



AGENDA

7th March 2023, 10.00am – Teams meeting

1. Welcome and apologies
2. Minutes of last meeting / Action Log
3. Approval of Draft Well-being Plan for sign off by statutory partners (Nick Evans / Lynne Richards)
 - Amended Draft Plan
 - Consultation feedback and responses
4. Well-being Plan delivery, monitoring and reporting arrangements
5. Building the foundations for a Shaping Places for Well-being in Wales programme (Neil Prior)
6. West Wales Care Partnership Area Plan (Kelvin Barlow)
7. Review of Pride in Pembrokeshire (Lynne Richards)
8. AOB

Date and time of next meeting:

25th April 2023, 10.00am – **Approval of Final Pembrokeshire Well-being Plan 2023-2028 for publication**



AGENDA

7 Mawrth 2023, 10.00am – Cyfarfod Teams

1. Croeso ac ymddiheuriadau
2. Cofnodion o'r cyfarfod diwethaf / Cofnod camau gweithredu
3. Cymeradwyo Cynllun Llesiant Drafft i'w gymeradwyo gan bartneriaid statudol
(Nick Evans / Lynne Richards)
 - Cynllun Drafft Diwygiedig
 - Adborth ac ymatebion i'r ymgynghoriad
4. Trefniadau cyflawni, monitro ac adrodd y Cynllun Llesiant
5. Adeiladu'r sylfeini ar gyfer rhaglen Llunio Lleoedd ar gyfer Llesiant yng Nghymru (Neil Prior)
6. Cynllun Ardal Partneriaeth Gofal Gorllewin Cymru (Kelvin Barlow)
7. Adolygiad o Wobr Balchder yn Sir Benfro (Lynne Richards)
8. Unrhyw Fater Arall

Dyddiad ac amser y cyfarfod nesaf:

25 Ebrill 2023, 10.00am – **Cymeradwyo Cynllun Llesiant Terfynol Sir Benfro 2023-2028 i'w gyhoeddi**

Pembrokeshire Public Services Board
Bwrdd Gwasanaethau Cyhoeddus Sir Benfro



MINUTES OF PEMBROKESHIRE PUBLIC SERVICES BOARD
Friday 27th January 2023 at 9.30am (Microsoft Teams meeting)

Present:

Cllr. Neil Prior	PCC (Chair)
Jo McCarthy	Deputy Director of Public Health, HDUHB
Iwan Thomas	Chief Executive Officer, PLANED
Tegryn Jones	Chief Executive, PCNPA (arr. 9.55am)
Sue Leonard	Chief Officer, PAVS
Cllr. Elwyn Williams	Chair MAWW Fire Authority
Elaine Lorton	County Director, Pembrokeshire, Hywel Dda UHB
Dr Steven Jones (SPJ)	Director of Community Services, PCC
Barry Walters	Principal, Pembrokeshire College
James White	Head of Engagement, Performance and Community, PCC
Anna Malloy	Stakeholder Engagement and Communication Manager, MHPA
Caroline Drayton	Operations Manager, NRW
Ceri Jackson	MAWWFRS
Claire Germain	Deputy Director for Local Government Transformation and Partnerships, Welsh Government
Alison Perry	Director of Commissioning, OPCC
Roxanne Treacy	CoPro Wales
Beth Cossins	Principal Public Health Practitioner, Public Health Wales

Support/Secretariat

Nick Evans	Corporate Policy and Partnerships Manager, PCC
Lynne Richards	Corporate Partnerships Officer, PCC
Jemma Rees	Corporate Partnerships Support Officer, PCC
Amy Richmond-Jones	Engagement, Planning and Performance Manager, MAWWFRS
Baillie-Olivia Jones	Planning and Performance Assistant, MAWWFRS

Apologies

Philip Kloer	Executive Medical Director, Hywel Dda UHB (Vice-Chair)
Richard Brown	Assistant Chief Executive, PCC
Darren Mutter	Acting Director of Social Care, PCC
Rebecca Evans	Senior Public Health Officer, Public Health Wales
Tom Sawyer	Chief Executive Officer, MHPA
Kelvin Barlow	Regional Partnership Programme Manager, WWCP
Mydrian Harries	Assistant Chief Officer- Director of Resources, MAWWFRS
Cllr David Simpson	Leader, Pembrokeshire County Council
Christine Harley	Head of Dyfed Powys Local Delivery Unit, HMPPS
Will Bramble	Chief Executive, PCC

The meeting commenced at 9.05am.

1. Welcome and Apologies

NP welcomed everyone to the meeting. Apologies were received from those listed above.

2. Minutes of last meeting

A minor amendment was requested to page 2 of the minutes – EL noted that the Healthier Pembrokeshire Group was established under the Accelerated Cluster Development Programme, not the RPB.

With this amendment, the minutes of the last meeting held on 22nd November 2022 were approved as an accurate record.

3. PSB sub-groups update

Strengthening Communities

Feedback from the FGC's Office had been incorporated into the project plan.

Environment themed

CD noted that two of the three environment themed project plans had been updated based on FGC's advice, expanding on consultation that had taken place and amending objectives to make them SMART.

Poverty and inequalities

JW said that the majority of the Poverty Group's time over the last few months had been taken up with work to address the cost of living crisis in the short term, by utilising available funding to provide mobile data, warm rooms and additional funding for the Citizens Advice Bureau. The group had recently received a presentation on work undertaken by PAVS with those experiencing hardship and there were some powerful messages to inform the longer-term strategy which the Poverty Group would now be focusing on.

Building a sustainable, fair and green economy

SPJ gave an overview of discussions held at the last meeting around the possible fourth project area and reiterated comments around the potential role of PSB partners as major employers and the impact they could have on procurement throughout public services.

He had raised the subject at meetings of the Pembrokeshire Economic Ambition Board and Pembrokeshire Business Panel earlier in January, with the Haven Waterway Enterprise Zone Board not due to meet until 30th January. The PEAB and PBP acknowledged the role that the PSB could bring in supporting lobbying efforts relating to the economy in Pembrokeshire and the specific role of public sector partners in the net zero agenda. The value of public sector spending in the county around procurement was also noted as spending in this area was disproportionately large in terms of the type of economy in the area. The message from the Boards, therefore, was that they could provide a specific and complimentary role to contribute to work in this area.

NP noted it was unclear how the PSB would add any value over and above the work the Boards were already undertaking, and therefore he did not see a compelling reason for another workstream to be added into the Plan without a firm reason. This was echoed by other members of the PSB. However, there may be suggestions that come back from the consultation on the draft Plan so this could be reconsidered if there is a strong response. NE noted that this perhaps was another area where the PSB might have a 'line of sight' with existing work going on in other areas. There would be a range of groups, regional and otherwise, that the PSB would have an interest in and the Plan would make clear what these relationships are even if there is no direct PSB involvement.

4. Vision for Pembrokeshire – proposed text from Well-being Plan

NE noted that there had been several conversations over the last 12 months around what the long-term vision for Pembrokeshire should be over the next 20 years or so and that work with stakeholders took place over the summer during the development of the Well-being Plan to support this. It was important that this vision be articulated within the Well-being Plan.

He said that Well-being Objectives that have been agreed have helped to set the overarching framework for development of the plan and detailed action plans to deliver these objectives are in development. However, what we do not have at the moment is something that ties this all together in terms of a sense of direction around place, community and people which can sit at the heart of the new Plan, and which will give people a clear understanding of the type of future Pembrokeshire that the PSB is trying to create. Therefore, the vision statement needs to be something that reflects the intentions of all partners and which accurately and concisely sums up the ambitions of the PSB and aligns with what the Plan is aiming to deliver.

NE shared the text he had drafted and this was briefly discussed with some minor additions / amendments suggested. The amended text would be circulated to partners and used within the Plan, unless there were any significant objections.

5. WG Communities Policy update

NP provided an update on the meeting held before Christmas with WG representatives which hem SL, IT, EL and RB had attended. He had shared the Council's Programme for the Administration with them, which aligns closely with the Strengthening Communities project area within the Well-being Plan. He noted that WG were enthusiastic about what the PSB were planning to do and had received an invitation to meet with the Chairs of Anglesey and Gwynedd PSBs who were also now involved in the work and to present to the Welsh Government's Policy Board. WG would also like the opportunity at some point to present their work on development of a Communities Policy to the PSB.

SL noted that it was a useful meeting with WG colleagues and that they were keen to shape thinking through dialogue and to make sure a policy is necessary. CG also noted that she was aware that her colleagues in WG were very enthusiastic and genuinely interested in engaging with PSB colleagues around development of the policy.

6. Regional Preventions Board update

NE noted that the paper had been shared for information and to make partners aware of the work of the Regional Preventions Board.

Partners noted that they did not feel well-briefed on the work of the RPB generally and this was possibly due to the absence of a representative since Martyn Palfreman had left the post of Regional Partnership Programme Manager for the WWCP. NP said that the briefing would be noted, however, there was not currently sufficient engagement with the RPB to be able to comment meaningfully on the paper and said that he would like to meet with the new manager when in post to discuss how to establish and maintain links between the two Boards.

7. AOB

Healthy Weight, Healthy Wales Whole System Mapping session

BC updated PSB partners on the purpose behind the event to be held on 8th February 2023. The invitation would be circulated to partners who would be asked to nominate an appropriate representative to attend.

WG support for PSBs 2023/24 to 2025/26

NE reminded partners that funding for the region was awarded annually and up to this point had been focused around support for development of Well-being Assessments and Plans. This time however, funding had been awarded for a three-year period and would be focused on engagement, but could also be used to maintain existing data systems. He noted that the requirements around the grant were quite prescriptive and the funding could not be used to support delivery of individual projects within Well-being Plans.

NE gave a brief overview of the data portal, named Gorwel, developed by Writemedia with funding from WG. The suggestion regionally was that the funding be used to maintain this system. Once firm proposals were developed these would be circulated to partners for approval before being sent to WG.

The meeting ended at 10.55am.

Action Log

No.	Action	Target date	Owner	Resolution
1	Circulate proposed 'Vision for Pembrokeshire' text for final version of WBP for approval	30-01-2023	LR	Complete
2	Circulate invitation to 'Healthy Weight, Healthy Wales' Whole System Mapping approach session	27-01-2023	LR	Complete
3	Circulate regional proposals for WG grant spend to partners for information	10-02-2023	LR	Complete

Pembrokeshire Public Services Board
Bwrdd Gwasanaethau Cyhoeddus Sir Benfro



COFNODION BWRDD GWASANAETHAU CYHOEDDUS SIR BENFRO
Dydd Gwener, 27 Ionawr 2023 am 9.30am (cyfarfod Microsoft Teams)

Yn bresennol:

Y Cyngorydd Neil Prior Jo McCarthy	Cyngor Sir Penfro (Cadeirydd) Dirprwy Gyfarwyddwr Iechyd Cyhoeddus, Bwrdd Iechyd Prifysgol Hywel Dda
Iwan Thomas Tegryn Jones	Prif Weithredwr, PLANED Prif Weithredwr, Awdurdod Parc Cenedlaethol Arfordir Penfro (cyrhaeddodd am 9.55am)
Sue Leonard	Prif Swyddog, Cymdeithas Gwasanaethau Gwirfoddol Sir Benfro (PAVS)
Y Cyngorydd Elwyn Williams Elaine Lorton Dr Steven Jones (SPJ) Dr Barry Walters James White	Cadeirydd Awdurdod Tân Canolbarth a Gorllewin Cymru Cyfarwyddwr Sir Benfro, Bwrdd Iechyd Prifysgol Hywel Dda Cyfarwyddwr Gwasanaethau Cymunedol, Cyngor Sir Penfro Pennaeth, Coleg Sir Benfro Pennaeth Ymgysylltu, Perfformiad a Chymuned, Cyngor Sir Penfro
Anna Malloy	Rheolwr Ymgysylltu â Rhanddeiliaid a Chyfathrebu, Awdurdod Porthladd Aberdaugleddau
Caroline Drayton Ceri Jackson Claire Germain	Rheolwr Gweithrediadau, CNC Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru Dirprwy Gyfarwyddwr Trawsnewid Llywodraeth Leol a Phartneriaethau, Llywodraeth Cymru
Alison Perry	Cyfarwyddwr Comisiynu, Swyddfa'r Comisiynydd Heddlu a Throseddau
Roxanne Treacy Beth Cossins	Cyd-gynhyrchu Cymru Prif Ymarferydd Iechyd y Cyhoedd, Iechyd Cyhoeddus Cymru

Cymorth/Ysgrifenyddiaeth

Nick Evans	Rheolwr Polisi a Phartneriaethau Corfforaethol, Cyngor Sir Penfro
Lynne Richards Jemma Rees	Swyddog Partneriaethau Corfforaethol, Cyngor Sir Penfro Swyddog Cymorth Partneriaethau Corfforaethol, Cyngor Sir Penfro
Amy Richmond-Jones	Rheolwr Ymgysylltu, Cynllunio a Pherfformiad, Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru
Bailie-Olivia Jones	Cynorthwydd Cynllunio a Pherfformiad, Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru

Ymddiheuriadau

Philip Kloer	Cyfarwyddwr Meddygol Gweithredol, Bwrdd Iechyd Prifysgol Hywel Dda (Is-gadeirydd)
Richard Brown	Prif Weithredwr Cynorthwyol, Cyngor Sir Penfro

Darren Mutter	Cyfarwyddwr Gofal Cymdeithasol Dros Dro, Cyngor Sir Penfro
Rebecca Evans	Uwch-swyddog Iechyd Cyhoeddus, Iechyd Cyhoeddus Cymru
Tom Sawyer	Prif Swyddog Gweithredol, Awdurdod Porthladd
	Aberdaugleddau
Kelvin Barlow	Rheolwr Rhaglen Partneriaeth Ranbarthol, Partneriaeth Gofal
	Gorllewin Cymru
Mydrian Harries	Prif Swyddog Cynorthwyol – Cyfarwyddwr Adnoddau,
	Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru
Y Cynghorydd David Simpson	Arweinydd, Cyngor Sir Penfro
Christine Harley	Pennaeth Uned Cyflawni Lleol Heddlu Dyfed–Powys,
	HMPPS
Will Bramble	Prif Weithredwr, Cyngor Sir Penfro

Dechreuodd y cyfarfod am 9.05am.

1. Croeso ac ymddiheuriadau

Croesawodd NP bawb i'r cyfarfod. Derbyniwyd ymddiheuriadau gan y rhai a restrir uchod.

2. Cofnodion o'r cyfarfod diwethaf

Gofynnwyd am fân newid i dudalen 2 o'r cofnodion – nododd EL fod Grŵp Sir Benfro Iachach wedi'i sefydlu dan y Rhaglen Datblygu Clwstwr Carlam, nid y Bwrdd Atal Rhanbarthol.

Ar ôl y diwygiad hwn, cymeradwywyd cofnodion y cyfarfod diwethaf, a gynhaliwyd ar 22 Tachwedd 2022, fel cofnod cywir.

3. Diweddariad is-grwpiau'r Bwrdd Gwasanaethau Cyhoeddus

Cryfhau Cymunedau

Roedd adborth gan Swyddfa'r Comisiynydd Cenedlaethau'r Dyfodol wedi'i ymgorffori yn y cynllun prosiect.

