Arc of Cardiff, from Ely in the West to Trowbridge in the East – an area of over 150,000 people - was considered a single local authority area it would be the most deprived in Wales by a considerable margin.
2. Across the city, levels of economic deprivation correlate closely with poor health, housing and educational outcomes. Cardiff's Public Services Board has therefore put inclusive growth - namely growth whose benefits are felt by all citizens - and addressing the causes and consequences of poverty at the heart of its local well-being plan.
3. To tackle entrenched disadvantage, health inequality and narrow the gap in life chances across the city, the PSB is pursuing a targeted, place-based approach to tackling poverty, aligned with the Welsh Government's reform of its anti-poverty programmes, Children First and Flexible Funding pilots.
4. The following report presents a commentary on the evidence that is being used to develop Cardiff's Draft Well-being Plan and then sets out the PSB's approach to tackling poverty through locality working.

Assessment of evidence used to develop Cardiff's Well-being Plan in relation to the needs and experiences of people living in poverty

Cardiff's Local Well-being Assessment

5. Cardiff's Well-being Plan has been developed based on the information collected through Cardiff's Local Well-being Assessment. The assessment provided a wide range of evidence relating to the needs and experiences of people living in poverty.
6. The Cardiff well-being assessment drew on the following evidence base:
 - The 46 National Indicators set out by Welsh Government under the Well-being of Future Generations Act;
 - Indicators recommended by Public Services Board partners and other stakeholders;
 - Cardiff's Ask Cardiff Survey 2016 seeking residents views on council services to help shape future service delivery. This survey received the second-largest response rate achieved (4,024 behind the 2015 survey which received 4,431 responses)
 - Individual neighbourhood assessments highlighting the differences in levels of poverty across the city.
 - Feedback from online consultation and events held with city leaders, policy experts from organisations across Cardiff and seldom heard groups

- The consultation results report can be found here
- Formal feedback from the following stakeholders
 - Future Generations Commissioner
 - Welsh Government
 - Welsh Government Equality and Prosperity Team
 - Arts Council for Wales
 - Natural Resources Wales
 - Cardiff Green Infrastructure Group
 - 50+ Forum
- The European Union Urban Audit and the National Survey for Wales;
- A number of statutory reviews and assessments.

All data used to produce the assessment can be found here:

<https://www.cardiffpartnership.co.uk/wellbeing-assessment-evidence-base/>

7. The [Liveable City Report \(LCR\)](#) which summarised the findings of the assessment, profiled the city across a range of outcomes, and included an analysis of the gaps in outcomes for different communities and groups, drawing on quantitative data and the different experiences of Cardiff residents.

8. Individual neighbourhood well-being assessments were also undertaken, enabling greater understanding of life in the more deprived areas of the city in comparison to the more affluent areas of Cardiff (as summarised on pages 16 and 17 of the LCR). The assessments drew heavily on responses to the [2016 Ask Cardiff Survey](#) which asked residents for their views on subjects such as health, safety, environment and the economy, providing an insight in to the quality of life across the city. The individual assessments can be found here: <https://www.cardiffpartnership.co.uk/well-being-assessment/>

9. Consultation on the well-being assessment not only invited views from city leaders and policy experts from across the public, third and private sectors and Cardiff's residents via an online survey but recognising that the views of some groups (referred to as seldom heard groups) are not often captured, targeted focus groups and drop in sessions were held with:
 - Cardiff Youth Council
 - 150 young people from Willows High School
 - A joint forum with Cardiff's Access Focus Group and 50+ forum
 - Cardiff Council's internal BME Forum for council staff from ethnic minority backgrounds
 - Cardiff Third Sector Council's BME Network for professionals from ethnic minority organisations.

The consultation report summarising the approach taken and feedback can be found [here](#).

10. In bringing together this evidence, data gaps were identified. The evidence base is therefore continuously being updated to capture data as it becomes available to further inform the development of the well-being plan. Data gaps included data relating to a number of the 46 national indicators set out under the Well-being of Future Generations Act and local data on Adverse Childhood Experiences (ACEs).

11. It is also recognised that there is a lack of evidence relating to levels of food insecurity, with national surveys only giving an indication of those experiencing severe food insecurity (3% across Wales), rather than a more complete picture. Food insecurity is likely to contribute to a range of issues including obesity, ACEs and educational outcomes. Steps are being taken with the first reading of a "household food insecurity measurement bill" in November 2017 and officers are having ongoing discussions with the Welsh Government's Food Division in relation to this. A UK inquiry has also been launched into childhood food insecurity which will seek evidence from a panel of children in each of the 4 devolved nations.

Further Evidence Gathering

12. Cardiff's PSB recognises that the Well-being Assessment cannot be a stand-alone, one-off event, but needs to be part of a wider continuous process of evidence gathering to support decision making in the city.

Ask Cardiff Survey 2017

13. Cardiff's annual Ask Cardiff Survey, which seeks residents' views on council services to help shape future service delivery, will inform the final local well-being plan. A series of questions on well-being were included in this year's survey. Most significantly, the survey analysis will for the first time categorise responses by deprivation level and this will help the PSB to build a more detailed picture of deprivation at the local level, informing the targeting of services. Over 6,000 responses were received to the survey, and its findings will be published in the New Year.

Consultation on Cardiff's Draft Well-being Plan

14. The city's draft Well-being Plan is currently out for consultation. The programme includes an on-line survey (open 13 October 2017 - 5 January 2018), social media campaign, stakeholder workshops with seldom heard groups and locality events across the city.
15. These methods of engagement have been designed to capture the needs and experiences of people across Cardiff, including those living in the more deprived areas of the city. The focus of discussion will be on what matters to them and the locality in which they live.

Response Analysis on City Inequality

16. In March 2017 the Cardiff PSB received the findings of a study undertaken by the Cardiff Research Centre of inequality in Cardiff. The study considered:
 - inequality in outcomes across a range of economic, social and environmental indicators at both the city level
 - the outcomes in one of the city's (and Wales') most deprived communities (Ely and Caerau).

17. Cardiff's Well-being assessment highlighted the following:

- a. Over 60,000 people in Cardiff live in the 10% most deprived communities in Wales. If the 'Southern Arc' of Cardiff, from Ely in the West to Trowbridge in the East – an area of over 150,000 people - was considered a single local authority area it would be the most deprived in Wales by a considerable margin.
- b. Patterns of deprivation have been consistent over the long term. An analysis of Welsh Index of Multiple Deprivation (WIMD) data from 2005 – 2014 shows little change.
- c. Though jobs are being created in Cardiff - over 20,000 in the last 3 years alone – the city economy's productivity remains at pre-2008 levels. In particular, low wages are common, with 27% of residents in Cardiff earning less than the National Living Wage, a figure comparable to the most disadvantage areas of Wales. Similarly, levels of unemployment and ill health, which align closely with patterns of deprivation, are as high or higher in Cardiff than other parts of Wales.
- d. There is a clear correlation between areas with a young age profile and the level of deprivation. The areas of Cardiff that are considered the most deprived, tend to have the highest proportions of the population under the age of 15. This is particularly significant given the impact of poverty on the life chances of young people.
- e. There is also a clear correlation between deprivation and demand on public services (particularly services which deal with crises e.g. blue light services, A&E). Crime in Cardiff is concentrated in the more deprived areas in the south and east of Cardiff and in terms of obesity, a key cause of serious and long-term illness and demand on health services, nearly twice as many adults living in the more deprived areas of the city are reported as being overweight or obese.

18. It is clear from this assessment that the gap in outcomes across many aspects of city life are persistent and in some cases are continuing to grow:

- Gap in income between the richest 10% and poorest 10% is the largest of all Core Cities. Though this gap is primarily driven through relatively higher earnings of the top 10%, 27% of all workers are earning less than the National Living Wage.
- Men living in the least deprived communities can expect to live on average 11 years longer than those who live in the most deprived areas, while the gap is 9 years for women.
- Healthy life expectancy gap of 22 to 24 years between the richest and poorest communities and mortality from, for example, heart disease is seven times higher in Riverside than it is in Thornhill.
- Perceptions of safety also vary significantly across the six neighbourhood areas, ranging from 77.8% of people in Cardiff West to just 65% in Cardiff East.

