

Additional evidence

Setting well-being objectives

Our approach

When developing Nature and People Thriving Together: Our corporate plan to 2030, we consciously choose to take a systematic approach to embed the requirements of the Act from the outset. We adopted a project approach and mapped out how we would consider each of the 5 ways of working as we worked with our Board and Executive Team to develop the vision, mission, values and well-being objectives. We used the guidance on the sustainable development principle and setting well-being objectives to test ourselves at each stage.

This systematic and detailed approach allowed us to show our “workings” and iteratively refine and adapt our approach responding to evidence and feedback as it emerged. For example evidence from the Nature and Us Vision for the Natural Environment of Wales informed the development of the 3 WBOs, as well as publications by the UN on the nature, climate and pollution crises with new targets and approaches to nature loss and climate net zero.

The Board and Executive Team wanted the Corporate Plan to provide real clarity to colleagues and partners on our strategic direction and what we were focussed on to 2030. For this reason we chose to simplify the language and avoid the perception of multiple and competing priorities by using the language of Well-being Objectives and steps to take in our corporate plan.

Working with the Wales Audit Office

Under the Act the Wales Audit Office are required to carry out examinations to assess the extent to which public bodies have acted in accordance with the the sustainable development principle when setting their well-being objectives.

The development of our well-being objectives was subject to examination. Following discussions we agreed to the examination being in “real time”, with WAO colleagues observing the process of setting the well-being objectives, allowing discussion and feedback.

We found the examination process very helpful, with the live discussions and feedback helping us to adjust and adapt our approach.

The WAO report on the setting of our well-being objectives can be found here:



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Opportunities to share experience and insight

Through applying the 5 ways of working we actively reached out to partners to involve them in the process of developing our well-being objectives and sought to identify opportunities for collaboration in the setting of the formal WBO and steps to take.

Nevertheless there are opportunities to strengthen this by working more collaboratively across public bodies as we **plan how** we will develop our respective well-being objectives – to share perspectives, timelines, approaches and resources so we can strengthen our collective approach, avoid duplication and involve our communities in a more meaningful way. One example, is the Nature and Us Vision for the natural environment in Wales. This resource, produced by NRW, gives really powerful insight into what our citizens want for nature and the environment in Wales and could be used by other public bodies as they consider how they contribute to the Resilient Wales Goal.

A “forum” of public body officers responsible for developing the well-being objectives and corporate/business plans could facilitate and enable greater collaboration on **how** we apply the 5 ways of working in the setting of our respective well-being objectives, sharing plans and timelines, key resources and insights on what works well.

Annual Report and Accounts

The 2024/25 Business Plan is the first that is fully aligned to Corporate Plan Nature and People Thriving Together. All commitments in our 2024/25 Business Plan relate to our well-being objectives and specific steps to take. In the 2024/25 Annual Report and Accounts we have sought to maintain the line of sight from our corporate plan, well-being assessment, business plan and performance reporting. In doing this we have assumed a level of knowledge of the WFG Act and have cross-referenced to key documents. It is difficult to balance the guidance on the application of the WFG Act with the other extensive guidance for the preparation of the Annual Report and Accounts, notably Financial Reporting Manual (FReM).