Thema'r amgylchedd

Nododd CD fod dau o'r tri chynllun prosiect ar thema'r amgylchedd wedi'u diweddarau yn seiliedig ar gyngor gan Gomisiynydd Cenedlaethau'r Dyfodol, gan ymhelaethu ar yr ymgynghoriad a oedd wedi digwydd a diwygio amcanion i'w gwneud yn CAMPUS.

Tlodi ac anghydraddoldebau

Dyweddodd JW fod y rhan fwyaf o amser y Grŵp Tlodi dros yr ychydig fisoedd diwethaf wedi'i dreulio ar waith i fynd i'r afael â'r argyfwng costau byw yn y tymor byr, drwy ddefnyddio'r cyllid sydd ar gael i ddarparu data symudol, ystafelloedd cynnes, a chyllid ychwanegol i'r Ganolfan Cyngor ar Bopeth. Roedd y grŵp wedi cael cyflwyniad yn ddiweddar ar waith a wnaed gan Gymdeithas Gwasanaethau Gwirfoddol Sir Benfro gyda'r rhai a oedd yn profi caledi ac roedd rhai negeseuon pwerus i lywio'r strategaeth tymor hwy y byddai'r Grŵp Tlodi yn canolbwyntio arni bellach.

Adeiladu economi gynaliadwy, deg a gwyrdd

Rhoddodd SPJ drosolwg o'r trafodaethau a gynhaliwyd yn y cyfarfod diwethaf ynghylch pedwerydd maes posibl y prosiect ac ategodd sylwadau ynghylch rôl bosibl partneriaid y Bwrdd Gwasanaethau Cyhoeddus fel cyflogwyr mawr a'r effaith y gallent ei chael ar gaffael ar draws gwasanaethau cyhoeddus.

Roedd wedi codi'r pwnc yng nghyfarfodydd Bwrdd Uchelgais Economaidd Sir Benfro a Phanel Busnes Sir Benfro yn gynharach ym mis Ionawr, gydag Ardal Fenter Dyfrffordd y Ddau Gleddau ddim i fod i gyfarfod tan 30 Ionawr. Roedd Bwrdd Uchelgais Economaidd Sir Benfro a Phanel Busnes Sir Benfro yn cydnabod y rôl y gallai'r Bwrdd Gwasanaethau Cyhoeddus ei chwarae wrth gefnogi ymdrechion lloio yn ymwneud â'r economi yn Sir Benfro a rôl benodol partneriaid y sector cyhoeddus yn yr agenda sero net. Nodwyd hefyd werth gwariant y sector cyhoeddus yn y sir ar gaffael gan fod gwariant yn y maes hwn yn anghymesur o fawr o ran y math o economi yn yr ardal. Y neges gan y byrddau, felly, oedd y gallent ddarparu rôl benodol ac ategol i gyfrannu at waith yn y maes hwn.

Nododd NP nad oedd yn glir sut y byddai'r byrddau'n ychwanegu unrhyw werth y tu hwnt i'r gwaith yr oeddent eisoes yn ei wneud, ac felly ni welai reswm cymhellol dros ychwanegu ffrwd waith arall i'r cynllun heb reswm cadarn. Ategwyd hyn gan aelodau eraill o'r Bwrdd Gwasanaethau Cyhoeddus. Fodd bynnag, efallai y bydd awgrymiadau yn dod yn ôl o'r ymgynghoriad ar y cynllun drafft, felly gellid ailystyried hyn os bydd ymateb cryf. Nododd NE efallai fod hwn yn faes arall lle gallai fod gan y Bwrdd Gwasanaethau Cyhoeddus 'lwybr clir' at waith presennol sy'n mynd rhagddo mewn meysydd eraill. Byddai ystod o grwpiau, rhanbarthol ac fel arall, y byddai gan y Bwrdd Gwasanaethau Cyhoeddus ddiddordeb ynddynt a byddai'r cynllun yn nodi'n glir beth yw'r perthnasoedd hyn hyd yn oed os nad oes unrhyw gysylltiad uniongyrchol gan y Bwrdd Gwasanaethau Cyhoeddus.

4. Gweledigaeth ar gyfer Sir Benfro – testun arfaethedig o'r cynllun llesiant

Nododd NE y bu sawl sgwrs dros y 12 mis diwethaf ynghylch beth ddylai'r weledigaeth hirdymor ar gyfer Sir Benfro fod dros yr 20 mlynedd neu fwy nesaf a bod gwaith gyda rhanddeiliaid wedi'i wneud dros yr haf yn ystod datblygiad y cynllun llesiant i gefnogi hyn. Roedd yn bwysig bod y weledigaeth hon yn cael ei chyfleu yn y cynllun llesiant.

Dywedodd fod amcanion llesiant y cytunwyd arnynt wedi helpu i osod y fframwaith trosfwaol ar gyfer datblygu'r cynllun a bod cynlluniau gweithredu manwl i gyflawni'r amcanion hyn wrthi'n cael eu datblygu. Fodd bynnag, yr hyn nad oes gennym ar hyn o bryd yw rhywbeth sy'n cysylltu hyn oll â'i gilydd o ran ymdeimlad o gyfeiriad ynghylch lle, cymuned a phobl a all eistedd wrth wraidd y cynllun newydd, ac a fydd yn rhoi dealltwriaeth glir i bobl o'r math o ddyfodol i Sir Benfro y mae'r Bwrdd Gwasanaethau Cyhoeddus yn ceisio'i greu. Felly, mae angen i'r datganiad gweledigaeth fod yn rhywbeth sy'n adlewyrchu bwriadau'r holl bartneriaid ac sy'n crynhoi uchelgeisiau'r Bwrdd Gwasanaethau Cyhoeddus yn gywir ac yn gryno ac sy'n cyd-fynd â'r hyn y mae'r cynllun yn anelu at ei gyflawni.

Rhannodd NE y testun yr oedd wedi'i ddrafftio a thrafodwyd hyn yn fyr ac awgrymwyd rhai mân ychwanegiadau/diwygiadau. Byddai'r testun diwygiedig yn cael ei ddosbarthu i bartneriaid a'i ddefnyddio yn y cynllun, oni bai bod unrhyw wrthwynebiadau sylweddol.

5. Diweddariad ar bolisi cymunedau Llywodraeth Cymru

Rhoddodd NP ddiweddariad ar y cyfarfod a gynhaliwyd cyn y Nadolig gyda chynrychiolwyr Llywodraeth Cymru yr oedd SL, IT, EL ac RB wedi'i fynychu. Roedd wedi rhannu rhaglen weinyddu'r cyngor gyda nhw, sy'n cyd-fynd yn agos ag ardal prosiect Cryfhau Cymunedau o fewn y cynllun llesiant. Nododd fod Llywodraeth Cymru yn frwdfrydig ynglŷn â'r hyn yr oedd y Bwrdd Gwasanaethau Cyhoeddus yn bwriadu ei wneud a'i fod wedi derbyn gwahoddiad i gyfarfod â chadeiryddion Byrddau Gwasanaethau Cyhoeddus Ynys Môn a Gwynedd, oedd hefyd bellach yn ymwneud â'r gwaith, ac i gyflwyno i Fwrdd Polisi Llywodraeth Cymru. Hoffai Llywodraeth Cymru gael y cyfle hefyd ar ryw adeg i gyflwyno ei gwaith ar ddatblygu polisi cymunedau i'r Bwrdd Gwasanaethau Cyhoeddus.

Nododd SL ei fod yn gyfarfod defnyddiol gyda chydweithwyr Llywodraeth Cymru a'u bod yn awyddus i siapio meddwl trwy ddeialog ac i wneud yn siŵr bod angen polisi. Nododd CG hefyd ei bod yn ymwybodol bod ei chydweithwyr yn Llywodraeth Cymru yn frwdfrydig iawn ac yn wirioneddol â diddordeb mewn ymgysylltu â chydweithwyr Bwrdd Gwasanaethau Cyhoeddus ynghylch datblygu'r polisi.

6. Diweddariad ar y Bwrdd Atal Rhanbarthol

Nododd NE fod y papur wedi'i rannu er gwybodaeth ac i wneud partneriaid yn ymwybodol o waith y Bwrdd Atal Rhanbarthol.

Nododd y partneriaid nad oeddent yn teimlo eu bod wedi cael eu briffio'n dda ar waith y Bwrdd Atal Rhanbarthol yn gyffredinol a bod hyn o bosibl oherwydd absenoldeb cynrychiolydd ers i Martyn Palfreman adael swydd Rheolwr Rhaglen Partneriaeth Ranbarthol ar gyfer Partneriaeth Gofal Gorllewin Cymru. Dywedodd NP y byddai'r cyfarfod briffio yn cael ei nodi, ond nid oedd digon o ymgysylltu â'r Bwrdd Atal Rhanbarthol ar hyn o bryd i allu gwneud sylwadau ystyrlon ar y papur a dywedodd yr hoffai gyfarfod â'r rheolwr newydd pan fydd yn ei swydd i drafod sut i sefydlu a chynnal cysylltiadau rhwng y ddau fwrdd.

7. Unrhyw fater arall

Sesiwn Mapio Systemau Cyfan Pwysau Iach: Cymru Iach

Rhoddodd BC ddiweddariad i bartneriaid y Bwrdd Gwasanaethau Cyhoeddus ar y pwrpas y tu ôl i'r digwyddiad i'w gynnal ar 8 Chwefror 2023. Byddai'r gwahoddiad yn cael ei ddosbarthu i bartneriaid, y gofynnir iddynt enwebu cynrychiolydd priodol i fod yn bresennol.

Cefnogaeth Llywodraeth Cymru i Fyrddau Gwasanaethau Cyhoeddus rhwng 2023/24 a 2025/26

Atgoffodd NE y partneriaid fod cyllid ar gyfer y rhanbarth yn cael ei ddyfarnu'n flynyddol a hyd at y pwynt hwn wedi'i ganolbwyntio ar gefnogaeth i ddatblygu asesiadau a chynlluniau llesiant. Ond y tro hwn, roedd cyllid wedi'i ddyfarnu am gyfnod o dair blynedd a byddai'n canolbwyntio ar ymgysylltu, ond gellid ei ddefnyddio hefyd i gynnal systemau data presennol. Nododd fod y gofynion ynghylch y grant yn eithaf rhagnodol ac na ellid defnyddio'r cyllid i gefnogi cyflawni prosiectau unigol o fewn cynlluniau llesiant.

Rhoddodd NE drosolwg fyr o'r porth data, o'r enw Gorwel, a ddatblygwyd gan Writemedia gyda chyllid gan Lywodraeth Cymru. Yr awgrym yn rhanbarthol oedd bod y cyllid yn cael ei ddefnyddio i gynnal y system hon. Unwaith y byddai cynigion cadarn wedi'u datblygu,

byddai'r rhain yn cael eu dosbarthu i bartneriaid i'w cymeradwyo cyn eu hanfon at Lywodraeth Cymru.

Daeth y cyfarfod i ben am 10.55am.

Cofnod camau gweithredu

Rhif	Cam gweithredu	Dyddiad targed	Perchennog	Datrysiad
1	Dosbarthu testun arfaethedig 'Gweledigaeth ar gyfer Sir Benfro' ar gyfer y fersiwn derfynol o'r cynllun llesiant i'w gymeradwyo	30-1-2023	LR	Wedi'i gwblhau
2	Dosbarthu gwahoddiad i sesiwn pennu ymagwedd Mapio Systemau Cyfan 'Pwysau Iach: Cymru Iach'	27-1-2023	LR	Wedi'i gwblhau
3	Dosbarthu cynigion rhanbarthol ar gyfer gwariant grant Llywodraeth Cymru i bartneriaid er gwybodaeth	10-2-2023	LR	Wedi'i gwblhau



Item 3

DATE OF MEETING	7 th March 2023
REPORT TITLE	Well-being Plan for Pembrokeshire
PURPOSE	To approve the final draft Well-being Plan to enable sign-off by individual statutory partners.
CONTENT	• Summary report • Item 3a: Well-being Plan for Pembrokeshire – final draft • Item 3b: Consultation feedback and proposed action / response • Item 3bi/ii: Future Generations Commissioner's responses 21-11-22 and 14-02-23 • Item 3biii: Welsh Government response • Item 3biv: NRW response • Item 3bv: PCC Partnerships Panel response • Item 3bvi: MAWWFRS response • Item 3bvii: DPP response • Item 3bviii: Consultation Report (Group discussions and Have Your Say)
RECOMMENDATION(S)	That the PSB approves a final draft version of the Well-being Plan (subject to revisions that will take account of any amendments agreed at the meeting).
AUTHOR	Nick Evans, Corporate Policy and Partnerships Manager



WELL-BEING PLAN FOR PEMBROKESHIRE

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Foreword

I am pleased to introduce Pembrokeshire Public Services Board's (PSB) draft Well-being Plan. This is our second Well-being Plan and reflects the requirements and expectations set out in the Well-being of Future Generations Act (Wales) 2015.

The Act requires each local authority area in Wales to establish a PSB and places a collective 'well-being duty' on each Board. This means that through working together - and differently - public, private and voluntary sector partners are required to produce a Plan which sets out how we will improve the well-being of people and communities in Pembrokeshire, now and in the future.

As you will see in the plan, the PSB has identified a number of priorities, and a range of short, medium and long-term actions it will take to improve well-being in Pembrokeshire. It is important to understand that the PSB's focus is on areas where working in partnership will have the greatest impact and where our collective influence adds value above and beyond what we already do as individual organisations and therefore you may not see some issues reflected in the Plan because of this.

A range of stakeholders and residents have played an important role in the development of this draft plan and on behalf of the PSB, I would like to thank all those who took the time to contribute to the process. We would like to build on the work we have done to date to involve more people in our work and are keen that this is only the beginning of an ongoing conversation between the PSB and the communities we serve.

The objectives and actions outlined in this Plan reflect the evidence we gathered as part of our Well-being Assessment. Whilst we recognise that we can always do more to improve the well-being of people and communities in Pembrokeshire, in this Plan we have chosen to focus on the areas where we think our work can have the most impact. We therefore welcome your comments on our draft Plan and the areas of focus for the next few years.



Cllr. Neil Prior - Chair, Pembrokeshire Public Services Board

Did you know?

Pembrokeshire 2022 Did you know?

Population of
126,700

Provides 25% of UK
petrochemicals and 30%
of UK gas requirements

Over 86% businesses employ less
than 10 people

Has 20% of all Wales
solar PV capacity

26% of the
population is
over 65

Almost 4 million
visitors stay in
Pembrokeshire each
year

299km of coastal
path

Over 31% of
people volunteer

Average Household
Income in 2021:
£27,664

10 Special Areas of Conservation
77 Sites of Special Scientific Interest
4 Special Protection Areas

Llwybr Arfordir
Trefdeparh
Newport
Coast Path



The Well-being of Future Generations Act (Wales) 2015

The Well-being of Future Generations (Wales) Act 2015 gives a legally-binding common purpose – the seven **Well-being Goals** and five **Ways of Working** – for national government, local government, local health boards and other specified public bodies. It details the ways in which specified public bodies must work, and work together to improve the well-being of Wales.

Ways of Working



Long-term

The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs



Prevention

How acting to prevent problems occurring or getting worse may help public bodies meet their objectives



Integration

Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies



Collaboration

Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives



Involvement

The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves

Well-being Goals



A prosperous Wales

An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.



A resilient Wales

A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).



A healthier Wales

A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.



A more equal Wales

A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).



A Wales of cohesive communities

Attractive, viable, safe and well-connected communities.