- Educational outcomes across the city varies significantly. More than half (56.5%) of the areas in Cardiff East are ranked in the 10% most deprived in Wales, while this is only true for 3.4% of the areas in Cardiff North. The gap between those pupils who receive free school meals (FSM) and those that do not remains substantial.
 - The majority of school leavers who do not make a successful transition to further education, training or employment, live in the more deprived areas of the city. At the end of August 2015, the proportion of young people aged 16-18 who were not engaged in training ranged from 2.6% in Cardiff North to 5.9% in Cardiff South West.
 - Greenspaces are not always located near to the people that would benefit from them most. The areas with the least access to greenspaces coincide with some of the areas which have the highest rates of all types of crime as well as poorer health outcomes.
19. The in depth profile of the Ely/Caerau wards of Cardiff showed that levels of relative deprivation have remained consistent for a generation, that there was a correlation between poor economic outcomes and poor health and educational outcomes, and that there was a high level of demand across a range of reactive public services compared to the city-average.
20. However, the study identified that there are significant public and third sector assets and services in the community, and a number of opportunities in the form of future investments e.g. a new build high school, 6000 new homes are being built in the adjacent ward.
21. A copy of the presentation received by the Cardiff PSB can be found [here](#).

Cardiff PSB's approach to targeting improvements to public services in Wales's most deprived communities

Cardiff's Local Well-being plan

22. In response to the persistent and growing levels of inequality highlighted in the assessment, Cardiff's PSB has put inclusive growth - namely growth whose benefits are felt by all citizens - and addressing the causes and consequences of poverty at the heart of its local well-being plan. Cardiff's draft Local Well-being Plan can be found [here](#).
23. The Well-being Plan sets out the Cardiff PSB's priorities for action over the next 5 years and beyond, and focusses specifically on the areas of public service delivery that fundamentally require partnership working between the city's public and community services, and the citizens of Cardiff.
24. The draft Plan identifies 7 well-being objectives that together will seek to deliver inclusive growth in the city. Within each of these are a number of 'commitments' (or statutory 'steps') that identify tangible partnership activity that will contribute towards delivering the objective.

25. To measure progress against each of the well-being objectives, the draft well-being plan identifies city-level outcome indicators. The city's performance against these will be published in an Annual Report to the PSB. To ensure that these outcome indicators reflect the inclusive growth vision, work is currently underway to ensure that these indicators capture both the performance at a city level against other Core Cities and Welsh Local Authorities and the progress in narrowing the gap in outcomes between communities and groups in the city.

Targeted approaches to tackling poverty - Locality Working

26. To tackle entrenched disadvantage, health inequality and narrow the gap in life chances across the city, a new approach to locality working is to be adopted where resources are increasingly targeted at areas of deprivation and high demand, with a greater alignment and integration of public and third sector services and community assets pursued at the local level.

27. Community and Wellbeing Hubs, where local public services are consolidated 'under one roof', are central to this programme.

28. Allied to the consolidation of services in 'Hubs', a more detailed analysis of demand and services at the local level is being adopted. This place-based approach has been piloted for service integration for older people in Llanishen with the aim of providing locally based home care. The following questions were asked:

- What Assets do we have in the Area?
- What Services are currently being provided?
- What Community Resources currently exist?
- What are the needs of individuals?
- What are their preferences?

29. This pilot found that with many providers and services serving the area there was a need to look at opportunities to streamline and improve coordination of the provision on offer with a "perfect locality" solution being one care provider alongside a full range of joined up support services. Following the implementation of a new 'gateway' approach in the area, providing opportunities to both intervene earlier and provide the right service to the right people, early findings suggest that demand has been significantly dampened.

30. The Ely and Caerau area that has both the youngest and poorest populations in the city is about to benefit from the opportunity of a new build high school. It was therefore agreed to adopt the Children's First 'place-based' approach in the area, adopting the model outlined above. This work is currently underway, with mapping of services and community engagement taking place.

31. Allied to this, the area is a recipient of targeted Welsh Government anti-poverty programmes including Communities First, Families First and Flying Start. The reform of the Welsh Government's flagship anti-poverty programmes will provide an opportunity to remove unnecessary barriers and reimagine these programmes in a coordinated and cohesive way, with the flexibility to respond to individual families and communities strengths and challenges.

32. The PSB therefore welcomes Cardiff being chosen as a Full Flexible Funding Pathfinder, providing 100% flexibility across grants in order to achieve increased programme alignment, make more effective use of funding and meet local needs.
33. Progressing Welsh Government's Building Resilience Programme that will replace Communities First will also play an essential part in developing locality working.
34. Following a review of employability services, which included mapping provision across the city, a new integrated and Council led approach to employment services has been developed. Central to the approach is the creation of a single Gateway directing individuals to the Employment Services available in their local area.
35. As a next step, it is intended that a full review is undertaken to develop all three strands of the Building Resilience Programme (Employment, Early Years and Empowerment). This will identify the services already available across the city, how people access these services and if there are any gaps or duplication. The potential opportunity for joint commissioning with other partners will also be explored. A way forward will then be developed including proposals on the following:
- How to provide pathways to Community Learning
 - Commissioning a Health and Wellbeing Support Service across the City
 - A new approach to Community Involvement and Engagement

Agenda Item 5

ELGC(5)–17–18 Papur 9/ Paper 9

Oddi wrth: Public Health Wales

From: Public Health Wales

Introduction

1.1.1 Public Health Wales welcomes the opportunity to provide evidence on poverty reduction in the context of the Well-being of Future Generations (Wales) (WFG) Act 2015 and Public Services Boards. As a national agency, we have focussed our response on poverty reduction in its widest sense, including examples of where Public Health Wales' work can support Public Services Boards in their efforts to alleviate poverty in Wales.

1.2 Poverty and the impact on public health

1.2.1 It is well documented that the broader social determinants of health play a much bigger role in shaping health outcomes than healthcare itself, and addressing the causes of poverty calls for both targeted and universal actions across the social gradient. Action to tackle poverty should therefore feature throughout a range of commitments at a national and local level such as employment programmes, quality housing and access to quality childcare.

1.2.2 Welsh Government had the following key objectives set out in its national action plan for tackling poverty (1):

- To **prevent poverty**, especially through investment in giving children the best possible start in life. From conception through to early adulthood, the aim is to reduce inequality at the earliest possible stage and break the link between socio-economic disadvantage, educational under achievement and the impaired life chances that flow from these;
- Recognising that the best route out of poverty is through employment, to **help people to improve their skills and enhance the relevance of their qualifications**. This also involves removing other barriers to employment – from practical barriers such as the accessibility of transport and buildings to less tangible barriers such as poverty of aspiration – helping people to move on to and up the employment ladder;
- at the same time, supporting action to **mitigate the impact of poverty** – recognising that for more and more people, even being in work will not guarantee that they can escape poverty.

1.2.3 Action in these areas must be taken forward in ways which are mutually reinforcing; good quality, affordable childcare should help children to reach important developmental milestones: at the same time it will create employment for some and remove a barrier to employment for others. Early targeted action to prevent young people from falling out of education, training or employment should benefit them directly but should also benefit the next generation. Advice which helps people deal with debt, or get on-line, should be a basis for enabling them to manage their finances sustainably and use new skills to increase their engagement in work and society. Credit Unions and Time banking can make an important contribution to integrated place based approaches to tackling poverty as can Social Enterprise Development. Gambling regulation improvement especially of fixed odds betting terminals and licencing is needed to avoid clustering of outlets in areas of deprivation. Research on the psychology of Scarcity (2) has shown that poverty affects cognitive processing and decision making adversely in individuals with no previous mental health problems.

1.3 What is the potential role for the NHS in contributing to tackling poverty?

1.3.1 In the CMO report '*Rebalancing Healthcare; working in partnership to reduce social inequity*' (3) the NHS is highlighted as well positioned to facilitate and empower efforts to work closely with communities and other public sector bodies to directly influence the social, environmental and economic factors which underpin the social gradient and tackle the social determinants of health and well being. Specific recommendations in the report include the provision of upstream effective interventions throughout the life course, with a particular focus on the early years (including the First 1000 Days, Adverse Childhood Experiences, active lifestyle and healthy aging).

1.3.2 The report identified how NHS organisations including Public Health Wales and Health Boards should ensure that health protection interventions are delivered consistently across the social gradient (vaccination, cancer screening, smoking cessation) and how collaboration at primary care cluster level for example, can be used to identify the health and well-being needs of local communities and used to work co-productively with communities to plan, manage and provide services that improve health outcomes and tackle the inverse care law. Local Public Health teams working with Health Board Executive Directors of Public Health are involved in tackling health inequities in partnership with other health professionals and sectors. Examples include involvement in Valleys Taskforce and Cwm Taf and ABUHB Inverse Care Law work.

1.3.3 Patient outcomes depend not just on the clinical care and treatment offered to people but on the wider aspects of a person's life– whether they work; what job they have, their living conditions and finances; their family life. These factors should be of interest to every professional seeking to maximise the impact of their work as clinical outcomes are likely to be improved by attention to these pressures. Primary Mental Health Care teams and CAMHS services provide essential support to GPs in disadvantaged areas, and some innovations such as GP Support Officers in Merthyr Primary Care cluster have seen benefits to community members with emotional support needs.

Befriending schemes for the elderly have been utilised to good effect in particular for older people living in poverty.

1.3.4 Finally, the NHS is the largest employer in Wales. The NHS can be exemplar by providing employment opportunities and by promoting good employee health and well-being, reducing sickness rates and leading the way on pay equality and providing good-quality and stimulating work.

1.4 Actions taken by Public Health Wales to progress implementation of the WFG Act and support for Public Services Boards

1.4.1 Public Health Wales takes a positive view of placing sustainable development on a statutory footing through the WFG Act and as a new potential opportunity to change the landscape for future generations.

1.4.2 Public Health Wales is a partner in Cymru Well Wales, a collaborative undertaking involving different sectors. It was set up address challenges such as persistent health inequities and the financially unsustainable health and social-care system, with a focus on the broader determinants of health. Three priority areas of work have been identified: the first 1000 days, ACEs, and employability.

1.4.3 Public Health Wales have taken this opportunity presented by the new legislation to invest in a Health and Sustainability Hub to help both the organisation and the wider NHS system respond to the WFG Act in order to maximise opportunities for improving health and well-being and reduce inequity.

1.4.4 Whilst Public Health Wales and the Hub do not provide support to the Public Services Boards (PSBs) on an individual basis, the Hub provides support to the public health community in its various roles on PSBs with the following aims:

- Bring together Public Health colleagues from across Wales who are supporting the PSBs through a PSB Support Network, to share information about work underway in different PSB areas;
- Ascertain the level and type of support which the Hub can provide to Network members.

1.4.5 The Hub in Public Health Wales has delivered workshops for the PSB Support Network covering themes like the use of evidence and leadership qualities for working with PSBs, with up-dates from the Office of the Future Generations Commissioner, Wales Audit Office and senior leaders in Public Health.

1.4.6 As part of the support the Hub is offering to PSBs and the Office of the Future Generations Commissioner, the Hub team have reviewed the PSB Well-being

assessments to examine the approach taken to long term thinking and planning for future generations. When published, we anticipate that this report will be useful for policy makers, public bodies and PSBs by identifying themes such as austerity, trends in wealth and welfare, poverty, household savings and consumption trends as playing a significant part in a more equal Wales for the future.

- 1.4.7 The Hub participates in the PSB Co-ordinator Network, which is co-ordinated by Welsh Government and which (explain role on Network). To date, the Hub Team have attended meetings to raise awareness of work streams and to seek PSB co-ordinators' advice on the type and nature of support required for well-being plans. Co-ordinators identified the need for short, tailored, visual information on topics such as how the environment impacts on health and well-being; the Hub team is now taking forward.
- 1.4.8 The Hub has also used the PSB Co-ordinators' e-bulletin to alert co-ordinators to useful reports like:
- Making a difference: investing in sustainable health and well-being for the people of Wales' highlights the need to combine 'investment in prevention' with steps to address the economic, social and environmental determinants of health, framed by the principles of the WFG Act and prudent health care.
 - Adverse Childhood Experiences research – a series of publications linking adverse childhood experiences (traumatic experiences that occur before the age of 18) with health-harming and antisocial behaviours, mental well-being and chronic diseases and health service use.

These resources can be used by public bodies and public Services boards to identify evidence-based action to help inform their response to the Act.

- 1.4.9 Public Health Wales is taking a proactive response to the recommendations contained within The Future Generations Commissioner report, '*Well-being in Wales: Planning today for a better tomorrow*', on the learning from the local well-being assessments of each PSB. The Health and Sustainability Hub is in the process of identifying approaches for a public health system response to the Commissioner's recommendations– with ideas for actions and opportunities to support PSBs at a national and local level.
- 1.4.10 Public Health Wales has long advocated Health Impact Assessment as a tool to support sustainable development; helping to ensure that both the short and

long term impacts of policies, plans and projects are taken into consideration. The Wales Health Impact Assessment Support Unit, which is part of Public Health Wales, is dedicated to helping policy makers and practitioners develop and implement HIA in Wales. Since the introduction of the WFG Act the Unit has been supporting and development the role of well-being impact assessments in demonstrating that the public bodies and public services boards (among others) take the well-being goals into consideration.

- 1.4.11 Finally, Public Health Wales and the Health and Sustainability Hub are working on a new tool which will help to embed sustainable development and new ways of working. The intention is to pilot the tool in several settings including with statutory partners on the Public Services Board. The results (both positive and negative) will be used to refine and develop thinking around embedding sustainable development across public services.

1.5 References

1. Welsh Government. Tackling poverty action plan: 2012–2016. Cardiff: Welsh Government; 2012.
2. Mani A, Mullainathan S, Shafir E, Zhao J. Poverty Impedes Cognitive Function. *Science*. [Online] 2013;341(6149): 976–980. Available from: doi:10.1126/science.1238041 [Accessed: 5th December 2017]
3. Welsh Government. Rebalancing healthcare: Working in partnership to reduce social inequity: Chief Medical Officer for Wales Annual Report 2015–16. [Online] Welsh Government. Report number: WG28727, 2016. Available from: <http://gov.wales/docs/dhss/publications/161110cmoreport16en.pdf> [Accessed: 12th May 2017]

Agenda Item 6

Equality, Local Government and Communities Committee

7 June 2018 – papers to note cover sheet

Paper no.	Issue	From	Action point
ELGC(5)-17-18 Paper 10	Inquiry into pregnancy, maternity and work	The Equality and Human Rights Commission	Additional information provided following the evidence session on 19 April 2018
ELGC(5)-17-18 Paper 11	Inquiry into pregnancy, maternity and work	The Cabinet Secretary for Education	In response to the Chair's letter dated 11 May 2018
ELGC(5)-17-18 Paper 12	Closure of the Welsh Independent Living Grant and support disabled people to live independently	The Chair, to the Minister for Children, Older People and Social Care	Following correspondence from Julie Morgan AM in relation to the decision to close the Welsh Independent Living Grant
ELGC(5)-17-18 Paper 13	Welsh Government Green Paper Consultation – Strengthening Local Government: Delivering for People	Older People's Commissioner for Wales to the Cabinet Secretary for Local Government and Public Services	Response from the Older People's Commissioner for Wales to the green paper consultation

Agenda Item 6.1

John Griffiths AM
Chairperson, ELGC Committee
National Assembly for Wales
Cardiff Bay
CF99 1NA.

May 29, 2018

John.Griffiths@assembly.wales

Dear John,

Subject: Inquiry into pregnancy, maternity and work in Wales

Thank you for the recent opportunity to provide oral evidence to your Inquiry into pregnancy, maternity and work. At the session, we undertook to send you additional information on a number of matters. Please find below relevant evidence and examples.

Examples of good practice

Our Working Forward campaign has highlighted a number of good practice examples in relation to pregnancy, maternity and work. These include the below (short videos on the examples can be viewed at the links).

[BT: developing a maternity handbook](#)

Equality specialist, Sally Ward, and Openreach General Manager, Jo Koroma, discuss a new maternity handbook that BT has created to support line managers dealing with employees who are pregnant or returning from maternity leave.

The handbook was developed in collaboration with BT's women's network, using the experiences of women who have undergone pregnancy and maternity

at BT to help identify practical advice and top tips for line managers. It is complemented by an employee handbook.

Barclays: one-to-one coaching programme

Global Head of Diversity and Inclusion, Mark McLane, and Deputy Head of EMEA Power, Utilities and Infrastructure, Sally Rushton, discuss a one-to-one coaching programme which Sally set up to ensure Barclays employees are confident throughout pregnancy, maternity and their return to work – and that they can continue to develop their careers at Barclays after becoming parents.

Royal Mail: job sharing

Emma Wickham and Toni Jeffryes talk to Delivery Sector Manager, Marie Forrester, about how job sharing has enabled them to fast-track their career at Royal Mail while staying on top of their childcare commitments. It also allows Royal Mail Group to make full use of their talent pipeline by developing more of the women already working for the organisation

The job share was first conceived when Toni met Marie while she was speaking at one of Royal Mail's Springboard events. These events aim to inspire women and help them reach their full potential.

Betsi Cadwaladr University Health Board are developing a pregnancy and maternity toolkit to support line managers in having regular and open conversations with team members during their pregnancy, maternity leave and return to work.

South Wales Police have introduced 'pregnancy champions' to support pregnant staff and for the first few months of returning to work as a new parent. South Wales Police ensure all of this work is fed into their Internal Delivery Plan to increase the numbers of women at all ranks in their service.