A Wales of vibrant culture and thriving Welsh language

A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.



A globally responsible Wales

A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

Pembrokeshire Public Services Board

The Well-being of Future Generations Act places a well-being duty on specified public bodies to act jointly and establish a statutory **Public Services Board** (PSB). The Pembrokeshire PSB was established in April 2016 and is tasked with improving the economic, social, environmental and cultural well-being of Pembrokeshire by contributing to the achievement of the Well-being Goals through the delivery of a **Well-being Plan**. The PSB is made up of senior representatives from the following organisations:

- Pembrokeshire County Council
- Natural Resources Wales
- Hywel Dda University Health Board
- Mid & West Wales Fire and Rescue Service
- Pembrokeshire Coast National Park Authority
- Pembrokeshire Association of Voluntary Services
- Pembrokeshire College
- National Probation Service
- Port of Milford Haven
- Dyfed Powys Police
- Department for Work and Pensions
- PLANED
- Dyfed Powys Police and Crime Commissioner
- Welsh Government

The Well-being Plan represents the additional value that can be delivered through working innovatively and collaboratively. It does not replace the core services of the individual organisations nor is its purpose to simply reflect the good work already being undertaken by individual partners. Individual bodies should align their strategic objectives with that of the PSB where appropriate.

It is also important to note that the Well-being Plan does not represent the totality of the PSB's work to the exclusion of anything else. The PSB will take advantage of opportunities to embrace other important pieces of work where it can add its influence and value as and when these emerge.

Vision statement

Pembrokeshire is a special place to live, work and visit. Our county is renowned for its outstanding natural beauty and high quality environment. Our communities are places where people come together to support each other. There are rich opportunities in the green and blue energy sectors which can enable Pembrokeshire to thrive now and in the future.

In this context our Well-being Plan is about creating long-term lasting change which continues to improve and strengthen the well-being of communities and individuals in Pembrokeshire.

The PSB sees its role as **leading, shaping, enabling** and **supporting** this change.

Our vision is to **unlock the power and potential of Pembrokeshire's people and communities so that they are happy, healthy and live well, our communities are kind, safe, resourceful and vibrant, our economy is green and thriving, and our environment is protected and enhanced.**

Core Principles

In our first Plan, the PSB identified guiding principles that enabled the PSB to work differently; they shaped the Well-being Plan and set the direction for us to continue to improve our knowledge around the strengths, assets and well-being of our communities. A lot has changed since we published our last Plan and we want to be ambitious in the way we approach and deliver our new Plan, so our guiding principles have become our **core principles**, and will be the foundation of how we work over the next five years. The PSB will continue to be committed to challenging existing culture and behaviours so we truly work differently and develop new approaches to delivering services and sharing resources. Our **core principles** are:

Providing Leadership:

The PSB will support Pembrokeshire through the collective assets, resources and skills of partner organisations. The PSB recognises its unique position for positive influence and the opportunities we have as major employers with a considerable number of employees in the county (roughly a quarter of those employed) working in PSB partner organisations. We will **lead by example** in demonstrating our commitment to the Well-being Plan in the changes we make to our working practices as organisations and through the support we offer to our employees.

Building Relationships:

Through continuous engagement with our communities and by exploring what matters to people, we will seek to understand and transform well-being in Pembrokeshire. Our aim is also to build on old relationships as well as building new ones to support the PSB in delivering our Well-being Plan and to **influence and add value** to the work we do.

Pooling collective resources:

Whether these resources are in the form of time, expertise or funding, through pooling our collective resources wherever possible, we will demonstrate our commitment to delivering our Objectives and our **shared responsibility** for delivery of the Well-being Plan.

Connecting:

People connecting with each other, and how they connect with each other, was a theme raised in our recent consultations on both the Well-being Assessment and Objectives. This theme of **connection** runs through our Objectives and is something that we will aim to promote and encourage through the delivery of our Plan.

Dealing with emerging issues:

Our experiences of delivering services throughout the Covid pandemic has shown us that we have the ability to work differently, and work together differently, when unexpected issues arise. We value the learning we gained and will apply this to addressing any new and emerging issues where working together can add value and strengthen outcomes.

Sustainable Development:

The Sustainable Development Principle and 5 ways of working are integral to the PSB's work. This means that everything we do is considered in terms of integration, collaboration, involvement, prevention and the long term to ensure that we deliver what we need to today without compromising the ability of future generations to meet their own needs.

Aligning activity with other important plans & strategies:

The Well-being Plan and our ongoing delivery planning will be shaped by local, regional and national plans and strategies, such as the West Wales Care Partnership Area Plan, ~~Swansea Bay City Deal, Economic Action Plan~~, Local Development Plan and Area Statements. There are also a number of other partnerships **and boards** operating locally with various remits around improving well-being in specific areas, for example, the Safer Pembrokeshire Community Safety Partnership **and the Pembrokeshire Economic Ambition Board**. We will align activity where appropriate with these plans, strategies and partnerships and ensure that efforts are not duplicated. **Further detail on regional working can be found on the next page.**

Regional working

Pembrokeshire's PSB already works closely with our neighbouring PSBs in Carmarthenshire and Ceredigion on joint priorities and this is something that we will continue to do. Although Pembrokeshire's focus for this Well-being Plan is on issues directly within its remit and areas where it is able to influence and add value, we will continue to have a 'line of sight' to other cross-cutting issues, particularly in relation to priorities within health and social care in the following areas;

The move towards a more **Social Model of Health and Well-being** is built on the understanding that the treatment and management of health conditions contributes to less than 20% of population health and well-being, with social determinants together having the majority of impact on the health and well-being of citizens and communities.

Work on a social model of health and well-being was initiated by Hywel Dda Health Board in 2021. Areas of suggested focus include targeting those most affected by inequality, with a view to prioritising the future generation through their families, working with communities on what is important to them, developing leadership capacity in communities, and identifying ways that promote community ownership. Activity is in the initial stages of development but it is proposed that work will build on and contribute to projects within the PSB's Well-being Plan, and it is hoped that this will evolve into broader actions over the next 5 years.

The **Healthier Pembrokeshire Strategic Group** operates is aligned to the West Wales Regional Partnership Board (RPB), Hywel Dda UHB and Pembrokeshire County Council with a remit to deliver the principles of the Social Services and Well-being Act 2014 (the Act), The Well-being of Future Generations Act (2015) and A Healthier Wales. The group will lead and develop an integrated plan which addresses the health, care and well-being needs of the whole population of Pembrokeshire based around a set of shared and common ambitions for improving outcomes and experience. Following a period of review and reflection based on a range of information, including the Pembrokeshire Well-being Assessment, the top three population need priorities for health and social care for the coming 1-3 years are:

Market Stability – this includes workforce constraints, domiciliary care capacity, care home capacity, sustainability of GP practices and children's homes & fostering

Older People/Frailty – this includes response to the largest proportion of the population aged over 65 years at 26%, under recognition & diagnosis of Dementia, chronic condition prevalence, proactive management of the older / frail patient and the needs of carers / respite / support

Mental Health & Well-being – this includes the impact following the pandemic across all ages and social isolation

The **Regional Preventions Board** also operates as a sub-group of the West Wales Regional Partnership Board (RPB). The group is currently focused on prevention within the following areas and on supporting continuous engagement in the region;

- *Community based care – Prevention and community coordination* Model of Care
- *The Emotional Health and Well-being* Model of Care
- The activity of the *Innovations Forum* (the social value forum for the Region)

The PSB will contribute to this work where there are clear links to projects within our Well-being Plan and to prevention in the following areas;

- Place-based approaches to addressing health inequality
- Healthy eating and healthy weight
- Health improvement linked to community engagement and activities to support strong communities
- The role of green spaces in supporting wellbeing
- An asset-based approach to supporting community capacity and capability

Pembrokeshire's first Well-being Plan

In our first Well-being Plan, we identified two broad high level Well-being Objectives to be the focus of our Plan and to act as the framework through which the PSB could prioritise their key areas of work. For each of these objectives we identified a further four priority areas, which identified the key issues in the County. We then identified a further eight projects which cut across traditional thematic boundaries, enabling us to work in a more integrated way and recognising the interconnectedness of well-being in all its forms.

Our Annual Report for 2021-22 describes our progress over the last five years in meeting these objectives, and outlines what we delivered, and whether we met our timescales for delivery. The learning from our first Well-being Plan, specifically with regard to the following areas, has informed how we approached the development of our Well-being Plan for 2023-28;

- being more realistic in terms of goals and actions
- taking a 'less is more' approach to maximise our effectiveness within the resources that we have access to
- that the PSB should focus on an enabling role rather than being directly responsible for delivery

In undertaking our Well-being Assessment and in developing our second Well-being Plan it has become apparent that many of the issues identified within our first Plan remain. This is not surprising as many are issues, which, by their nature, are long-term problems that will take time to address. Throughout the process of developing this draft Well-being Plan we have made sure that these enduring issues are acknowledged through the action we plan to take.

Our Well-being Objectives

Pembrokeshire's second [Well-being Assessment](#) was published in May 2022. The Assessment looks at the key issues for people and communities in Pembrokeshire and involved an extensive programme of engagement with residents and stakeholders, an on-line survey, and a comprehensive review of data and research to establish the current situation in Pembrokeshire and how it might look in the future. An Executive [Summary](#) is available which provides a snapshot of the main findings.

The key issues emerging from the Assessment were explored in a series of workshops with PSB partners and other key stakeholders and from this we identified four **Well-being Objectives** to act as the framework through which the PSB can prioritise key areas of focus in its Well-being Plan. These are:

- **Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy**
- **Work with our communities to reduce inequalities and improve well-being**
- **Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency**
- **Enable safe, connected, resourceful and diverse communities**

Throughout the Autumn of 2022 we worked closely with our partners to consider how we develop areas of work under each of these Objectives that are not only important to people, but where we can have the most impact through working together.

Further work will take place over the consultation period to develop delivery mechanisms for this work and to consider the more detailed, specific actions that need to be in place to meet these Objectives, together with how we can best demonstrate our progress going forward.

How the Plan is set out

Our Well-being Plan will be delivered through a number of project plans and these will outline the steps we will take to meet the four Well-being Objectives we have identified. In order to maximise our effectiveness and resources, each project area aims to target two or more of our Well-being Objectives. The PSB will concentrate its collective efforts on specific priorities where it can make a real difference, to compliment the good work which organisations are delivering individually and where collaborative working is already effective. The Plan will represent the additional value that we can deliver through working innovatively and collaboratively, and does not replace the core services of the individual organisations.

For each project area we will highlight:

- the underpinning justification for the work, what the key issues and what we think the actions to address these should be
- how the work contributes to the Well-being Objectives
- how the work aligns with the Well-being Goals and well-being areas and how it contributes to the 5 ways of working
- whether the proposed activity will be delivered in the short, medium or long term

Over the consultation period we will also undertake further work to determine what success will look like, how we will measure this and how will we know when we have got there.

As we move forward in delivering and developing this work we will keep in mind our **core principles** – these will be the pillar of how we frame our activity and move from where we are now, to where we want to be.

Project Plans

Reducing Poverty and Inequalities

Project background:	The project originated from a Local Authority group that initially focused on Child Poverty, due to Pembrokeshire's Child Poverty rate being amongst the top five highest rates in Wales. It was determined that the best approach to developing a response to the issue was on a PSB basis. In January 2022, the PSB agreed to take on that responsibility. Following initial meetings to scope the work of the group, in April 2022 the Board agreed to widen the remit of the work to poverty more broadly and an officer working group including representatives from all PSB partner organisations, and wider partners such as Citizens Advice, was established. Since the group was set up, the developing cost of living crisis has compelled them to develop more immediate, short-term actions to mitigate the effects of the situation, as well as working to develop a medium to long-term strategy. The findings from the short-term funded activity will feed into the development of the Poverty Strategy.	
Headline actions and sub-actions, including timescale for delivery:	<u>Headline action</u> Develop a short term poverty strategy for Pembrokeshire Utilise short term funding to respond to the cost of living crisis <u>Sub-action/s:</u> • Develop local schemes to deliver cost of living support scheme discretionary elements • Undertake research to gain insights into people's lived experience of poverty	<u>Headline action</u> – Develop a poverty strategy to effect lasting change, informed by local and national data and the experiences of those in poverty in Pembrokeshire and based on a preventative approach <u>Sub-actions:</u> • Look at best practice strategy examples • Consider research around what works to help people in financial difficulty • Analyse data and trends to understand the levels of poverty in Pembrokeshire

			• Identify appropriate actions to sit within the strategy and delivery arrangements • Utilise responses from local work led by PAVS to research the lived experience of people in poverty in Pembrokeshire	
	Timescale:	Short term (6 months to 2 years)	Timescale:	Medium term (1 to 5 years)
Outputs What will be delivered?	• A short-term programme of schemes and initiatives to respond to the cost of living crisis, utilising WG and local funds • A medium to long term poverty strategy to effect more lasting change, informed by local and national data and understanding of best practice, and by the lived experience of people in poverty in the County • Recommendations to PSB partners on actions they can take to contribute to the strategy			
Outcomes – What will be achieved? What will change?	• Oversight and coordination of the immediate collective response to the cost of living crisis • A strategy (covering 5 years initially) for the PSB's response to poverty in the County, for sign-off around April 2023. • Gaps in activity will be noted and actions identified to address any areas of significant deficiency.			

Which of the PSB's Well-being Objectives does this work contribute to and how?

<u>Well-being Objective 1</u> <i>Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy</i>	<i>Work to develop initiatives which support those in poverty may remove some of the barriers to work and support growth towards a more sustainable and green economy.</i>
<u>Well-being Objective 2</u> <i>Work with our communities to reduce inequalities and improve well-being</i>	<i>The project will involve working with communities to reduce inequalities caused by being in poverty. We will make best use of local data and research to inform how we work with people, and the strategies we will put in place to support them.</i>

<u>Well-being Objective 4</u> <i>Enable safe, connected, resourceful and diverse communities</i>	<i>By working with people to reduce inequalities the project will aim to reduce the impact of disadvantage on our communities and provide them with tools to support themselves, enabling them to be more connected and resourceful.</i>
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Which of the following Well-being Goals and Well-being areas does this project contribute to? ✓

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
✓	✓	✓	✓	✓		
Environmental	Economic	✓	Social	✓	Cultural	

How does this project align with the five ways of working?

	Long-term The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs	The project will focus on the needs of people in the 'here and now' as the cost of living crisis impacts on the most disadvantaged in our communities, as well as looking ahead to develop a strategy that aims to reduce the impacts of disadvantage in the longer term.
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	Prevention How acting to prevent problems occurring or getting worse may help public bodies meet their objectives	The project is divided into short and longer-term actions, which aim to prevent the disadvantages associated with poverty from impacting on the social and economic well-being of people in Pembrokeshire.
	Integration Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies	This project contributes to meeting three of our Well-being Objectives and five of the Well-being Goals and the actions will integrate across multiple public services
	Collaboration Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives	A multi-agency delivery group has been established which will work together to deliver the project.
	Involvement The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves	Part of the research that will contribute to delivering this project involves speaking to people to capture their lived experiences of financial hardship/poverty and their ideas for making things better in future.