Working Forward and Fathers

Following the Committee's discussion regarding paternity, we would like to highlight that last year we expanded our Working Forward initiative to include fathers in the workplace. Our members told us that there was a growing demand from working fathers to play a bigger role in childcare, if they have the support in place to allow it.

To open up dialogue between managers and new and expectant fathers, we have launched conversation guides that:

- Outline paternity rights
- Support dads in how to ask about flexible working arrangements
- Offer support with post-natal depression
- Help prepare for a discussion about returning to work after flexible work.

These conversation guides are attached. The Committee may want to explore how these guides can be promoted further.

Legal protections

Within our pregnancy and maternity recommendations we set out that to improve employer practice we need clarity in the law to provide a framework for employers to build a fair and diverse workplace. The legal framework protecting pregnant woman and new mothers in the workplace is extensive, but employers need greater clarity on their obligation not to discriminate in the recruitment process.

We recommend increasing the time limit for women to bring an Employment Tribunal claim in cases involving pregnancy and maternity discrimination from three to six months, in line with other employment claims such as redundancy and equal pay.

Our [Fair opportunities for all: A strategy to reduce pay gaps in Britain](#) report makes a number of recommendations to reduce gender, ethnicity and disability pay gaps, all of which are relevant to the Committee's Inquiry. With regard to changes to legislation and practice, the strategy recommends:

- The UK Government should legislate to extend the right to request flexible working to apply from day one in all jobs unless there is a genuine business reason that means this isn't possible
- Employers should offer all jobs, including the most senior, on a flexible and part-time basis unless there is a genuine business reason that means this isn't possible

Careers advice & addressing differences in subject and career choice

Our Fair opportunities for all: A strategy to reduce pay gaps in Britain report highlights that research finds that from an early age and throughout school, girls and boys are socialised to have conventionally stereotypical and limiting views about jobs for men and women (Ofsted, 2011), and that girls do not get the same range of choices over potential professions as boys (Girlguiding, 2016; Panel on Fair Access to Professions, 2009; Social Mobility Commission, 2016a). Educational opportunities and attainment are important determinants of careers and earnings. Removing the barriers to fulfilling educational potential; tackling traditional stereotypes and subject choices from primary school onwards that lead to occupational segregation; and increasing diversity in apprenticeships will contribute to reducing pay gaps and fairer workplaces. The report recommends:

- UK, Scottish and Welsh Governments and their agencies should ensure that careers guidance and work experience opportunities tackle stereotypes and encourage wider subject and career choices for women, ethnic minority and disabled students from primary school onwards

Welsh Government's economic action plan

'Prosperity for all: economic action plan' sets out a vision for the Welsh economy. The action plan commits to introducing economic contracts which will set the relationship between business and government to stimulate growth, increase productivity and make Wales fairer and more competitive. The contract requires businesses to demonstrate commitment to fair conditions before proposals will be considered in funding. One of these key themes is 'Fair Work'.

The Prosperity for all: economic action plan highlights work to support four foundation sectors – tourism, food, retail and care - in a joined up and consistent way across Government. It is important that equality is at the centre of the action plan. The Welsh Government current gender review is an opportunity for these issues to be explored further and for the Welsh Government to take forward action.

Our recommends in our submission included that:

- The Public Sector Equality Duty, the Welsh Government's Economic Action Plan and its new Employability Plan should be used as levers to tackle gender inequality in Welsh workplaces.
- The Welsh Government's Fair Work Board should considers our research and findings and that it provides support for businesses in agreeing a clear definition of fair work to ensure that female talent is valued and nurtured.

Childcare responsibilities

Our Fair opportunities for all: A strategy to reduce pay gaps in Britain report highlights that women still play the lead role in looking after children, so are more likely to work part time and take time out of the labour market – two factors contributing to the gender pay gap (Brynin, 2017). 'Sandwich caring', looking after young children at the same time as caring for elderly or disabled relatives, also has a disproportionate impact on women's employment and pay.

Women are four times more likely than men to give up work because of multiple caring responsibilities (House of Commons Women and Equalities Committee, 2016).

Two factors seem to encourage men's involvement in childcare and reduce the impact on women's careers of being the sole carer: more generous paternity leave, and more affordable childcare. Government and employers need to introduce policies that encourage men to share childcare more equally and reduce workplace bias towards mothers as the primary carer. Improving paternity and shared parental leave entitlements and extending free childcare should have a positive impact on women's engagement in the labour market. To ensure this impact is fully understood, an evaluation of the effect of the changes to free childcare should be undertaken. Our report recommended that:

- The UK Government should introduce dedicated non-transferable, ring-fenced 'use it or lose it' parental leave for fathers with a pay rate that acts as a real incentive to take-up.
- The UK, Scottish and Welsh Governments should continue to assess the impact of statutory childcare provision and different models of provision on women's labour market participation, and adjust accordingly.

I hope you find this information of use. Please let us know if we can help further.

Yours sincerely,



Ruth Coombs

Pennaeth Cymru / Head of Wales

Preparing for fatherhood

A conversation guide for fathers

WORKING FORWARD

SUPPORTING PREGNANT WOMEN AND NEW PARENTS AT WORK

An introduction

First of all, congratulations! This is an exciting time as you prepare for all the transitions that come with being a parent.

You may have a partner who is pregnant, or on maternity leave, you may be adopting a child or having a baby through a surrogate, or you may be a single parent. Whatever your situation, if you're preparing for your paternity leave, thinking about taking Shared Parental Leave (SPL) or wanting to work flexibly to share childcare you'll need to discuss certain things with your line manager. This guide will support you in having these conversations with practical guidance and advice to ensure the most positive experience for you and your partner.

This guide is intended to complement your employer's policies, so it's always best to familiarise yourself with these first. Also, make yourself aware of any employee schemes, benefits and support networks that you can make use of.

You can find more advice on the law and your rights on the Equality and Human Rights Commission website:

www.equalityhumanrights.com/workingforward



Telling your line manager about a pregnancy

Telling your line manager about a pregnancy will ensure that you get the support you need at this important time.

Before you talk with your line manager it's a good idea to do some research. Read your company's paternity policies and think about anything else you may need to consider at this point. The following is an overview of fathers' statutory entitlements and should inform your discussions with your line manager around leave, flexible working and time off for appointments.

Statutory Paternity Leave and pay

Employees can choose to take either one week or two consecutive weeks' Paternity Leave. The statutory weekly rate of Paternity Pay is £140.98, or 90% of your average weekly earnings (whichever is lower). Many employers choose to enhance Statutory Paternity Pay by offering full pay for the two weeks or an extended period of leave.

Shared Parental Leave and pay

As well as up to two weeks' paternity leave, eligible fathers can take SPL for up to 50 weeks. Parents taking SPL can choose to take this leave in turns, together or in a combination of the two. Parents can take blocks of leave continuously between them or in up to three separate chunks, but employers can agree to more.

Employees who qualify to receive Statutory Shared Parental Pay (ShPP) while on SPL will be paid £140.98 per week, or at 90% of the employee's average weekly



earnings, if this figure is lower than the Government's set weekly rate, for up to a maximum of 39 weeks minus any weeks of maternity pay, maternity allowance or adoption pay.

For more information on paternity pay and leave please see:

<https://www.gov.uk/paternity-pay-leave>

For more information on shared parental leave and pay please see:

<https://www.gov.uk/shared-parental-leave-and-pay>

Antenatal appointments

Your partner will attend a number of antenatal appointments during her pregnancy, and you may want to accompany her. Such appointments include routine check-ups by a doctor, midwife or consultant, ultrasound scans and other medical consultations, as well as complementary care, such as birthing, parenting or relaxation classes. Fathers are entitled to take unpaid leave to accompany the expectant (or surrogate) mother to two antenatal appointments of up to 6.5 hours each. Your employer may also enhance this by: offering paid leave to attend antenatal appointments, providing extra leave to attend more appointments, and/or allowing employees to 'make the time up' through flexible working. Discuss with your line manager about what your organisation offers.

1.1

Telling your line manager about a pregnancy

Top tips for a productive conversation

- 1 Talk to your line manager in whatever way is most natural to the both of you. It doesn't have to be a formal meeting – it could be over a coffee, if that's what works for you.
- 2 Be open and honest with your line manager and let them know they can be the same with you.
- 3 You don't have to have concrete plans for paternity leave now. But it will help your manager to know your baby's due date and any rough plans you might have – including any upcoming antenatal appointments.
- 4 Talk to your line manager about SPL. It can be helpful to discuss what might be possible and it doesn't commit you to anything if you later decide it is not for you.
- 5 It's a good idea to put any discussion points and agreements in writing to help avoid any confusion down the line. This could be as simple as a quick email.

2.0 Preparing for paternity leave

In the time leading up to your paternity leave you'll need to make decisions such as your potential leave date as well as making plans with your line manager and your team. You don't have to give a precise date when you want to take leave. Instead, you can give the general time, including the day of the birth or one week after the birth. You must give your employer 28 days' notice if you want to change the start date of your leave.

Remember, only 1 in 25 babies are born on their due date, so you may need to leave the workplace at very short notice to attend the birth, or be staying at work for longer than you planned. If you are involved in urgent or time-critical projects at this time, make sure that another member of staff is briefed so that they can take over without too much disruption. You may also want to ask that you do not travel extensively around the due date, particularly trips that could make it impossible for you to get back to support your partner during the birth.

You may want to do a handover with your line manager and colleagues and keep them updated with any changes or developments before you leave. Whether it's over email or in a meeting, you can choose to do this in whichever way is most suitable for you.

2.1 Preparing for paternity leave

Top tips for productive conversations

- 1 Let your line manager and colleagues know your plans, identifying any additional support your line manager may need and preparing a handover document if needed.
- 2 Think about whether you might want to extend your paternity leave by using annual leave to top up and discuss this with your line manager.
- 3 Talk to your line manager about your plans for returning to work and whether you want to work flexibly in the future.

3.0

Taking Shared Parental Leave (SPL) and keeping in touch

If you and your partner have decided to take SPL you will need to prepare for a longer period of time away from work. This will depend largely on how you have decided to take the time (up to 50 weeks). You may choose to take this leave in turns, together or in a combination of the two.

SPL is extremely flexible. Employees can also use up to 20 Shared Parental Leave in Touch (SPLIT) days to work. In practice these can be used to create a period of part-time working without a contract change. SPLIT days can also be used to keep up to date with developments, or be available for important events and meetings. Their use must be agreed so talk with your line manager about what might work best for both of you.

Good communication with your line manager is vital if you're taking an extended period of leave. Below are some of the things you might want to discuss:

- **Planning cover:** early planning for your absence helps to reduce any negative impact on your colleagues and your organisation.
- **Contact arrangements:** agree the level of contact you feel comfortable with while away. For example, talk about whether you want regular updates on company news, to hear about critical developments only, or those which affect you personally such as promotion or training opportunities. You can always change your mind on this during your leave.
- **Performance appraisals:** request that a performance appraisal is carried out shortly before you start your extended leave. This will ensure you are treated fairly, particularly if your appraisal system affects pay rises or bonuses.
- **Return to work:** have an informal chat about a return to work date. You may also want to talk about flexible working arrangements, such as part-time or agile working – or a phased return to ease the transition back. Make it clear that what you talk about is just an indication of preferences to help you plan, rather than something set in stone.

3.1

Taking Shared Parental Leave and keeping in touch

Top tips for productive conversations

- 1 Talk to your line manager about how you want to use your parental leave. SPL is very flexible and can fit in well to many working patterns. Talk to your line manager about what might be possible.
- 2 Planning your leave and thinking about cover and a handover will help both you and your line manager feel more confident about being away from work and the time ahead.
- 3 Ask your line manager to keep you updated on changes to the workplace or your team during your leave.
- 4 You can also discuss your plans for returning to work and whether you might want to work more flexibly in the future.

4.0

Preparing for a successful return to work after taking paternity and/or parental leave

When fathers have taken just a short period of one or two weeks' paternity leave, it can be easy for colleagues and managers to forget that their lives have just undergone a major change.

You may be lacking sleep, feel physically and emotionally exhausted and finding your way balancing new responsibilities at home with work. Have a candid conversation with your line manager to get the support and flexibility you need. It might be possible for adjustments to be made to help you manage work during this transition period. Options could include leaving earlier or coming in later than normal and/or avoiding holding late or early meetings.



If you have taken an extended period of leave, getting back up to speed in a way that works for you is likely to be a priority. Discuss with your line manager, ways in which they might help. These might include pre-return training or mentoring, with a colleague acting as a 'buddy' to facilitate your return. Whether you are planning to return to work on a full-time or part-time basis, it can be helpful to request some kind of phasing arrangement for the first few weeks or months following your return.

Familiarise yourself with your organisation's provision for working parents (for example, family or parent networks, employee assistance programmes, and childcare assistance) and its approach to flexible working (know what options for flexible working are possible and whether an informal arrangement is sufficient or a formal request to work flexibly is needed).

Postnatal depression is not an uncommon issue for new parents. One in five men experience depression after becoming fathers – much the same proportion as experienced by women during pregnancy or in the year after giving birth. Your employer may not be able to solve issues beyond the workplace, but they may be able to offer help and support. Identifying the problem will help you manage it and get the support you may need from work.

- **Recognise that becoming a parent is a major transition**

You may be taking on extra responsibilities around the house, feeling financial pressure more acutely, coping with a changing relationship with your partner, and suffering lack of sleep.



- **Be aware of the signs of depression**

Look out for uncommon changes – they may be warning signs of depression. These include: being uncharacteristically sad, anxious, restless, distracted, irritable, and low in energy or motivation. We all have off days, which don't necessarily indicate depression – but be alert to the possibility and be aware of the signs.

- **Look for information and advice**

GPs and health visitors will be able to provide treatment and support for depression. The following organisations may also be able to help:

- **PANDAS Dads** – part of the PANDAS Foundation, which offers advice and support for individuals experiencing pre- and postnatal depression. www.pandasfoundation.org.uk
- **The Birth Trauma Association** – provides information and support for mothers and partners who have had a traumatic birth experience. <http://www.birthtraumaassociation.org.uk>
- **The Fatherhood Institute** – a charity that focuses on fatherhood policy, research and practice, offering services including ante- and postnatal intervention for new fathers and mothers. <http://www.fatherhoodinstitute.org>

4.1

Preparing for a successful return to work after taking parental leave

Top tips for productive conversations

- 1 You'll find it helpful to meet with your line manager on your first day back to discuss your return and any updates that either of you may have.
- 2 Whether you've had a couple of weeks off or an extended period of leave, speak to your line manager about any issues you might be experiencing and how they can help support you in the transition back to work.
- 3 Try to catch up with your own network too as they can provide further updates and help you settle back in.
- 4 Think about whether, on your return to work, you want to work flexibly and talk about your plans with your line manager.
- 5 Talk to other fathers about how they manage work and home-life. This can make it easier to know what options are working currently when you speak to your line manager.



Pack Page 147

Finally

We hope this guide has been useful and given you the information tips and advice needed to help you and your line manager support you as a new parent in the workplace.

For more information please visit:
[www.equalityhumanrights.com/
workingforward](http://www.equalityhumanrights.com/workingforward)

#WorkingForward

www.equalityhumanrights.com/workingforward



**Equality and
Human Rights**
Commission



SUPPORTING PREGNANT WOMEN
AND NEW PARENTS AT WORK



Pack Page 149

Managing fathers at work

A conversation guide for line managers

**WORKING
FORWARD**

SUPPORTING PREGNANT WOMEN
AND NEW PARENTS AT WORK

An introduction

As a line manager you have an important part to play in the smooth running of your organisation and a significant impact on the day-to-day experience of the people you manage. This includes working fathers and fathers-to-be. Increasingly, fathers want to play an active part in bringing up children. It may be their partner who is pregnant; they are adopting a child or having a child with a surrogate; or are a single parent. Whatever the situation, this guide has been created to ensure you feel comfortable about the conversations you will need to have.

This guide includes practical guidance and advice and is supported by corresponding guides for fathers and pregnant women/new mothers. We've kept it simple and straightforward, and while we cover some important points, it's best to check your company's policies and contact your HR team or senior management team for more information, especially if you have any queries or concerns.

Research shows that having a supportive manager is a key factor in raising awareness and take-up of family friendly policies by men. Working fathers who have access to flexible working options display higher degrees of commitment to their employer than those who are unable to work flexibly, and have an improved perception of their employer as committed and trusting. For most employers, recruiting and developing staff is a significant investment – and replacing someone is costly. Developing flexible working arrangements, supportive paternity leave and Shared Parental Leave (SPL) policies and other occupational benefits are often decisive elements in retaining new fathers in your employment.

You can find further guidance, advice and helpful tools on the Equality and Human Rights Commission website: www.equalityhumanrights.com/workingforward





Supporting new fathers at work

It's likely that you will already know which of your employees are currently fathers. But for new or soon-to-be fathers, one of the best things you can do when you hear the news that your employee is going to be a father is firstly to congratulate them. Then, do some fact finding and find out about your company's paternity policies and support for parents. The following is an overview of fathers' statutory entitlements and should inform your discussions with new fathers around leave, flexible working and time off for appointments.