Strengthening Communities

Project background:	<i>Situation</i>— Communities give us a sense of connection and belonging. Our communities have played a pivotal role in the introduction of new initiatives and new ways of working with traditional service providers as a result of the Covid pandemic. Our communities also have skills and assets that can be mobilised for public benefit, working in equal partnership with both the public and private sectors. Building on the work undertaken as part of our first Well-being Plan, our aim now is for all PSB partners is to have a stronger focus on strengthening our communities, on enabling them to become more resourceful and on working alongside local people on the things that matter most to their communities. <i>Complication</i>— Public services are stretched and there are increasing demands on and concerns about funding. By utilising the untapped potential in communities, and balancing long term aims against short term challenges, public sector partners have an opportunity to work more effectively in collaboration rather than in competition with our communities. This will have a positive long term effect but requires a commitment from all PSB partners to support and invest in communities as equal partners in the delivery and transformation of public services. <i>Implication</i>— PSB members will need to stand firm in the face of reducing budgets and rising demand and make resources available that unlock the potential of communities to help address short-term challenges as well as achieving longer-term well-being objectives. <i>Resolution</i>— PSB members will work collaboratively, sharing expertise and removing barriers to progress, with the shared aim of supporting Pembrokeshire’s communities to become even more active, resourceful, connected, sustainable, and creative.	
Headline actions and sub-actions, including timescale for delivery:	<u>Headline action</u> – Build a better understanding of our communities using data and local insights to develop a bilingual evidence base to inform future PSB work	<u>Headline action</u> – Increase engagement and involvement across Pembrokeshire’s communities <u>Sub-actions:</u>

	<u>Sub-actions;</u> • Create community profiles • Support the development of Community Well-being Plans, addressing all determinants of well-being • Develop a strong evidence base to inform future priorities and investment • Develop mechanisms for PSB partners and relevant stakeholders to collaborate		• Encourage and enable people to volunteer their skills, knowledge and experience • Increase participation in and understanding of local democratic bodies and partnership Boards and Committees • Support meaningful involvement of all people, including those who are hard to reach, in local decision-making that positively challenges traditional power dynamics	
	Timescale:	Short term (6 months to 2 years)	Timescale:	Medium term (1 to 5 years)
	<u>Headline action</u> – Build the confidence, capacity and capability of communities <u>Sub-actions;</u> • Work with communities as equal partners to help address wider challenges facing society (e.g. climate change and poverty) • Work together as partners to pool and focus resources towards sustainable investment in communities • Help to equip communities with the skills and assets they need to achieve local goals			
	Timescale:	Longer term (5 years and beyond)		
Outputs What will be delivered?	• Development of community profiles and Community Well-being Plans to inform future PSB work • Growth in the number of community change activists who contribute positively and consistently to developing their communities • Development of a resource to showcase the work of communities and share learning and ideas			
Outcomes – What will be achieved?	• Communities are more confident to take ownership of assets transferred from partners • Communities are able to demonstrate their development through their achievements • Communities are able to use their skills to influence change in their local areas			

What will change?	• PSB partners demonstrate their commitment to pooling resources
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Which of the PSB's Well-being Objectives does this work contribute to and how?

<u>Well-being Objective 1</u> <i>Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy</i>	<i>Communities will be enabled to take on community assets and set up social enterprises that will provide local jobs, including supported employment opportunities. Through volunteering, individuals can develop skills and experience that will help them gain employment.</i>
<u>Well-being Objective 2</u> <i>Work with our communities to reduce inequalities and improve well-being</i>	<i>Gaining a better understanding of our communities and their needs through the collation of local data and insights will enable PSB partners and relevant stakeholders to become more informed about how they can support and work alongside them to provide solutions to the issues that matter.</i>
<u>Well-being Objective 3</u> <i>Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency</i>	<i>Working with communities at risk of experiencing the effects of climate change and the nature emergency and supporting them to seek out appropriate resources will empower them to assist in the development of solutions that best suit the issues they face.</i>
<u>Well-being Objective 4</u> <i>Enable safe, connected, resourceful and diverse communities</i>	<i>Work to develop community profiles and community Well-being Plans, to increase the number of people volunteering their skills, expertise and experience and to increase participation will enable communities to become more connected, resourceful and diverse.</i>

Which of the following Well-being Goals and Well-being areas does this project contribute to? ✓

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			
✓		✓		✓		✓		✓		✓		✓			
Environmental		✓		Economic		✓		Social		✓		Cultural		✓	

How does this project align with the five ways of working?

	Long-term The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs	The <i>Strengthening Communities</i> programme aims to co-produce solutions to short-term challenges by unlocking community power & resources, as well as developing a sustainable community infrastructure that will deliver long-term benefits and improve individual and community wellbeing for future generations
	Prevention How acting to prevent problems occurring or getting worse may help public bodies meet their objectives	The vision for preventions in Pembrokeshire includes the creation of active, resourceful, connected, sustainable & kind communities. <i>The Strengthening Communities</i> programme aims to build a sustainable community infrastructure through which

		this vision can be realised. The programme is designed to be both preventative and proactive.
	Integration Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies	This project contributes to meeting all of our Well-being Objectives and six of the Well-being Goals and the actions will integrate across multiple public services
	Collaboration Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives	The <i>Strengthening Communities</i> programme is based on a collaborative approach, with PSB partners working in equal partnership with communities and the private sector for public benefit and the improvement of community and individual well-being.
	Involvement The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves	Engagement and involvement of local people is at the heart of the <i>Strengthening Communities</i> programme. PSB partners will work together to ensure that opportunities for involvement are promoted in ways that are accessible and inclusive, using established networks and third sector organisations to support the involvement of people who are at risk of being under-represented and/or excluded.

Tackling Climate Change and the Nature Emergency

Biodiversity and the Nature Emergency

Project background:	The Climate and Nature emergencies are interwoven challenges which cannot be solved in isolation. Healthy natural habitats are essential to store carbon, reduce flood risk, help prevent coastal erosion, improve health and wellbeing, maintain healthy soils and clean water and support the recovery of species such as pollinators, needed for our crops and food supply. They also underpin our jobs and our economy. Pembrokeshire is renowned for its outstanding natural environment including an extensive network of sites which are protected for their immense ecological value. Across the county our rich mosaic of terrestrial and coastal semi-natural habitats and the essential services that these provide are however under pressure from:- • Development – leading to incremental loss and fragmentation of habitats reducing genetic diversity • Intensification of agriculture (e.g agri-pesticide use impacting pollinators, damage to peripheral habitats like hedges, nutrient and sediment pollution e.g. elevated phosphate in SAC rivers) • Impacts of non-native species and disease • Increased recreation • Inappropriate land use and lack of management Climate change is likely to further exacerbate these pressures. The Pembrokeshire Nature Partnership exists to co-ordinate, promote and record existing and new actions to conserve, promote and enhance nature in the County of Pembrokeshire, including the Pembrokeshire Coast National Park, the inshore waters and seabed around the Pembrokeshire coast to 12 miles offshore, taking account of local and national priorities. They oversee delivery of the Nature Recovery Action Plan and include stakeholders outside of current PSB members such as Pembrokeshire Coastal Forum, Sea Trust Wales, the National Trust, Keep Wales Tidy and Bluestone National Park Resort. There are also some 188 individuals signed up to receive 'professional' updates and 142 signed up for 'public' updates.
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Headline actions and sub-actions, including timescale for delivery:	<u>Headline action</u> – Raise the profile of and change the way we think about acting for biodiversity, and the role that all PSB partners have in tackling the nature crisis <u>Sub-actions;</u> • Recognise nature as an asset in our decision-making processes and embed the consideration of biodiversity and ecosystems into policies, plans, programmes and projects at all levels and support their subsequent implementation	<u>Headline action</u> – Work collaboratively to deliver actions identified in the Nature Recovery Action Plan (NRAP) for Pembrokeshire <u>Sub-actions;</u> • All PSB members will work towards delivery of Objectives 1 & 6 of the Nature Recovery Action Plan (NRAP) for Pembrokeshire and in addition, where they own, manage or influence the management of land, contribute towards Objectives 2 – 5 • A framework will be developed for all PSB partners to demonstrate and report on how they are contributing to maintaining and enhancing biodiversity and promoting the resilience of ecosystems, whether or not they are subject to the Section 6 duty set out in the Environment (Wales) Act 2016 • All PSB partners will ensure that wherever land is under their ownership or management protecting or enhancing species and habitats and promoting the resilience of ecosystems is an explicit factor in management decisions • Identify opportunities where actions undertaken to improve the health of natural assets will directly contribute to wider well-being benefits • Identify specific actions to implement Welsh Government Biodiversity Deep Dive recommendations to work towards achieving UN 30 by 30 targets
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	Timescale: Medium term (1 to 5 years)	Timescale: Medium to Longer term (1 to 5 years and beyond)
Outputs What will be delivered?	- Progressive delivery of the Nature Recovery Action Plan for Pembrokeshire - All PSB partners will commit to activity which contributes to maintaining and enhancing biodiversity and promoting the resilience of ecosystems - Engage with a broad range of stakeholders and communities to deliver actions within the Nature Recovery	
Outcomes – What will be achieved? What will change?	- Greater awareness and profile of the nature emergency and the role that all PSB partners have in addressing the pressures and delivering solutions - Land under public ownership will be sustainably managed providing examples of best practice - Nature will be recognised as an asset and will be demonstrably embedded in the decision making, plans and strategies of PSB partner organisations	

Which of the PSB's Well-being Objectives does this work contribute to and how?

<u>Well-being Objective 1</u> <i>Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy</i>	<i>Tourism supports 12,473 jobs and agriculture employs 5% of the workforce in Pembrokeshire. Both of these are fundamentally underpinned by healthy, functioning ecosystems. Nature recovery will ensure a sustainable economy. Our economy fundamentally relies upon nature and there has been a collective failure to recognise it as an asset.</i>
<u>Well-being Objective 2</u> <i>Work with our communities to reduce inequalities and improve well-being</i>	<i>The wellbeing benefits of access to green space and nature-rich areas are well documented. Simply having a view of green space from your window is valued at £300 per person per annum by WG. Access to green space is an indicator on the WIMD. It is often the most deprived sections of society that have the least access to nature and the greatest exposure to environmental risks, e.g. flooding.</i>
<u>Well-being Objective 3</u>	<i>The declaration of a nature emergency by the Senedd (30/06/2021) placed equal weight on the importance of action for climate</i>

<i>Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency</i>	<i>change and the nature emergency. The two are inextricably linked. Nature-rich areas with healthy, functioning ecosystems tend to trap and store carbon and are more resilient to pressures such as changing climate.</i>
<u>Well-being Objective 4</u> <i>Enable safe, connected, resourceful and diverse communities</i>	<i>Local actions could include community allotments and other food growing initiatives which support resourceful communities.</i>

Which of the following Well-being Goals and Well-being areas does this project contribute to? ✓

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			
✓		✓		✓		✓		✓				✓			
Environmental		✓		Economic		✓		Social		✓		Cultural		✓	

How does this project align with the five ways of working?

	Long-term The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs	Action will be aimed at ensuring sustainable use of our natural environment to support and provide for society in the future. Action now will avoid incurring greater expense later. Approaches to nature recovery are by definition long term. Actions in the short
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		term are always aimed at achieving long term sustainability and the functioning and resilience of ecosystems.
	Prevention How acting to prevent problems occurring or getting worse may help public bodies meet their objectives	Ensuring nature recovery and the resilience of ecosystems will help to prevent problems caused by ecosystem failure such as flooding, drought, extreme heat, soil erosion, pollution and carbon loss. The value of healthy and functioning ecosystems in limiting negative impacts (e.g. of climate change) and promoting wider societal benefits (e.g. wellbeing benefits of access to nature) are embedded in this work.
	Integration Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies	This work will the resilience goal, which explicitly supports societal and economic resilience. By securing healthy functioning ecosystems this will support a more sustainable local economy and provide resilience against future environmental risk.
	Collaboration Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives	A framework to support collaborative action by all PSB partners will be developed. Collaborative approaches to optimise delivery for available resources are at the heart of the work of the Nature Partnership.
	Involvement The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves	Activity will involve public bodies across all functions and at all levels, who represent the public they serve, alongside working directly with the public and communities.

Climate Adaptation

Project background:	Past emissions mean that climate change is inevitable and whilst the future severity of change can be diminished by reducing carbon emissions into the atmosphere by decarbonisation, there is also a need to prepare for or adapt to the wide range of risks resulting from climate change. Pilot project work undertaken by the PSB in a number of Pembrokeshire communities identified the need to develop a co-ordinated strategic approach within which agencies, authorities and community groups could address the risks associated with the changing climate. The This work also identified a need to engage decision makers at regional, county and community level on climate risk and adaptation. Well-being Assessment data clearly shows a need to adapt, and that climate change will increase the number of properties in Pembrokeshire that are already at risk of flooding or coastal inundation (the number of properties identified in the Well-being Assessment was 3000). Impacts to infrastructure and key services will also affect the health and well-being of communities. A successful bid to the UK Community Renewal Fund by Pembrokeshire Coastal Forum (PCF) and Netherwood Sustainable Futures (NSF) with support from the PSB has subsequently delivered a County-wide Climate Adaptation Strategy for Pembrokeshire. The strategy provides a strategic and co-ordinated approach to climate change and climate adaptation for Pembrokeshire's communities. increase the resilience of Pembrokeshire to the effects of climate change and to prepare for specific climate risks. With a timescale of 2022 – 2027 the strategy provides building blocks to commence preparation for the coming decades. A collaborative approach was taken and PSB partners, together with a wide range of stakeholders including community groups and local businesses informed development of the strategy through a series of participatory stakeholder consultation workshops, and surgeries and outreach meetings informed and contributed to development of the strategy. The 61 risks in the Climate Change Risk Assessment 3 (CCRA3) were examined resulting in 39 priorities being identified for Pembrokeshire and 24 actions specified for delivery by public bodies and third and private sector partners across the County, in Pembrokeshire to be coordinated by the PSB.
Headline actions and sub-actions, including timescale for delivery:	<u>Headline action</u> – Monitor and support Co-ordinate the implementation of the Climate Adaptation Strategy Plan for Pembrokeshire <u>Sub-actions</u>;

	• Support implementation of the Climate Adaptation Plan for Pembrokeshire (requiring senior level advocacy from PSB partners) Secure senior level advocacy from PSB partners to direct existing resources • Lead organisations to work collaboratively to determine and secure the resource/funding require to produce and implement a delivery plan for the Strategy • Develop a Delivery Plan for actions identified in the Plan (to include consideration of timescales, involvement and resource requirements) • Monitor and report progress towards implementation of the strategy and delivery plan and take an adaptive management approach to continually improve performance • Continue to collaborate across the public sector, third sector, private sector and local communities to develop evidence and insights on interactions between climate risks and wider social, economic and natural systems • Work together with a range of stakeholders to implement the delivery plan
	Timescale: Medium to long term – 1 to 5 years and beyond
Outputs What will be delivered?	• Strategic support and allocation of resources enabling prioritised implementation of the Strategy • A delivery plan specifying action leads, timescales, involvement and resource implications
Outcomes – What will be achieved? What will change?	• Greater understanding of risks, the necessity of adaptation and capacity within communities, organisations, service providers and businesses, resulting in informed plans and co-ordinated action • Implementation of a collaborative, strategic approach to climate adaptation • Communities will be better adapted and more resilient to climate change for decades to come

Which of the PSB's Well-being Objectives does this work contribute to and how?

<u>Well-being Objective 1</u> <i>Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy</i>	Adaptation activity will contribute directly to sustainability within tourism, agriculture, industry and businesses sectors. Increasing preparedness and adaptation following assessment of risks, for example, to infra-structure, water supplies, transport, land use management and energy supplies helps build the resilience needed
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	for viable enterprise. Adaptation activity will also protect the natural resources which business, industry and communities depend upon . Adapting to secure essential natural resources and viable resilient enterprise therefore supports growth, jobs, prosperity and can enable transformative change in the food and energy sectors leading to a more sustainable and greener economy.
<u>Well-being Objective 2</u> <i>Work with our communities to reduce inequalities and improve well-being</i>	By working jointly with communities most at risk, to identify and implement adaptation solutions, exposure to environmental risks from a changing climate will be reduced. This improves well-being by reducing the widespread and long lasting health, environmental and economic impacts affecting homes and businesses which often significantly disrupts the normal functioning of communities. It will also help reduce inequalities as often the most vulnerable in society are the worst affected.
<u>Well-being Objective 3</u> <i>Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency</i>	Activity will directly help communities, businesses, industry and the public sector to work together to address the impacts, identify ongoing risks, and adapt to climate change. This adaptation activity will be undertaken in conjunction with complimentary activity to decarbonise or mitigate against climate change. Having healthy resilient and sustainably managed ecosystems is vital for adapting to climate change and associated environmental risks as well as tackling the nature emergency.
<u>Well-being Objective 4</u> <i>Enable safe, connected, resourceful and diverse communities</i>	Working with communities and a wide variety of stakeholders from the public, private and third sector organisations, to identify solutions to adapt to address the risks and impacts of climate change will help build capacity, capability and confidence to strengthen community cohesion. It will also help inform community profiles and community well-being plans.

Which of the following Well-being Goals and Well-being areas does this project contribute to? ✓

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			
✓		✓		✓		✓		✓				✓			
Environmental		✓		Economic		✓		Social		✓		Cultural		✓	

How does this project align with the five ways of working?

	Long-term The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs	The Climate Adaptation Strategy is a 5 year strategy but its implementation provides the building blocks to ensure the adaptability and hence sustainability of communities for generations to come.
	Prevention How acting to prevent problems occurring or getting worse may help public bodies meet their objectives	The project is based on reducing the impacts of climate change by adapting to make our environment and communities more resilient and therefore better able to deal with these impacts. The focus is on adapting to prevent future exposure to environmental, financial and health risks associated with climate change impacts.

	Integration Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies	Climate Change will impact on all aspects of society, therefore if we do not provide a meaningful response and adapt to the impacts then it will have a negative impact on the well-being objectives of all public bodies as well as private and third sector organisations in Pembrokeshire.
	Collaboration Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives	Responding to and adapting to climate change requires all organisations on the PSB to collaborate. While some will have a greater role than others, all will need to participate in this work.
	Involvement The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves	Adapting to climate changes requires the involvement of people and communities in Pembrokeshire. Some of the actions required will be challenging and therefore ensuring strong community involvement is essential.

Decarbonisation and Net Zero

Project background:	Climate change is one of the defining issues of our time. From shifting weather patterns threatening food production to rising sea levels and the prospect of catastrophic flooding, the impact of climate change is global in scope, unprecedented in scale, and of widespread concern to all of us. Immediate, effective action needs to be taken to reduce our carbon footprint. This is necessary in addition to establishing policies and taking action to improve our resilience for the future. Mitigating and Adapting to Climate Change is one of the 4 Themes in the South West Area Statement and the overwhelming message from SoNaRR2020 is that societal transformation is needed in the food, energy and transport systems. Consideration of these three systems therefore leads to collaborative opportunities for PSBs to consider in working towards achieving net zero goals. It is also recognised that the transition to net zero must be a “just transition” managed to be both equitable and fair. Welsh Government declared a Climate Emergency in 2019, Pembrokeshire County Council did similarly in May 2019 and went on to create an action plan to steer PCC towards becoming a net zero carbon local authority by 2030. The South Wales Energy Strategy provides a strategic pathway and the Pembrokeshire Local Area Energy Plan (LAEP) builds upon this work describing actions needed to reach energy and climate goals.	
Headline actions and sub-actions, including timescale for delivery:	<u>Headline action</u> – Work together to share good practice, deliver carbon reduction actions and reduce carbon use to net zero by 2030 <u>Sub-actions:</u> • Deliver carbon literacy training, or equivalent, to all levels throughout PSB partner organisations to raise awareness of the issues and the action that will be required to reduce carbon use • Identify opportunities for collaborative and co-ordinated action, including at a regional level where appropriate through established or new networks	<u>Headline action</u> – Monitor and support delivery of the Pembrokeshire Local Area Energy Plan (LAEP) <u>Sub-actions:</u> • Identify areas within the LAEP that the PSB can support • Utilise the collective influence of the PSB to address any areas of challenge to delivery • Steer the implementation of the LAEP to ensure application of the principles of building a sustainable, fair and green economy, with high value green jobs, skills and training opportunities, to enable a just transition from a fossil fuel based

		energy system to a renewable based energy system, and acknowledging the need to fully engage communities in the transition	
	Timescale:	Medium term (1 to 5 years)	Timescale: Medium to longer term (1 to 5 years and beyond)
Outputs What will be delivered?	- Carbon literacy training, <i>or equivalent</i>, will be delivered throughout PSB partner organisations - Effective implementation of carbon reduction plans and activity - A delivery plan outlining areas within the LAEP which the PSB can deliver collaboratively		
Outcomes – What will be achieved? What will change?	- Awareness of the activity required to reduce carbon emissions will be embedded throughout PSB partner organisations, influencing the actions of decision-makers <i>Appreciation that taking these actions must be set against the principles of building a sustainable, fair and green economy, with high value green jobs, skills and training opportunities, leading to a just transition from a fossil fuel based energy system to a renewable based energy system, and the need for fully engaging communities in the transition</i>		

Which of the PSB's Well-being Objectives does this work contribute to and how?

<u>Well-being Objective 1</u> <i>Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy</i>	<i>Activity will link to renewable energy and apply the principles of building a sustainable, fair and green economy, with high value green jobs, skills and training opportunities. therefore the green economy and skills development. It will also contribute towards transformational change in the energy sector leading to a just transition from a fossil fuel based energy system to a renewable based energy system, whilst fully engaging communities in that transition. Activity looks at the whole energy system considering the integration of renewable energy technologies across buildings, transport, heat, business & industry and power sectors, to drive</i>
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	<i>decarbonisation and net zero. with links to the transport sector, decarbonisation and net zero.</i>
<u>Well-being Objective 2</u> <i>Work with our communities to reduce inequalities and improve well-being</i>	<i>Reducing the environmental risks associated with carbon emissions will assist in reducing health inequalities and improve the well-being of populations. The work contributes towards transformational change in the energy sector leading to a just transition from a fossil fuel based energy system to a renewable based energy system, whilst fully engaging communities in that transition.</i>
<u>Well-being Objective 3</u> <i>Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency</i>	<i>Activity in this project area will be aimed specifically at reducing carbon use emissions through a range of actions including transformation of the local energy system. The work looks at the whole energy system considering the integration of renewable energy technologies across buildings, transport, heat, business & industry and power sectors, to drive decarbonisation and net zero and mitigate the effects of climate change which can assist in stabilising ecosystems addressing the nature emergency.</i>
<u>Well-being Objective 4</u> <i>Enable safe, connected, resourceful and diverse communities</i>	<i>Encouraging communities to become involved in activity which contributes to reducing carbon use will help them to become more connected to their local areas.</i> <i>Applying the principles of building a sustainable, fair and green economy, with high value green jobs, skills and training opportunities will contribute towards transformational change in the energy sector leading to a just transition from a fossil fuel based energy system to a renewable based energy system. Engaging communities to become involved in activity which contributes to reducing carbon emissions will help them to become more connected to their local areas, encourage resourcefulness and, by mitigating the worst effects of climate change, lead to a safer and more stable environment for all.</i>

Which of the following Well-being Goals and Well-being areas does this project contribute to? ✓

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			
✓		✓		✓		✓		✓		✓		✓			
Environmental		✓		Economic		✓		Social		✓		Cultural		✓	

How does this project align with the five ways of working?

	Long-term The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs	The targets to be achieved in relation to decarbonisation and achieving net zero extend beyond the life of this project, however, to achieve success work is required now. The two key targets are for the Welsh public service to be net zero by 2030 and for Wales to become net zero by 2050. These long-term targets will need to be considered when agreeing and implementing the well-being plan.
	Prevention How acting to prevent problems occurring or getting worse may help public bodies meet their objectives	Reducing carbon emissions mitigates the worst effects of climate change leading to a safer and more stable environment for all. It assists with stabilising ecosystems addresses the nature emergency. Taking action to reduce emissions from the combustion of

		fossil fuels can ultimately eliminate harmful particulates being released into the environment thus improving people's health and preventing health issues from occurring in the future.
	Integration Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies	Pembrokeshire and Wales must transition to a decarbonised future and therefore action and investment undertaken as a result of this plan will have a positive impact in the future. All PSB members need to participate in this work to ensure that we are able to deliver our long-term goals.
	Collaboration Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives	This work will require new ways of working and therefore all PSB members need to collaborate and share good practice. <i>The work will see the continuation of the PSB's collaboration with community and 3rd sector energy projects, and the private sector on regional and nationally significant renewable energy and clean hydrogen projects such as Milford Haven : Energy Kingdom, South Wales Industrial Cluster, Celtic Freeport, The Milford Haven Waterway Future Energy Cluster and Celtic Sea Cluster Strategic Board.</i>
	Involvement The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves	Because of the new ways of working this work will require, it is essential that officers delivering services, and people using those services, are involved in agreeing how service delivery is changed.

		<i>Transformational change in the energy sector leading to a just transition from a fossil fuel based energy system to a renewable based energy system, requires that everyone is involved and engaged in that transition as fully as possible.</i>
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Building a sustainable, fair and green economy

There are a broad range of existing partnership arrangements and boards concerned with building a sustainable, fair and green economy. These include the Haven Waterway Enterprise Zone, Pembrokeshire Business Panel, Pembrokeshire Economic Ambition Board and Swansea Bay City Deal. The PSB acknowledges the role it can play in supporting lobbying efforts relating to the economy in Pembrokeshire and the specific role of public sector partners in the net zero agenda. There are also cross-cutting issues within the project plans already developed that will have a positive impact towards achieving this Well-being Objective.

Notwithstanding the broader context set out above, the PSB will take advantage of opportunities to contribute towards this objective over the next five years, for example, by growing the circular economy and supporting local food production, where it can add value to this agenda without duplicating existing work.

Engagement

The **Pembrokeshire PSB Engagement Group** is a working group comprising of Pembrokeshire Public Services Board representatives and is a sub-group of the PSB.

As well as working together to plan, co-ordinate and deliver engagement for the Well-being Assessment 2022 and on development of the Well-being Plan 2023-28, the group's objectives include:

- Sharing best practice on the best ways to link with communities in Pembrokeshire to determine what matters to them
- Participating in the planning and delivery of ongoing engagement activity as determined by future Well-being Plan priorities
- Working together to ensure that all resulting documents are co-produced

The PSB Engagement sub-group will have a continuing role to play in promoting co-production and ensuring that continuous engagement with citizens and communities is a theme that runs throughout delivery of this Plan. Through this group, the PSB will commit to the following;

- That Project Leads will engage with young people on Well-being Plan activity in their spaces, by attending their forums and boards
- Continuing to work with Co-production Wales on embedding a co-production approach throughout Plan activity and increase opportunities for people to develop their own responses to issues they face
- Developing an engagement plan that identifies where engagement will be required within each project area
- Ensuring that representatives from each project area are members of the PSB Engagement sub-group

The Public Services Board is committed to involving people in areas of work that affect them and putting engagement at the core of delivery of the Well-being Plan.

Actions and Objectives Matrix

The following matrix identifies the contributions of our proposed actions to our Well-being Objectives;

	<i>Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy</i>	<i>Work with our communities to reduce inequalities and improve well-being</i>	<i>Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency</i>	<i>Enable safe, connected, resourceful and diverse communities</i>
Utilise short term funding to respond to the cost of living crisis	✓	✓		✓
Develop a poverty strategy to effect lasting change, informed by local and national data and the experiences of those in poverty in Pembrokeshire and based on a preventative approach	✓	✓		✓
Build a better understanding of our communities using data and local insights to develop a bilingual evidence base to inform future PSB work	✓	✓	✓	✓
Increase engagement and involvement across Pembrokeshire's communities	✓	✓	✓	✓
Build the confidence, capacity and capability of communities	✓	✓	✓	✓
Raise the profile of and change the way we think about acting for biodiversity, and the role that all PSB	✓	✓	✓	✓

	<i>Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy</i>	<i>Work with our communities to reduce inequalities and improve well-being</i>	<i>Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency</i>	<i>Enable safe, connected, resourceful and diverse communities</i>
partners have in tackling the nature crisis				
Work collaboratively to deliver actions identified in the Nature Recovery Action Plan (NRAP) for Pembrokeshire	✓	✓	✓	✓
Co-ordinate the implementation of the Climate Adaptation Strategy for Pembrokeshire	✓	✓	✓	✓
Work together to share good practice, deliver carbon reduction actions and reduce carbon use to net zero by 2030	✓	✓	✓	✓
Monitor and support delivery of the Pembrokeshire Local Area Energy Plan (LAEP)	✓	✓	✓	✓

Delivery and monitoring progress

Delivery

The PSB needs the right organisations and people to be involved in order to deliver the actions we will set out in the Well-being Plan. Delivery arrangements will be designed to provide a direct line of accountability to the PSB by requiring individual PSB members to lead and sponsor specific work streams or projects. Full details of our delivery mechanisms will be agreed over the next few months and be included in the final version of the Well-being Plan. Partners will work together to deliver project plans which set out the specific actions we will take to make a difference. We will also retain flexibility within our delivery arrangements to allow ideas to develop over time and to enable us to react and respond to new challenges and emerging issues.

Monitoring

As part of the process for designing the delivery of work streams, we will identify the measures by which success will be monitored and the PSB will develop a performance management framework which will enable it to evaluate progress.

Annual Report

PSBs are required to produce Annual Reports detailing the steps taken by the PSB to meet the objectives set out in the Well-being Plan. Copies of this report will be sent to Welsh Ministers, the Future Generations Commissioner, the Auditor General for Wales and Pembrokeshire County Council's overview and scrutiny committee (see below).

Scrutiny

The Council's Partnerships Panel is responsible for providing democratic accountability and oversight of the work of the PSB. It can review or scrutinise the decisions made or action taken by the PSB, its governance arrangements, and request any individual PSB member to come before it to be scrutinised on the contribution a partner organisation is making to the work of the PSB.

Next Steps

The PSB is required to formally consult with a broad range of statutory agencies and the general public on this draft Well-being Plan, for a minimum of 12 weeks. Following this period, and any subsequent amendments made as a result of the consultation, each statutory member of the PSB (i.e. Pembrokeshire County Council, Hywel Dda University Health Board, Mid and West Wales Fire and Rescue Service and Natural Resources Wales) are required to approve the Well-being Plan through their own governance arrangements before it can be published.

The anticipated date for publication of the Well-being Plan by the PSB is May 2023.

The PSB is keen for people to be involved in the development of the Plan and to have their say on how it will be delivered. You can do this by taking part in our [on-line survey](#) or by downloading a [hard copy response form](#).