Statutory Paternity Leave and pay

Employees can choose to take either one week or two consecutive weeks' Paternity Leave. The statutory weekly rate of Paternity Pay is £140.98, or 90% of their average weekly earnings (whichever is lower). Many employers choose to enhance Statutory Paternity Pay by offering full pay for the two weeks or an extended period of leave. Find out what is on offer in your organisation and let your employee know.



Shared Parental Leave and pay

As well as up to two weeks' paternity leave, eligible fathers can take SPL for up to 50 weeks. Parents taking SPL can choose to take this leave in turns, together or in a combination of the two. Parents can take blocks of leave continuously between them or in up to three separate chunks, but employers can agree to more. Find out what your organisation's policy is or what has been done previously so that you can properly inform your employee.

Employees who qualify to receive Statutory Shared Parental Pay (ShPP) while on SPL will be paid £140.98 per week or at 90% of the employee's average weekly earnings, if this figure is lower than the Government's set weekly rate, for up to a maximum of 39 weeks minus any weeks of maternity pay, maternity allowance or adoption pay. Again, many employers choose to enhance ShPP. Find out what is on offer in your organisation and let your employee know.

For more information on paternity pay and leave please see:

<https://www.gov.uk/paternity-pay-leave>

For more information on shared parental leave and pay please see:

<https://www.gov.uk/shared-parental-leave-and-pay>

1.0



Pack Page 153

Antenatal appointments

Fathers are entitled to take unpaid leave to accompany the expectant (or surrogate) mother to two antenatal appointments of up to 6.5 hours each. Such appointments include routine check-ups by a doctor, midwife or consultant, ultrasound scans and other medical consultations, as well as complementary care, such as birthing, parenting or relaxation classes. Some employers enhance this by: offering paid leave to attend antenatal appointments, providing extra leave to attend more appointments, and/or allowing employees to 'make the time up' through flexible working. Discuss with your employee what your organisation offers or what could be accommodated within your team.

Supporting new fathers at work

Top tips for a productive conversation

- 1 Have a conversation in whatever way is most natural to the both of you. It doesn't have to be a formal meeting – it could take place over a coffee, if that's what works for you.
- 2 When it comes to having a conversation, it's best to be open and honest. Encourage your employee to be open with any concerns he may have in order to get the support that he needs.
- 3 Share your company policies and highlight anything that you think might be useful (for example, the policy regarding time off for antenatal appointments or details of the parents' network).
- 4 To help the both of you keep on top of any antenatal appointments, you could suggest that he adds these to your diary or schedule.
- 5 Reassure your employee that you are supportive of his right to take an extended period of leave if he's thinking of doing so.
- 6 It's a good idea to put any discussion points and agreements in writing as this helps avoid any confusion down the line.

2.0

Preparing for your employee's paternity leave

Fathers taking paternity leave don't have to give a precise date (for example, 1 April 2018) when they want to take leave, but you can ask them to give you a general time, including the day of the birth or one week after the birth. If your employee wants to change the start date of his leave he must give you 28 days' notice. But remember, a little bit of flexibility on both sides can be helpful, particularly when only 1 in 25 babies are born on their due date.

If your employee is involved in urgent or time-critical projects at this time, make sure that another member of staff is briefed so that they can take over without too much disruption. You may also want to ensure that your employee does not travel extensively around the due date, particularly trips that could make it very difficult for him to get back to support his partner during the birth.

Working with your employee on a handover will ensure that you and colleagues are kept updated on work that will need to be covered.

2.1

Shared Parental Leave

Top tips for productive conversations

- 1 Organise a handover meeting and use a handover document as the basis for your conversations.
- 2 Discussing cover arrangements and working through a handover will help both you and your employee feel more confident about being away from work and the time ahead.
- 3 Take the lead from your employee as to how he wants to be kept in touch and what information he wants updated on during his leave.
- 4 Discuss your employee's plans for returning to work and whether he might want to work flexibly in the future.
- 5 Confirm the payment of statutory/enhanced Shared Parental Pay.

3.0

Shared Parental Leave (SPL)

Your employee may have decided to take SPL with his partner and if this is the case you will need to prepare for him taking a longer period of time away from work. Eligible parents can take SPL for up to 50 weeks and parents can choose to take this leave in turns, together, or in a combination of the two.

How your employee has decided to take the leave will affect how you need to plan for this and how you manage it at the time. Employees can also use up to 20 Shared Parental Leave in Touch (SPLIT) days to work whilst on leave. In practice these can be used to create a period of part-time working without a contract change. SPLIT days can also be used to keep up to date with developments, or be available for important events and meetings. Their use is subject to agreement so talk with your employee about what might work best for both of you.



Good communication with your employee is vital if he's taking an extended period of leave. Below are some of the things you might want to discuss:

- **Planning cover:** early planning for his absence helps to reduce any negative impact on your colleagues and your organisation. Include your employee in discussions and resist making assumptions about what he can and can't do. You may want to think about rescheduling projects that he's essential for but be careful not to exclude him from projects that might enhance his career prospects, which could be regarded as inadvertent discrimination.
- **Contact arrangements:** speak to your employee about the level of contact he feels comfortable with while away. For example, talk about whether he wants regular updates on company news, to hear about critical developments only, or just those which affect him personally such as promotion or training opportunities.
- **Performance appraisals:** ensure that you carry out a performance appraisal before your employee starts his extended leave, while the information is current. This will ensure he is treated fairly, particularly if your appraisal system affects pay rises or bonuses.
- **Return to work:** have an informal chat about a return to work date. You may also want to talk about flexible working arrangements, such as part-time working, compressed hours, working remotely, or a phased return to ease the transition back. It's a good idea to have examples of other fathers working flexibly so your employee can see what might be possible. Remember, fathers may be less comfortable asking for formal flexible working arrangements than mothers and you can help by talking to them about what is possible.



3.1

Shared Parental Leave

Top tips for productive conversations

1

Talk to your employee about how he wants to use his parental leave. SPL is very flexible and can fit in well to many working patterns.

2

Discussing cover arrangements and working through a handover will help both you and your employee feel more confident about being away from work and the time ahead.

3

Take the lead from your employee as to how he wants to be kept in touch and what information he wants updated on during his leave.

4

Discuss your employee's plans for returning to work and whether he might want to work flexibly in the future.

5

Confirm the payment of statutory/enhanced Shared Parental Pay.

Ensuring a successful return to work after paternity and/or parental leave

When fathers have taken just a short period of one or two weeks' paternity leave, it can be easy to forget that their lives have just undergone a major change.

Your employee may be lacking sleep, feel physically and emotionally exhausted, and finding his way balancing new responsibilities at home with work. Your support at this time will be crucial to helping your employee adjust and make the transition back to work much easier. For example, it might be possible for adjustments to be made to manage his work during this transition period, such as avoiding holding late or early team meetings.

If your employee has taken an extended period of leave, returning to work may again be a challenging time. Getting back up to speed in a way that works for both of you is likely to be a priority. There are several ways you can help ease the transition including: pre-return training using SPLIT days, mentoring with a colleague acting as a 'buddy' to help your employee on his return, and/or a phased return for the first few weeks or months.

Before your employee's return, familiarise yourself with your organisation's provision for working parents (for example, family or parent networks, employee assistance programmes, and childcare assistance) and provide him with this information.

You should also be clear on your organisation's flexible working policies, what options for flexible working are possible and whether an informal arrangement is sufficient or a formal request to work flexibly is needed. Research shows that working fathers who have access to flexible working options display higher degrees of commitment to their employer than those who are unable to work flexibly.

Postnatal depression is not an uncommon issue for new parents. One in five men experience depression after becoming fathers – much the same proportion as experienced by women during pregnancy or in the year after giving birth. You may not be able to solve issues beyond the workplace, but you can offer help and support to your employee. The following organisations may also be able to help:

- **PANDAS Dads** – part of the PANDAS Foundation, which offers advice and support for individuals experiencing pre- and postnatal depression. www.pandasfoundation.org.uk
- **The Birth Trauma Association** – provides information and support for mothers and partners who have had a traumatic birth experience. <http://www.birthtraumaassociation.org.uk>
- **The Fatherhood Institute** – a charity that focuses on fatherhood policy, research and practice, offering services including ante- and postnatal intervention for new fathers and mothers. <http://www.fatherhoodinstitute.org>

4.1

Ensuring a successful return to work after paternity and/or parental leave

Top tips for productive conversations

1

Book in a meeting with your employee on his first day back to discuss his return and any updates that either of you may have.

2

Listen to your employee and give him the opportunity to talk about any difficulties he may be having so that you can better support him in his transition back to work.

3

Discuss flexible working options with your employee, think carefully about what might be possible, informal trial arrangements are a good way of testing an approach out.