If you have any comments or queries on the Well-being Plan or PSB working in general, please contact:

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Item 3b – Consultation Feedback

Outlined below is an overview of the general themes and comments received during the consultation period. This has been divided into comments relating to the project areas within the Plan, feedback from statutory consultees and PSB partner agencies and general comments. It is suggested that project groups consider the feedback in full to ensure they capture any comments and feedback that are of relevance to their work.

3.1 Feedback on *Reducing Poverty and Inequalities*

Source	Consultation feedback / comments	Response / proposed action
Group discussions (Zoom sessions x 2, Together for Change)	• Not enough detail • Too much focus on short term solutions • Need to raise awareness of the levels of poverty in Pembrokeshire • Need for engagement with those experiencing the effects of poverty • Access to sustainably produced affordable local food was very important in helping to address food poverty	The PSB recognises that more work needs to be done to identify the detailed activity under the Reducing Poverty and Inequalities project area. Engagement has already taken place with those experiencing the effects of poverty and this will inform development of the Poverty Strategy, which will also take account of the most recent data and research.
Milford Haven Youth Council, Pembrokeshire Youth Assembly	• Poverty is bad and effects lots of different areas of people's lives • Ensuring that Pembrokeshire pay people at least the living wage • It's a very important priority because the population is rising and the needs of people are not being met • Encourage and make more accessible of food banks for those in poverty including in work poverty	The PSB agrees with these comments and is grateful for the responses provided by young people through the Pembrokeshire Youth Assembly and Milford Haven Youth Council.

Public consultation 'Have Your Say'	No specific comments	n/a
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3.2 Feedback on *Strengthening Communities*

Source	Consultation feedback /comments	Response / proposed action
Group discussions (Zoom sessions x 2, Together for Change)	• There were many examples of people coming together, self-organising, but often groups didn't know how to work in partnership, how to engage with statutory agencies • More affluent communities or communities with higher numbers of retired people will more likely have greater social capital than more deprived communities – important to understand in order to know where best to target help • Opportunities for sharing between different communities was valuable and to be encouraged as communities often learned better for one another than from outside agencies • Communication / engagement needed to continue throughout the course of the delivery of the plan • More co-productive working is required	This project area is being managed by PSB partners who are experienced in working with communities and who can provide support with some of the issues raised during the consultation. A key part of this project will be to increase engagement with, and across, communities and to support meaningful involvement in local decision-making. The PSB is committed to involving people in areas of work that affect them and putting engagement at the core of delivery of the Well-being Plan. The PSB's Engagement sub-group will have a continuing role to play in promoting co-production and involvement and ensuring that continuous engagement with citizens and communities is a theme that runs throughout delivery of the Plan.
Milford Haven Youth Council, Pembrokeshire Youth Assembly	• More investment needed in action groups for young people like youth councils – more money for participation • Intergenerational decision making • Community suggestion boxes in places young people go	The PSB is grateful for the responses provided by young people through the Pembrokeshire Youth Assembly and Milford Haven Youth Council. Specific suggestions for projects to increase well-being that young people would like to see in communities will be fed back to the project group.

Public consultation 'Have Your Say'	• Liaise locally with partners and communities to clearly ascertain what support they need, and to be clear in what support could realistically be provided • How will communities be protected? • Challenges with budgets are going to impact upon this	Comments will be fed back to the relevant project group. The PSB is aware that reducing budgets and rising demand are issues that need to be overcome if it is to unlock the potential of communities.
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3.3 Feedback on *Tackling Climate Change and the Nature Emergency*

Source	Consultation feedback / comments	Response / proposed action
Group discussions (Zoom sessions x 2, Together for Change)	• River health and bathing water quality were important considerations • There needs to be access to land for growing food and a priority to shorten the supply chain	
Milford Haven Youth Council, Pembrokeshire Youth Assembly	• Restrictions on new construction projects • When expanding, build on brownfield sites not green field sites • Don't emit Greenhouse gas to go carbon neutral • More awareness in the communities about tackling climate change • Make people aware of fake news around climate change • Reduce the amount of plastics used in everyday life • Increase the amount of products that Pembrokeshire can recycle • Set a goal to become carbon neutral and to be held accountable • To make people aware about buying locally	While many of these points relate to single agency areas of responsibility (e.g. PCC Planning and Environmental Services), the groups have raised concerns about local food production (which was raised in the group discussions) and carbon reduction, which forms part of the action plans under this project area. Comments will be fed back to the relevant project group.

	• Proper environmental groups in schools and youth groups	
Public consultation 'Have Your Say'	• Protecting our natural landscape is critical to maintaining Pembrokeshire as a tourist destination • Green work is vital as are other projects. The emphasis needs to be on focussed action. • Make it easy for individuals to get to work in an efficient and green manner	Comments will be fed back to the relevant project group.

3.4 Feedback on *Building a Sustainable, Fair and Green Economy*

Source	Consultation feedback / comments	Response / proposed action
Group discussions (Zoom sessions x 2, Together for Change)	Not discussed	n/a
Milford Haven Youth Council, Pembrokeshire Youth Assembly	Not discussed	n/a
Public consultation 'Have Your Say'	No comments received	n/a

3.5 Feedback from statutory consultees and PSB partner organisations

Feedback was received from the following statutory consultees and PSB partner organisations (provided separately in full).

Source	Feedback / comments	Response / proposed action
Future Generations Commissioner	The response refers back to the advice issued in November when the draft Plan was approved for consultation. As there was insufficient time to make	PSB partners and project leads will again consider the advice from the Commissioner's Office and the

	any changes to the document before the start of the consultation the feedback refers to the original advice.	consultation response to satisfy themselves that they have taken this into account.
Welsh Government	• Would like to see more information about how the PSB engaged with communities in development of the Plan • It would be helpful if you could provide more specific information on the engagement approach you have adopted, for example any work you have done to engage with 'seldom heard' groups and children or young people • It would be beneficial if the plan could include the role community and town councils in the area will play towards meeting the objectives, particularly if there are councils under a duty to do so. • Our view is that currently the cultural and Welsh language aspect is missing from the plan. You should consider how to embed the spirit of Cymraeg 2050 in your plan. You should also consider making a proactive statement regarding how the plan will practically contribute to the implementation of Cymraeg 2050.	The PSB undertook consultation on our Well-being Objectives throughout the summer of 2022 with stakeholders and communities. Information about this will be added to the final version of the Plan. This will be explained further in the final version of the Plan (as above). We have amended the Plan to make it clear that the PSB are committed to involving people in areas of work that affect them and putting engagement at the core of delivery of the Well-being Plan. The local Chair of One Voice Wales representing town and community councils in the area is an invited participant of the PSB, however, there have been issues with representation which we hope to resolve within the next few months. Our Well-being Assessment did not indicate that there were any specific cultural issues or concerns that the PSB should focus on in its Well-being Plan. However, it is implicit in many of the project areas that there will be indirect positive benefits on the culture of Pembrokeshire, e.g. in protecting the natural environment and heritage of the County through steps to mitigate against climate change. We will engage with Welsh speaking communities in

	• The plan could be strengthened by including more consideration of the strengths and gaps of its development, for example, engaging different communities and delivery partners.	Welsh and have acknowledged that ongoing delivery planning will be shaped by local, regional and national plans and strategies, including Cymraeg 2050. With this in mind, we will include a statement in the <i>Core Principles</i> section of our Plan that confirms the PSB's commitment to the principles outlined in the Cymraeg 2050 Strategy. The PSB will ensure that the vision of the strategy – to increase the number of Welsh speakers, increase the use of Welsh and create favourable conditions within infrastructure and context for the use of the Welsh language – is embedded in its work wherever possible. As noted above, we have amended the Plan to make it clear that the PSB are committed to involving people in areas of work that affect them and putting engagement at the core of delivery of the Well-being Plan. In addition, the project plan for the <i>Strengthening Communities</i> project area has been updated and makes reference to supporting the meaningful involvement of all people, including those who are hard to reach, in local decision-making, whilst the climate adaptation element of the <i>Tackling climate change and the nature emergency</i> project plan has been amended to include a commitment to collaborate across the public sector, third sector,
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		private sector and local communities in order to develop evidence and insights on interactions between climate risks and wider social, economic and natural systems.
Pembrokeshire County Council Partnerships Panel	• There were concerns regarding the deliverability of the actions due to the ongoing financial pressures and the Panel felt that a large amount of support and commitment will be needed from communities which may not be a realistic ask • The importance of scrutiny needs to be recognised, with all PSB partners being compliant and transparent and partaking in all invitations and opportunities to discuss both the successes and challenges of meeting the objectives over the next 5 years • The plan lacks a robust evaluation element, which will be required to ensure continual progress was being made. Further information needs to be included regarding accountability and feedback, both to the PSB and also the Partnerships Panel	The PSB recognises that financial pressures are an issue and in some cases have resolved to seek funding from available grants to take project activity forward. The Partnerships Panel can require any member of the Board to attend one of its meetings to discuss the work of the PSB and individual project groups, but not anything that relates to the organisation that they represent. This requirement includes any person or body that has accepted an invitation to participate in the activity of the Board. The PSB also understands that more work needs to be done to identify the detailed activity to deliver its projects. It has establish four co-ordinating groups to oversee this work. These groups are led by PSB members to ensure there is PSB accountability and ownership of the delivery of the WBP. More work will be undertaken between now and the formal publication of the WBP in May to further develop this.
Natural Resources Wales	-	NRW are a statutory partner on the PSB and the lead organisation for the <i>Tackling climate change and the</i>

		<i>nature emergency</i> project area, so will incorporate any relevant comments into this area of work.
Mid and West Wales Fire and Rescue Service	n/a	We welcome the contribution from this organisation and feedback received in relation to the consultation.
Dyfed Powys Police	n/a	We welcome the contribution from this organisation and feedback received in relation to the consultation.

3.6 General comments

Source	Consultation feedback / comments	Response / proposed action
Public consultation 'Have Your Say'	• Actions are vague / there is no clear detail • There is no information on how projects or progress will be evaluated	Comments will be fed back to the relevant project groups. More work will be undertaken between now and the formal publication of the WBP in May to further develop ways that progress in each project area can be measured.
Public consultation 'Have Your Say'	Comments were received on health, housing, Welsh language, planning, economic development / growth, education / training, access / amenities, youth services, older people's participation in democracy, transportation and energy	In developing the Well-being Plan we have concentrated on areas that are achievable and relevant to the PSB, which are directly within its remit and where it is able to influence and add value through working together in partnership. However, we will continue to have a 'line of sight' to other cross-cutting issues, for example, in relation to priorities within health and social care.

3.7 Other feedback

As was the case during consultation on the first Well-being Plan, a number of consultation responses received through 'Have Your Say' and through group discussions indicated a limited understanding or confusion around the roles and responsibilities of individual PSB organisations and the combined responsibilities of the PSB itself. Moreover, some comments indicated a lack of understanding around the differences in policy and legislation of local, regional, national and central government. There was also a lack of understanding from one group about the purpose of an Easy Read document. This level of feedback again demonstrates the need for an ongoing commitment to communicate the roles and responsibilities of the PSB as widely as possible and clearly more work is required in this area.

In general, the feedback received through 'Have Your Say' focused on issues related to services provided or managed by PCC and there were few specific comments relating to the project areas within the Plan. This is most likely due to the survey being hosted on the PCC website leading respondents to associate the survey and Plan with the Council. This may be resolved in future years by the introduction of the regional data system, which will include a survey facility on which future consultations can be hosted.

None of the groups discussed the potential *Building a sustainable, fair and green economy* project area and there were no comments received through Have Your Say. This, however, is in line with the agreement made by the PSB in January following discussions with local economic boards and forums not to move forward with work in this area as it is unclear how the PSB can add any value over and above the work that these local groups are already undertaking.

Public consultation of Pembrokeshire PSB's draft well-being plan

Advice of the Future Generations Commissioner for Wales

Dear Pembrokeshire PSB and supporting officers,

Thank you again for meeting with our office during the statutory advice period to help inform your draft well-being plan. As you're aware, our written advice was shared with the PSB on 21st November 2022. In it, we highlighted the strengths of the draft plan and some of the areas that could be given further consideration.

Your draft well-being plan is now open for public consultation. To fulfil the Future Generations Commissioner's statutory duty of advising PSBs on how they might take steps to meet their draft objectives, this short letter represents our response to your public consultation.

Consulting on your draft well-being plan

The public consultation currently underway is an opportunity for organisations, networks and your residents to share their views on what they believe the PSB can do to improve well-being in your area. It is also an opportunity for your PSB to ensure it's applying the five ways of working in the development of the plan. For example, meaningfully involving people and collaborating with key partners and organisations, alongside using our advice and the feedback of others (from the consultation) to draw out the opportunities for prevention, integration and longer-term solutions.

We encourage you to fully consider the feedback you receive and reflect on how it can help influence the action the PSB might take to drive change in your area.

Our advice on your draft well-being plan

The draft well-being plan available online for consultation is clear and well presented, and the 'Core Principles' set out the commitment of the PSB and its partner organisations. The plan sets out four well-being objectives and associated 'project plans' and the 'Actions and Objectives Matrix' is helpful in illustrating how the PSB's proposed actions under the project plans align against the four well-being objectives.

Overall, the information set out in the project plans remains largely unchanged from the version we provided our advice on in November 2022. The main differences are 'Building a sustainable, fair and green economy' is included as a potential project plan, where the plan states *"The PSB will therefore undertake further work to determine whether it can add value to this agenda without duplicating existing work."* And we note the sections on 'what will success look like' and the risks / mitigation tables have been removed – this does mean some rich content is now missing from the draft plan.

Our advice is therefore attached again alongside this letter for your reference. We encourage you to reflect on it again as you continue to refine the well-being plan and we would like to see evidence of our advice better reflected in the final published version of the well-being plan.

For example, under the 'Strengthening Communities' project plan, we welcomed the headline actions and intent set out in the project plan, and encouraged the PSB to look beyond a focus on mapping and profiling to ensure there are tangible actions in your work with communities to drive change – something we also advised in relation to the 'Climate Adaptation' project plan.

Critical to the 'Strengthening Communities' project plan (as well as your other project plans) will be a strong focus on involvement and co-production, and we're reminding PSBs that the involvement of communities should happen throughout the next five years of well-being plan delivery, not just during its development. The support from the Co-Production Network for Wales will be a great opportunity for your PSB to ensure it is moving towards a more co-productive way of working over the next five years and this commitment could be more fully reflected within the final plan.

Under the 'Tackling Climate Change and the Nature Emergency' project plan, we highlighted that it outlines how it will contribute towards the 'A Wales of Vibrant Culture and Thriving Welsh language' well-being goal, but we could see no clear evidence of how this might be achieved. We encouraged the PSB to use the public consultation as an opportunity to collaborate widely and seek the views of organisations in the arts and cultural field (for example). Our advice to all PSBs is to ensure they have considered and demonstrated how the objectives and steps (actions) set out in their final well-being plans will help maximise contribution towards *all* of Wales' well-being goals.

In our earlier advice, we highlighted the importance of ensuring the action outlined in your final plan indicates the detail of how your objectives will be achieved and that they are specific, measurable, achievable, relevant and time-bound (SMART). Involving the right people during the public consultation period of your draft plan is a great opportunity to help your PSB achieve this and it's therefore good to see the draft plan state *"Over the consultation period we will also undertake further work to determine what success will look like, how we will measure this and how will we know when we have got there."*

Next steps

While there are significant challenges in the here and now, we encourage you to be bold in the action you plan to take for your communities over the next five years. We will continue to work with our key partners to provide ongoing support to PSBs and wish to reassure you we will not be seeking to penalise PSBs for taking risks and trying things aimed at driving change.

As you continue to receive feedback via the public consultation and work collaboratively to shape your final plan, we will be happy to continue providing our advice and assistance. Please contact Jenny McConnel (your regional lead) and Christian Servini in the first instance if this would be helpful.

Office of the Future Generations Commissioner for Wales

14th February 2023

Resources

For your reference, included below is a list of our resources. These are shared for the consideration of the PSB and its delivery groups as your work on particular themes and topics takes shape:

The Future Generations Report	Summary of recommendations	Already shared with PSBs and helpful in understanding the type of action PSBs can take in relation to topics and themes.
	Setting good well-being objectives	Chapter 4 of the Future Generations Report.
	Bite-size products	Drawn from the Future Generations Report, the 'bite-size' products are tailored to areas of work such as planning, transport etc, and include the most relevant ideas and recommendations.
Implementation	Section 20 Review Maturity Matrix	A helpful tool that details steps organisations can take to further embed the Well-being of Future Generations Act and help us achieve the national well-being goals of Wales.
	The 'Future Generations Framework for Projects'	A framework for ensuring public bodies (and others) are using the Act as a framework for thinking.
Long-term	Three Horizons Toolkit	An easy-to-use guide to help public bodies think and plan better for the long-term, by keeping a clear vision and taking future trends into account.
Cost of living	Cost of living: now and in the future	While some of these policy decisions are not within the remit of the PSB, we encourage you to consider what is possible and the power of the PSB to advocate to Welsh Government (and others) on policy change that would benefit your communities.
Procurement	Procuring well-being in Wales	A review into how the Act is informing procurement in Wales, as well as recommendations for public bodies.
Climate change and inequality	Inequality in a Future Wales	Our report with Public Health Wales which highlights the future of work, changing demographics and climate change could increase existing inequalities if the impacts on different groups in society are not factored in.
	Inequality in a Future Wales, part two: Communities and Climate Change in Wales	Focussed on involvement and includes resources for policymakers to implement similar creative futuring techniques to involve communities in long-term thinking.
Skills	Skills through crisis: up-skilling and re-training for a green recovery in Wales	Analysis showing the potential of investment in green jobs and skills for a prosperous, green and equal recovery.
Decarbonisation of homes	Homes fit for the future: the retrofit challenge	Aimed at the Welsh and UK Governments, estimating the funding needed for the decarbonisation of homes in Wales, identifying funding gaps and approaches to addressing them.
Good practice	Case studies	Good examples of how the Act is being implemented on the ground across Wales.

Pembrokeshire Public Services Board's Well-being Plan

Advice of the Office of the Future Generations Commissioner for Wales, 21st November 2022

Advice on your draft well-being plan

We would like to thank officers for their open and honest communication during the statutory advice period. Through conversations, many Public Service Boards (PSBs) have voiced concerns that the timescales for the well-being planning process are tight, especially as you have needed to also publish an annual report. However, we welcome that you have taken this opportunity to review progress from your previous well-being plan, existing work and delivery groups, despite the impact this has had on timelines. We would like PSBs to articulate how the collective planning and action being taken now is different to what you have done before. We're interested in how PSBs are adapting the ways in which they work together using the Act as a lens for planning, challenging and evaluating actions, as opposed to a product that must be produced within a deadline. With this in mind, we are keen to hear your experiences and seeing how this is reflected within your well-being plan.

While the draft plan is not as progressed as we are aware officers initially hoped, it seems from the draft project plans provided that there is quite a difference in understanding of the Act, reflected within the language and actions identified. There is an opportunity to work through this and to have genuine conversations via the public consultation period, which can help shape and define the final plan. You may also find our ['Future Generations Framework'](#) a helpful resource for this purpose.

As detailed in annex 1, 'Summary of activity between Pembrokeshire PSB and the Office of the Future Generations Commissioner during the 14 week consultation period' we have sought to feed in to the development of the draft well-being plan iteratively. While this written advice marks the end of the statutory advice period, our office is happy to support and provide further advice as you progress in developing your well-being plan.

As you develop your well-being plan, please be aware, the statutory guidance states PSBs must take into account the latest Future Generations Report as prepared by our office. We have shared with officers a summary of recommendations from the [Future Generations Report 2020](#) and have highlighted within this document and the iterative advice recommendations which will be of particular relevance. You should ensure you are taking these into consideration in respect of your proposed steps.

There is no set approach you should take to demonstrate this consideration, but it may be helpful for you to know that other PSBs have mapped this against objectives and steps similarly to the well-being goals and ways of working, and have included phrases such as:

- "We have listened to XYZ recommendations from the Commissioner."
- "The Commissioner's Future Generations Report 2020 has helped us form this objective or step."

Overall

We welcome that the draft plan lists PSB members, supporting strategies, and highlights that *"The Well-being Plan represents the additional value that can be delivered through working innovatively and collaboratively"* and that *"The PSB will take advantage of opportunities to embrace other important pieces of work where it can add its influence and value as and when these emerge."*

The Core Principles outlined are also positive, as is the reflection on first plan, and the *"taking a 'less is more' approach to maximise our effectiveness"* identifying where the PSB as a collective can add value. However, we note that it also details the PSB will be *"taking a more 'enabling role' rather than directly responsible for delivery"*. While there will be elements where the PSB will be a key influencer and enabler including helping to remove barriers or increase collaboration, we would encourage you to be proactive, using your leverage as a PSB to be more directive and lead delivery to ensure you are driving the change needed to improve well-being for your communities.

It is good to see the recognition that complex issues will require a long-term commitment and vision. However, within the project plans there is inconsistent evidence of this approach being reflected, including reference to Future Trends etc. In taking a long-term view, it may be helpful to use the Three Horizons approach to ensure that any immediate actions are also moving you towards meeting the needs of future generations and not away from them. For example, under *'Reducing Poverty and Inequalities'*, actions to develop local schemes could be H2+ if you make opportunities equitably available to everyone, but actions could be H2- if there is limited access e.g. only advertising on twitter, further entrenching inequalities and barriers. It is important to consider 'how' you deliver something, using the five ways of working. Our Three Horizons toolkit is available [here](#), we would recommend that you engage with Natural Resources Wales (NRW) on the offer of running a Three Horizons session on a topic which would support the development of your plan, we have received positive feedback from PSBs who have held Three Horizons sessions during their planning on topics such as poverty and 20 minute neighbourhoods.

With regards to the objectives and key areas of focus, it may be useful to give definitions to terms e.g. 'connected'- does this mean transport/digital/both? This can then better inform the contributions made via the project plans. We like that each project plan and the *'Actions and Objectives Matrix'* sets out how they contribute towards the objectives showing integration, however, it fails to show how the projects interlink with each other, which is a missed opportunity. E.g. Food growing under *"Tackling climate change and nature emergency"* could be an important mechanism for reducing poverty and inequalities, and/or supporting communities, but is not listed.

We welcome the approach of setting out the five ways of working with narrative of how the project plan will apply these, however understanding seems lacking in some places e.g. *'Biodiversity and the Nature Emergency'* narrative against integration is *"This work will the resilience goal, which explicitly supports societal and economic resilience."* While it is positive to see the consideration of the dimensions of sustainable development, we would like to see how contribution to the seven well-being goals could be achieved, alongside how this will integrate with PSB members' well-being objectives especially in light of the outcome of *"Nature will be recognised as an asset and will be demonstrably embedded in the decision making, plans and strategies of PSB partner organisations"*

The grid showing contribution towards the well-being goals and four dimensions of sustainable development show clear gaps, which we feel in places could be easily addressed. It may be useful to apply a similar approach to the five ways of working, which have an accompanying narrative. This would likely identify opportunities, and if laid out like the ways of working with the definitions would

provide a stronger understanding of the well-being goals which will be essential to meet the requirement of showing contribution to all goals alongside identifying opportunities which will best improve well-being for your communities.

We welcome the section identifying possible risks and mitigations for these. A SWOT (strengths, weaknesses, opportunities and threats) approach could also identify and show integration with the other project plans and e.g. local strategies. This approach, combined with the five ways of working, and considering the well-being goals could also identify further areas for consideration e.g. if the cost of living crisis/poverty forces people into work, what does this mean for the amount of people who are able to volunteer/unpaid carers? And what could this mean for your project plans e.g. *'Strengthening Communities'*

Project Plan - Reducing Poverty and Inequalities

As the [statutory guidance for PSBs \(SPSF3\)](#) states *'The right balance should be struck between delivering for the short term and doing so in the context of priorities for the long term.'* The Commissioner has recently set out [five policy ideas](#) for tackling the cost-of-living crisis in the immediate while also protecting future generations in the long-term and recognising the difficult financial challenges on Welsh Government and other public bodies.

Within [Chapter 2](#) of the Future Generations Report, we recommend that PSB's *"Ensure they move beyond paper-based exercises, increase staff understanding and provide constructive challenge to show how the Five Ways of Working have been applied, specifically how contribution goals and objectives can be maximised."* This will be particularly relevant in developing this project plan further.

We want to see PSBs exploring how they break cycles and dig deeper into data to better understand the causes and effects of key issues and trends to inform the action they're proposing to take. Being clear on the root causes of issues, as opposed to the symptoms, will help you identify what the most effective preventative measures might be and when and where to intervene.

It is positive to see the language of this project plan has already been amended from *"Support People in Poverty"* to a broader and more preventative approach, in developing this project plan further it will also be useful to hold in mind the definition of prevention we have agreed with Welsh Government:

- Primary prevention (PP): Building resilience – creating the conditions in which problems do not arise in the future. A universal approach.
- Secondary prevention (SP): Targeting action towards areas where there is a high risk of a problem occurring. A targeted approach, which cements the principles of progressive universalism.
- Tertiary prevention (TP): Intervening once there is a problem, to stop it getting worse and prevent it reoccurring in the future. An intervention approach.
- Acute spending (AS): Spending, which acts to manage the impact of a strongly negative situation but does little or nothing to prevent problems occurring in the future. A remedial approach.

We have shared with officers' relevant recommendations from the Future Generations Report chapters including [A More Equal Wales](#), alongside Audit Wales' report on [tackling and alleviating poverty](#): which has good practice examples to draw from.

Considering how poverty can affect different demographics and integration with your other objectives can identify key areas for action, e.g. rural households often rely on fuels such as oil or Liquefied Petroleum Gas (LPG). [Audit Wales' 2019 fuel poverty report](#) found that almost a third of rural households in Wales use oil as their main fuel for heating. [Oil and LPG are more expensive than networked energy sources](#) such as gas and electricity and are not covered by [Ofgem's price cap](#). High energy costs are likely to be made worse by the very nature of rural housing, which is often older, not as well insulated, and [less energy efficient than urban housing](#). What could this mean for your communities and how could this impact on your other project plans such as 'Tackling Climate Change and the Nature Emergency'?

Project Plan – Strengthening Communities

We have provided feedback on this project plan iteratively to officers, our advice is summarised below.

In developing this further, we recommend considering our [Journey to a Wales of Cohesive Communities](#) and Future Generations Report chapters:

- A Wales of [Cohesive Communities](#)
- [A More Equal](#) Wales
- [Chapter 2: Leadership and implementation of the Act \(public bodies and PSBs\)](#)
- [A Globally Responsible](#) Wales

There is a focus on mapping, profiling and better understanding and informing the PSB. Whilst that's a worthy aim, we'd be looking for how you are going to build on your well-being assessment to move forward. We are encouraging all PSBs to focus on tangible actions in their work with communities and would suggest that any mapping has a clear purpose and timeframe. In particular we would encourage this theme to be about building relationships, which can transfer power rather than replicating power imbalance which can be created by just mapping organisations/services.

Generally the language and actions are positive, however, exercise caution around making paternalistic assumptions that you, as public services, need to encourage more activism, build confidence etc. We would encourage expanding on the focus on enabling what is already there and building a better understanding of when the PSB organisations can be a barrier (with corporate requirements etc) and would yield better outcomes if PSB organisations could step back – similarly to what we saw during the COVID-19 pandemic. Similarly with your outputs, it will be important to consider the balance between quantitative and qualitative change e.g. is it about an increased number of activists, or is it about removing barriers and frustrations for people already active, so that their efforts result in a wider/deeper impact?

We would like 'Support meaningful involvement of people in local decision-making' to be more SMART (i.e. specific, measurable, attainable, realistic and time-bound) and in developing this further

please consider the five ways of working/contribution to the well-being goals, e.g. how could you work with Community and Town Councils including to increase diversity of representation?

The outcomes feel slightly disconnected from the outputs; it may be useful to take the approach of a theory of change, or could usefully link more clearly to the section below on how this project plan delivers for the well-being objectives. E.g. is the outcome '*Communities are more confident to take ownership of assets transferred from partners*' linked to evidence about what holds communities back from taking ownership of assets? Is confidence lacking, or are there barriers in the process too?

Considering how this could be measured may also help develop the detail of the 'steps' e.g. '*Communities are able to use their skills to influence change in their local areas*' - what would this look like? It's often the measures that drive performance, so we need to consider whether we're measuring 'what matters'.

In considering what success will look like, it will be helpful to get a sense of how you think this shift will look. What will it mean you stop doing, what will you start doing? You may find the stop/start recommendations from the Future Generations Report [chapter on cohesive communities](#) helpful.

The assumption that this new way might take a long time to show results, might be based on false assumptions, for example by shifting investment from 'new initiatives' towards making funding easier to access for projects already in operation and doing great things, the impact could be quite quick. Similarly with learning that sometimes what communities need isn't always additional support, sometimes it's for those 'in authority' to hand back power/remove barriers/reduce bureaucracy, and again then, results could be swift. What would it look like if you had a 'real life fast track' as recommended within the Future Generations Report, and people with lived experience influencing decisions? This represents a shift in thinking in terms of who has the power, and what the role of the public sector is.

It may be helpful to breakdown into what success could look like for short, medium and long term and defining these lengths of time, we would recommend that long term is a minimum of 25 years, ideally 50 years.

Project Plan - Tackling Climate Change and the Nature Emergency

We encourage you to consider our [Journey to a Resilient Wales](#) and Future Generations Report chapters:

- [3, A Resilient Wales](#)
- [3, A Prosperous Wales](#)
- [5, Decarbonisation](#)
- [5, Planning and Placemaking](#)

Overall, whilst the project plans indicate that this will contribute towards the well-being goal of Vibrant Culture and Thriving Welsh language, there is no clear evidence of this from the information provided or the strategies referred to. Your public consultation will be a key mechanism for engaging with wider collaborators – such as Arts Council of Wales and Welsh Language practitioners, and will

identify opportunities as to how you could maximise contribution towards the well-being goals. For example, how the cultural offer can integrate with your objectives and steps on net zero and nature recovery such as the Centre for Alternative Technology's new work on creating a [new strategy for climate and the arts](#).

The Welsh Language Commissioner's Office have advised that your well-being plan should align with your Welsh Language Promotion Strategy, and this may be helpful for you in identifying which local partners to engage with. We have attached the Welsh Language Commissioner's resources 'Considering the Welsh language in the Local Well-being Plans' and ['standards relating to promoting the Welsh Language'](#) which we hope you will find helpful.