4

Speak to other colleagues who are also managing parents, find out some of the arrangements that might already be in place elsewhere in the organisation.



Finally

We hope this guide has been useful and given you the information, tips and advice needed to help you support your employee as a new parent in the workplace. Visible support for working fathers helps to create a supportive and inclusive culture that has a positive impact across the organisation.

For more information, resources and training, please visit:

[www.equalityhumanrights.com/
workingforward](http://www.equalityhumanrights.com/workingforward)

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www.equalityhumanrights.com/workingforward

Pack Page 164



SUPPORTING PREGNANT WOMEN
AND NEW PARENTS AT WORK

Kirsty Williams AC/AM
Ysgrifennydd y Cabinet dros Addysg
Cabinet Secretary for Education



Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref: MA-P-KW-1845-18

John Griffiths AM
Chair
Equality, Local Government and Communities Committee
National Assembly for Wales
Cardiff Bay
Cardiff
CF99 1NA

30 May 2018

Dear John,

Thank you for your letter of 11 May 2018 regarding the impact of pregnancy and maternity on women working within the teaching profession. You ask for a response into 5 specific issues and I have addressed these individually below;

Issue 1: Equality and Human Rights Commission Report

The EHRC “Pregnancy and maternity related discrimination and disadvantage: surveys of employers and mothers” report has been analysed by officials. We can find no figures which refer to experiences of teachers in Wales specifically.

The report says that mothers working in the Education sector (UK-wide) were less likely to report a negative experience related to flexible working requests (7% as compared to 11% in all sectors), whilst mothers working in the Public Administration sector (3%), which includes some people working in education, were less likely to have felt forced to leave their job compared to the average across all UK sectors (11%).

The report, therefore, would suggest that the picture for mothers working in education in Wales looks a little better than the average across all sectors and the UK. Nonetheless, I am clear that there are still improvements to be made.

Issue 2: Guidance to schools on recruitment, retention and flexible working

It is for the governing body to decide whether or not to fill a teaching post when it becomes vacant or to create a new post.

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1NA

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Gohebiaeth.Kirsty.Williams@llyw.cymru
Correspondence.Kirsty.Williams@gov.wales

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

The School Governors' guide to the law is available on the Welsh Government website to provide guidance for governors in this area. The governing body of all maintained schools must draw up a specification for any full time or part time teaching post and send it to the local authority. The post must be advertised unless the governing body decide to appoint a teacher nominated by the local authority, or accepts a teacher already working at the school who has been recommended to the local authority by the governing body. The local authority, where it is the employer, must appoint the teacher selected, unless the candidate fails to meet all the relevant staff qualification requirements. For Voluntary Aided and Foundation schools the governing body, as the employer, will make the appointment.

Under the Equality Act 2010, women are entitled to the same pay as men if they are employed to do the same work or work that is of equal value. Governing bodies must ensure that this requirement is complied with when making decisions about pay.

All teachers employed in community schools are subject to statutory conditions relating to their professional duties and working times which are set out in the annual School Teachers' Pay and Conditions Document ([STPCD](#)). These have effect as terms of their contracts of employment. In addition to these statutory conditions, teachers are subject to other non-statutory conditions which are laid down in their contracts of employment, such as those that provide for sick pay and maternity leave.

Flexible working policies help to recruit, retain and motivate teachers, provide the basis for sound financial and personnel planning within schools and minimise the risk of grievance and discrimination. There is a significant amount of evidence that shows that effective flexible working arrangements deliver positive benefits, such as increased employee motivation, commitment, less absenteeism and better employee relations.

Issue 3: Gender balance and career progression

We continue to encourage people from all backgrounds, particularly those groups that are underrepresented, with the right qualifications, skills and personal attributes to consider teaching as a career.

Although teaching is predominantly still a female-dominated profession, the proportion of men gaining QTS has increased marginally over the last decade.

We provide equality of access to financial incentives for full-time Initial Teacher Education (ITE) PGCE students regardless of their background or circumstances. This helps to ensure that Wales based ITE providers wishing to recruit the most talented individuals onto their courses, are able to do so with support.

It is our aim to develop a coherent suite of quality routes into teaching, supporting beginner teachers through ITE to achieve Qualified Teacher Status (QTS). We want all routes to have the same vision and understanding of the future teaching workforce for Wales and meet the needs of talented potential teachers, whatever their background and circumstances.

I recently announced a world leading development in the field of ITE – a new school based, university partnered part-time PGCE, to include a number of employment based places. It is intended that the part-time PGCE would enable trainees to maintain their current commitments including employment and income whilst studying part-time to be a teacher.

The flexibility of this new part-time route into teaching will potentially provide opportunities to widen participation for those groups currently underrepresented in Wales' teaching

workforce and enrich the profession by increasing diversity and allowing those with work-related experience from other fields and greater life-experience in general, to enter teaching.

The National Academy for Educational Leadership (NAEL), the new body tasked with inspiring educational leaders of the future has recently been launched (16 May). The Academy will work with partners across the system to provide strategic support for those in current leadership roles as well as providing encouragement and inspiration for those who wish to pursue a leadership career in education.

The NAEL will secure, nurture and inspire leaders across the entire system in both Welsh and English medium settings. It will do this in partnership with all those who have a part to play in realising the ambition for the Welsh education system and *Our National Mission* and we will continue to work with the all parts of the education system to ensure that the Academy is truly representative.

The National Academy for Educational Leadership will support all leaders at whatever stage of their careers they are. It will give them the confidence, support and development that they can achieve and be the best.

We engaged with a wide range of stakeholders to co-construct and develop the vision, values and principles of the Academy which are based on a commitment to the principles of equity of access to provision, and provision that is of the highest quality.

Issues 4 & 5: Pay and conditions

Currently, teachers' pay and conditions are non-devolved and remain the responsibility of the Secretary of State for Education and are set out in the STPCD.

I understand that under the current regulatory requirements schools can award a TLR payment to a classroom teacher for undertaking a sustained additional responsibility, for the purpose of ensuring the continued delivery of high-quality teaching and learning and for which the teacher is made accountable. TLR1s and TLR2s are permanent while the postholder remains in the same post in the staffing structure (TLR3 is time limited usually for one-off projects etc). All decisions should be made on objective criteria so that there is no discriminatory effect on any teacher or group of teachers with a particular protected characteristic under the Equality Act 2010. Part-time teachers must be paid a percentage of the appropriate full-time equivalent salary and the same percentage must be applied to any allowances, including TLRs, awarded to a part-time teacher.

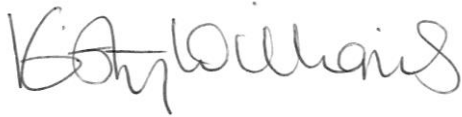
The transfer of powers to Wales in respect of teachers' pay will come in to force from 30 September 2018, allowing Welsh Ministers to set teachers' pay and conditions in Wales for the first time in September 2019. The Welsh Government is determined to use these powers to ensure Wales is an attractive place to come and teach and have a nation-wide approach that best suit Wales' needs. There are currently two pieces of work underway: an Independent Review Panel looking at the content of the pay system; and separately the development of the process used to determine teachers' pay. By September 2018 we need to have in place a mechanism for how we determine teachers' pay and a public consultation on a proposed process closed on 4 May. WG officials are currently considering the responses before I decide on the appropriate mechanism going forward.

All pay systems should be designed to be fair and equal for all staff. It is important that our new teachers' pay system does not in any way contribute to pay inequalities. We need to understand both the level and nature of such inequalities within the current teachers' pay

system and then ensure that if/where these deficiencies exist they are not repeated going forward. The new mechanism for determining teachers' pay and conditions in Wales will include opportunities to identify and address such issues.

In closing, I would like to reassure the Committee that I value all teachers and the important work that they do in our schools. I will ensure that in all our policy development we consider the diverse requirements of the whole workforce.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Kirsty Williams', written in a cursive style.

Kirsty Williams AC/AM

Ysgrifennydd y Cabinet dros Addysg
Cabinet Secretary for Education

Huw Irranca-Davies AM
Minister for Children, Older People and Social Care

30 May 2018

Dear Huw

I have received correspondence about the decision to close the Welsh Independent Living Grant. This correspondence from Julie Morgan AM highlights concerns that the transfer of funding to local authorities and the removal of the ring-fencing for this funding will have a detrimental impact on disabled people. While our Committee does not currently have capacity to look at this issue in more detail, it is one which we have an interest as both an equality and a local government issue.

I welcome your statement from 23 May providing an update on the transitional arrangements. I would like to seek some further details following this statement. The statement says that 75% of claimants have either completed the review of their future support, or are in the process of doing so, can you clarify whether the support packages that have been agreed provide the same level of support that was funded by the Grant? Have there been any cases where agreement cannot be reached, and if so, what arrangements are in place to facilitate an agreement being reached? Could you also clarify exactly how many people still have outstanding packages to be agreed?



I am copying this letter to Julie Morgan AM, who bought this issue to my attention.

I look forward to hearing from you.

Yours sincerely

A handwritten signature in black ink that reads "John". The letters are cursive and connected.

John Griffiths AM
Chair

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.

Cc Julie Morgan AM



Alun Davies AM
Cabinet Secretary for Local Government and Public Services
Welsh Government
Cathays Park
Cardiff
CF10 3NQ

25 May 2018

Dear Cabinet Secretary,

Green Paper Consultation Document – Strengthening Local Government – Delivering for People

Thank you for the opportunity to comment on the ‘Strengthening Local Government – Delivering for People - Green Paper Consultation Document. In previous responses to Welsh Government consultations on local government reform, I referred to three areas of particular importance for older people:

- a commitment that the quality of service provided to older people would not be diminished with any restructuring of local government;
- enabling the voices of older people to be heard by their Local Authorities, through effective consultation and strong community councils; and
- ensuring that the make-up of local representatives better reflects their constituents by encouraging older women and older people with protected characteristics to engage with Local Authorities and run for elected office.

Fewer, larger Local Authorities with the powers and flexibility to make a real difference in their communities

Whilst the case for change is widely accepted and is clearly supported by the report of the Commission on Public Service Governance and Delivery (the Williams Commission), there remains a concern amongst older people that their voices will be lost as the size of their Local Authority is increased. The proposal identifies the need for local government to connect with communities, and effective consultation with older people and other groups is foundational to allay these concerns.

It is imperative that effective and meaningful engagement and consultation is undertaken with older people and others so that they feel heard and included in the process of change. Older people tell me that consultations often feel tokenistic, a tick box exercise, with the conclusion already pre-determined.

“In 2014, I published best practice guidance for engagement and consultation with older people,¹ which sets out how to make these processes more meaningful and how to ensure that older people can be fully involved in decision-making that affects their lives.”

It is crucial that the future local government landscape addresses the key findings in the Wales Audit Office report on ‘Supporting the Independence of Older People: Are Councils Doing Enough?’² and aligns with key legislative drivers, such as the Well-being of Future Generations (Wales) Act 2015, to develop a preventative and outcomes-focussed approach and recognise older people as economic and societal assets.

Furthermore, I expect Local Authorities’ commitment to the Dublin Declaration to continue; their support to develop Age Friendly

¹ <http://www.olderpeoplewales.com/en/Publications/pub-story/14-07-01>

² <http://www.audit.wales/system/files/publications/Independence-Older-People-2015-English.pdf>

Communities, a key feature in the Ageing Well in Wales programme, is crucial.

Local Authorities must also ensure that the realigned Public Services Boards are positioned at the centre of service delivery to ensure that services are fully integrated and working together for the best results for local people with minimal disruption.

I expect Local Authority infrastructure to support older people to be reinforced and made sustainable in the reform agenda, i.e. in line with the Welsh Government Strategy for Older People 2013-23. This means a re-investment in the Strategy for Older People coordinators posts, alongside recognising the role of Older People's Champions and the value of 50+ Forums.

Strengthening local government and support through the process of change: Valuing councillors & diversity

I welcome the call for council membership to be fully representative of the local community and have a membership which is relevant to everyone. It is important that local government in Wales is reflective of, and responsive to, the diverse populations that they represent. There is a need for more diversity amongst council members: there is currently a lack of women and ethnic minority councillors in local government in Wales.

A large proportion of constituents are older people, nearly one third of the Welsh population, and it is vital that their views are represented. Older people have a key role to play in the decision-making process of Local Authorities, whether through elected office, local consultations or having their voices represented through 50+ Forums.

Older people must be viewed as an asset to their communities. They have a wealth of knowledge, skills and experience that should be utilised to ensure that the delivery of public services is the best it can be. Older people can help to drive change in our society and improve the wellbeing of people in Wales. Through the reform agenda for local

government, we have an opportunity to ensure that the voices of older people are properly embedded into the decision-making processes of Local Authorities in Wales.

The Local Government (Wales) Bill should include measures to place a duty on Council Leaders, Group Leaders and Chief Executives to ensure that diversity is respected. Older women and older people with protected characteristics should be encouraged to put themselves forward as candidates for local elections and should form a greater role in the leadership of Local Authorities.

Community and Town Councils

I welcome the value placed on Community and Town Councils and councillors within the proposal and the recognition of the crucial role they play. They are quite rightly identified as the level of government considered to be closest to the community, and quite often the most approachable by older people.

I also welcome the independent cross-party review³ to identify “how community councils can be strengthened so they are best able to support their communities and care for their areas, shaping everyday lives”.

Transforming services and involving people

Community services will remain a key issue and for many will be the litmus test for how smoothly the transition arrangements are being managed. Ultimately, older people will be focused on how these services are improved (or not) under any new regime. Many older people tell me that they are concerned about how decisions are reached about these community services. As regular users of public services – and often ‘experts by experience’ – older people are well-placed to gauge the effectiveness of public services and therefore need to play a proper and

³ <https://gov.wales/topics/localgovernment/communitytowncouncils/review-of-community-town-council-sector/?lang=en>

meaningful part in the debate over local services. It is essential that any move towards having fewer, larger Local Authorities does not dilute older people's opportunities to contribute to local decision-making on the services that matter to them.

Whilst expanding the use of digital technology across all public services is to be welcomed, it is crucial that offline services continue to be available. In 2016/17, over a third of people aged 50+ in Wales were digitally excluded and did not use online services⁴ and older people must therefore be able to engage through both digital and non-digital means.

Population

Whilst I support the attempt to achieve demographic clarity for the proposed new areas, I would wish to re-iterate the need to recognise that older people are not a homogenous group that can be captured under the simple classification of 'people aged 65+'.

For example, many older people will continue to be active within the workforce much later in life, others will find themselves in the role of unpaid carers. It is also important to recognise that we have a significant number of 'older' older people (those over the age of 85), whose needs could be very different from those in their 60s, and that this demographic is projected to continue to grow significantly in the years ahead.

It is essential that the narrative that older people are a burden on public services and the cause of the many challenges that public services currently face is challenged in the strongest possible terms. We therefore need a far more granular approach to data collection under the proposed footprint.

It is also important to remember that older people are the fastest growing group of unpaid carers⁵. Local Authorities will therefore need to work

⁴ <http://gov.wales/docs/dsjlg/publications/comm/160316-digital-inclusion-strategic-framework-en.pdf>

⁵ https://www.carersuk.org/images/Facts_about_Carers_2015.pdf

with partners to ensure that services will help to sustain the wellbeing of carers and support positive, caring relationships.

Equality and Impact Assessment

There is a duty placed upon Local Authorities, under the Equality Act 2010, to consult with those people who have protected characteristics as defined in the Act.

Whilst I agree with the comments made in the Equalities and Impact Assessment which accompanies the Green Paper that 'The proposed reforms *could* have a positive impact on people of all ages', I expected to have seen reference to the **UN Principles for Older Persons** in the assessment in a similar way to the separate Children's Rights Impact Assessment, which refers to 'due regard' under the **UNCRC**.

For example, a positive use of the Principles could have been referenced under Principle 7 in the evidence column. It says that 'Older persons should remain integrated in society, participate actively in the formulation and implementation of policies that directly affect their well-being and share their knowledge and skills with younger generations'. This would have reinforced and added rigour to the conclusion that the proposal could 'have a positive impact on older people'.

I published formal Guidance, under Section 12 of the Commissioner for Older People (Wales) Act 2006, on Equality and Human Rights Impact Assessments⁶, which public bodies must have regard to in discharging their duties under the Equality Act in 2016. This would be a useful reference for the Welsh Government to utilise in strengthening the delivery of Local Government services for older people.

My successor will work with the Welsh Government and local government in order to ensure that the reform agenda fully considers the needs and circumstances of older people, supports the development of

⁶ http://www.olderpeoplewales.com/en/news/news/16-02-16/Section_12_Guidance_Equality_and_Human_Rights_Impact_Assessments_Scrutiny.aspx#.WvLoAuSG_xM

age-friendly communities and that Local Authorities play a significant role in ensuring that Wales is a good place to grow older - not just for some but for everyone.

Yours sincerely,

A handwritten signature in black ink that reads "Sarah Rochira". The signature is written in a cursive style with a long, sweeping tail on the final letter.

Sarah Rochira

Older People's Commissioner for Wales

CC: Equalities, Local Government and Communities Committee,
National Assembly for Wales