Additionally, please also use the Future Generations Report Chapter on A [Wales of vibrant culture and thriving Welsh language](#) and a [Journey to A Wales of Vibrant Culture and Thriving Welsh Language](#).

Biodiversity and the Nature Emergency

This project plan is very positive, with clear and practical narrative and actions. We welcome recognition that, while the climate and nature emergencies are 'interwoven,' they have different drivers requiring different but integrated actions. We look forward to seeing how this develops for the final version of the well-being plan.

We would advise that during development, consideration is given to who outside of the PSB members will need to be involved (including members of the public), alongside how this project plan could integrate with other project plans, as advised above under 'Overall'. There is also an opportunity to model the PSB core values e.g. offering any land earmarked for development as temporary resource for communities, this could align with the Future Generations Report recommendation '*Recognise that community stewardship of land offers a significant opportunity to deliver on the promise of green growth – to enhance social, environmental, and economic well-being.*'

Climate Adaptation

We welcome the long term view that the initial 2022-2027 Climate Adaptation Strategy will provide the "building blocks" for the coming decades. Also, that this has evolved from, and is addressing needs identified via a pilot. It is positive that you are seeking for the delivery plan actions to be integrated within PSB members' and other organisations' business plans during the 2023/24 planning cycle, and rightly identify the value of the PSB as a key influencer. However, aside from the strategic support, it is not clear how this differs from business as usual, or how the Act has been used as a lens to look at this differently, planning, challenging and evaluating actions which could have a transformative effect.

Reading the [Climate Adaptation Strategy](#), the vast majority of actions relate to mapping/identifying/research, with outcomes focused on improving understanding and/or enabling evidence basis for funding applications. While improving understanding, and the recognition that funding e.g. invest to save, are valuable we would encourage PSBs to be more aspirational with a commitment to tangible actions and outcomes. We note that through the workshops to inform the strategy gaps in knowledge were identified, we would encourage you to consider, in making your

steps SMART, ascribing a deadline for collection of this information in the short term and tangible actions/outcomes expected following this.

Whilst you outline that the strategy was informed via a series of stakeholder workshops, reading the outputs of the workshops, the attendees were those with a professional interest representing organisations. It is not clear how communities have been involved in this process, nor how the well-being assessment has been taken into consideration. How has this considered the different community groups within Pembrokeshire and the different ways they may be impacted?

We welcome the acknowledgement under the ways of working that '*strong community involvement is essential*' and note within the strategy the '*Communities Climate Adaptation Actions*', however these feel quite 'top down.' We would encourage you to take an asset-based approach to these elements, which may identify opportunities e.g. there may already be community groups formed which would provide an excellent mechanism for co-production of local adaption plans.

Our recent reports with Public Health Wales '[Inequality in a future Wales](#)' and '[Communities and Climate Change in a Future Wales](#)' will be of use in developing this project plan, and will help evidence how you have considered the well-being goal of a More Equal Wales. You may also find it helpful to seek advice on approaches with [Co-production Network for Wales](#).

Decarbonisation and Net Zero

We welcome the action to deliver carbon literacy training throughout the partner organisations, which aligns with a recommendation within the Future Generations Report 2020.

It is positive that you are exploring innovative approaches such as Local Areas Energy Planning and are considering how the PSB can '*identify opportunities for collaborative and coordinated action, including at a regional level where appropriate through established or new networks.*' Policy leads across Welsh Government departments would be keen to discuss opportunities for regional and national interventions.

We would encourage the PSB to go further and consider developing specific steps/actions on:

- The circular economy: how PSB partners can reduce consumption, increase reuse and recycling rates, and reduce waste going to landfill, again considering each of the goals could identify opportunities e.g. how this could contribute to '*Strengthening Communities*' and '*Reducing Poverty and Inequalities*' via repair cafes etc.
- Consider how collaborative ways of working (e.g. procurement) may be leveraged to improve carbon emissions and the circular economy. This can also be integrated into e.g. under '*Biodiversity and the Nature Emergency*,' the contribution to Objective 4 of '*Local actions could include community allotments and other food growing initiatives which support resourceful communities.*'

It is also good to see the recognition that "*this work will require new ways of working and therefore all PSB members need to collaborate and share good practice.*" However, collaboration shouldn't be limited to just the PSB partners. Some things will require a broader range of people. The 'unusual suspects' sometimes have the best solutions to long-standing problems. A strong partnership

approach with the public, private and third sector will be essential to deliver the change we need to achieve decarbonisation and net zero targets.

Building a sustainable, fair and green economy

We encourage PSBs to determine the objectives and steps where the PSB as a collaborative are going to have the biggest impact in adding value to improve well-being; rather than duplicating, or by identifying so many objectives and steps that it is impractical to adequately apply the ways of working.

However, while there can be a tendency to compartmentalise some issues, or defer to other networks such as regional growth deals on areas such as the economy, it's important for PSBs to recognise they can be a key influencer and informer on these areas of work. This is why it's important for PSBs to always hold the four dimensions of well-being in their thinking on objectives and steps, and not rush to separate or cut out a dimension of well-being in the interests of prioritisation.

We encourage you to consider who else, beyond the PSB partners, you need to collaborate with and involve to meet your objectives and maximize your contribution to the well-being goals. Are there organisations or boards needed to help you interconnect decision-making and improve well-being for the challenges you're trying to tackle?

Thank you for the open and honest communication during this statutory advice period. We hope you have found the iterative advice and this reference document useful as you continue to draft your plan.

Annex 1

Summary of activity between Pembrokeshire PSB and the Office of the Future Generations Commissioner during the 14 week consultation period

Below is a record of correspondence during the statutory consultation period:

Date	Activity	Comments
28 th July 2022	Email from Pembrokeshire	Triggering the 14 week consultation period.
23 rd August 2022	First meeting between Pembrokeshire and OFGC.	Agreed timescales. Agreed points of contact Discussed reflections from the well-being assessment and process for drafting objectives and steps Ongoing dialogue welcomed and agreed to meet again.
21 st September 2022	Meeting between Pembrokeshire and OFGC.	Discussed progress and timelines for public consultation.

		Discussed challenges of identifying where the PSB can add the most value without duplication of other Boards.
26 th September 2022	Email from OFGC	Sharing relevant chapters from the Future Generations Report. Advised on collaboration and integration.
25 th October 2022	Meeting between Pembrokeshire and OFGC	Discussed progress, approach and agreed revised timelines.
2 nd November 2022	Meeting between Pembrokeshire and OFGC	Provided iterative advice on 'Reducing Poverty and Inequality' project plan.
3 rd November 2022	Email from OFGC	Providing iterative advice and sign posting to: • Future Generations Report chapters • Five policy ideas for cost of living • Audit Wales' Time for Change • Summary of Future Generations Report recommendations • NRW's paper on steps PSB's can take to
10 th November 2022	Email from OFGC	Providing iterative advice and sign posting to relevant Future Generations Report chapters.



Llywodraeth Cymru
Welsh Government

Welsh Government response to the consultation on the draft local well-being plan for Pembrokeshire PSB, required by the Well-being of Future Generations (Wales) Act.

Thank you for sight of Pembrokeshire PSB's draft Local Well-being Plan as a partner among what is clearly a wide range of stakeholders consulted.

Welsh Government acknowledges that the preparation of a local well-being plan is a significant undertaking, and we recognise the amount of work that has been accomplished. These are the second round of plans, and it is hoped that there will be lessons learned from the first iteration, building on what happened previously.

We have structured our response to the consultation in a similar way as 2018 which is as follows:

- General comments providing an overview of thoughts on the plan;
- More specific comments on the way in which the plan has been prepared, such as observations on the approach the PSB has taken to choosing the objectives;
- A final summary table which identifies the areas we would suggest could benefit from further development. We are adopting a consistent approach to these matters, similar to the local well-being assessments, which have been categorised as follows:
 - Category A – these are significant issues which we hope would be addressed prior to publication of the final plan. They might relate, for example, to compliance with the statutory requirements or major concerns with key elements of the plan
 - Category B – these are issues which, if addressed prior to publication, would strengthen the final plan. While we acknowledge in the time remaining that may not be possible, we think these important matters will add genuine value to the plan and prioritised alongside early development.
 - Category C – these are matters which would strengthen the plan but could be addressed as it continues to develop and evolve.

We will be using the same approach in responding to each of the plans. This time we have also added an accompanying annex which highlights some of the feedback we have received from policy leads within Welsh Government on the projects that you have chosen.

Overall Thoughts

This is a clearly thought-out draft plan, and it is evident that a lot of work has gone into considering the key priorities emerging from the well-being assessment. We look forward to hearing more about how you will be implementing your actions as part of the delivery plan.

Comments on particular aspects of the draft plan

Structure and Format

The draft plan is well structured and clearly written and presented. The introduction is a useful 'scene-setter' for those readers who may be unfamiliar with the work of the PSB. It explains clearly how the evidence gathered from the well-being assessment has been used to inform the plan. There are also useful reflections on the first well-being plan, including key lessons learned and how these have informed the new approaches you have decided to take, areas of priority, and also areas of continuity.

It is good to see recognition and emphasis of the PSB's focus being on areas where working in partnership will have the greatest impact and where collective influence adds value to what is already done as individual organisations – which goes to the heart of what the PSBs' role is.

We thought that the tables setting out the project plans provided a really clear and useful way of explaining the background, what you want to achieve, how you will go about doing it, and the timescales involved. The additional tables setting out how the work will contribute to the objectives, and also how the projects align with the five ways of working, demonstrates how carefully you have considered the various aspects of well-being planning.

Timescales

The plan identifies a range of short (immediate – 6 months to 2 years), medium, and long-term actions (1 to 5 years and beyond) to demonstrate how longer-term thinking has been incorporated into the plan. The plan acknowledges that the first well-being plan and well-being assessment highlighted long-term trends and issues that will take time to address (particularly in relation to tackling climate change and the nature emergency, building a sustainable and green economy and tackling poverty) and that many of these issues will continue to be addressed through the four well-being

objectives on which the plan is based. The plan would be stronger if it was clearer where there was a long-term, but fixed term action to address an issue e.g., decarbonisation or addressing longer term population changes over a ten to thirty year horizon.

It is worth noting that there are different understandings of long-term in relation to different issues. There are a number of resources available to support you in making better decisions for the long-term, including the [Future Trends Report 2021](#)

Involvement

It would be interesting to know more about how you engaged with your communities in the development of the plan. There is only a small amount provided in relation to this ('A range of stakeholders and residents have played an important role in the development of this draft plan...'). For example, it would be interesting to learn more about any challenges and/or opportunities you have experienced in this process.

One of your core principles is 'Building Relationships' which highlights the importance of involving your local communities as you think ahead to delivering the well-being plan. The involvement of communities and partners is reflected in some of the projects that will be delivered under the well-being objectives (i.e., the plan notes that your approach to engagement and the strategies put in place to support communities will be informed by data, evidence, and people's lived experiences) but there is little detail provided beyond this on who these communities / partners are and how or when they will be engaged and involved. It would be helpful if you could provide more specific information on the engagement approach you have adopted, for example any work you have done to engage with 'seldom heard' groups and children or young people, if relevant. The Welsh Government is committed to recognising, respecting and fulfilling children's rights and supporting public bodies to think about the reality of this in practice. If you would like more practical support on implementing a children's rights approach, please visit [The Right Way - A Children's Rights Approach - Children's Commissioner for Wales \(childcomwales.org.uk\)](https://childcomwales.org.uk).

Your work with the Co-Production Network for Wales, along with Ceredigion and Carmarthenshire PSBs, will be a helpful means of support to successfully engage citizens and bring together diverse groups of individuals to co-produce solutions to local problems, helping deliver some of the activities you have outlined. We look forward to hearing more about this as the project develops.

Collaboration

The plan clearly sets out the positive ways you are working collaboratively and specifically mentions local, regional and national plans and strategies, such as the

West Wales Care Partnership Area Plan, Swansea Bay City Deal, Economic Action Plan, Local Development Plans and Area Statements. There are also references to other partnerships operating locally with various remits around improving well-being in specific areas, for example, the Safer Pembrokeshire Community Safety Partnership. It is encouraging to read that the PSB will look to align with existing activity and enhance these where possible to ensure efforts are not duplicated.

In some instances, it would be good to understand more about who the PSB will involve in terms of achieving its actions. When identifying who is best placed to take the proposed actions forward, or collaborate to deliver them, we would encourage the board to think laterally about who might contribute to each action. It is important that the people with whom the PSB engages can potentially bring the broadest range of insights, constructive challenge, data and solutions to the PSB. To this end, we would suggest reaching out to partners with an interest in the interventions being proposed, such as existing equality networks, youth forums, employability support services and County Voluntary Councils.

Finally, it would be beneficial if the plan could include the role community and town councils in the area will play towards meeting the objectives, particularly if there are councils under a duty to do so.

Integration and Prevention

The plan emphasises the importance of adopting an integrated approach and integrative practices. This is reflected in the way each project area aims to target two or more of the objectives and in your decision not to assign the steps to specific objectives, which recognises their potential impact across the four objectives. The individual objectives also recognise overlaps and will potentially deliver against multiple goals.

A preventative approach has clearly been considered in the plan, and this comes across in the way you have demonstrated how each project will align with the five ways of working (including prevention).

Balance and Comprehensiveness

The four well-being objectives act as the framework through which the PSB will prioritise its key areas of focus. Activity will be focused around a number of project plans, with each project area aiming to target two or more of the well-being objectives. Each of these projects is justified as to why it has been chosen (based on evidence from the assessment or engagement processes), has a set of ambitions or outcomes, with actions that will be taken to achieve this and an outline of the outputs that will be delivered.

Our view is that currently the cultural and Welsh language aspect is missing from the plan. You have provided a tick to say that each project has a cultural element. However, there is no evidence or rationale provided to justify this. The actions could do a lot more to consider the positive impact culture and the Welsh language can have across many of the objectives and in helping the PSB to achieve these. Furthermore, the statutory guidance for PSBs states that 'the Welsh language should be given due consideration as part of preparing the local well-being reflecting its official status in Wales and the national well-being goal of 'a thriving Welsh language'. You should consider how to embed the spirit of Cymraeg 2050 in your plan. You should also consider making a proactive statement regarding how the plan will practically contribute to the implementation of Cymraeg 2050.

Reflective and Critical Approach

The well-being assessment has been used effectively to help identify the priorities to be addressed in the plan and it sets out clearly the justification for each of the objectives. The plan could be strengthened by including more consideration of the strengths and gaps of its development, for example, engaging different communities and delivery partners.

There is demonstration of a clear and well-thought-out approach, clearly setting out under each of the four well-being objectives the anticipated impacts and outcomes, the steps that will be taken to achieve these and the resources that will be used. There is a good understanding of the key issues under each of the well-being objectives and there has been an effective use of evidence to support and justify their inclusion.

Use of evidence

It is clear that evidence from the assessment has been used effectively to identify the priority areas and the four well-being objectives, and also to develop the project plans and activities that will be delivered as part of the plan. The plan could be further strengthened by including more detail on how the PSB's approach to monitoring and evaluation of the plan's implementation and the actual or anticipated impact of the actions. It is clear that the PSB has started to implement a theory of change approach as part of the development of the plan and by strengthening this approach in the way we have suggested, there will be a helpful framework for building evaluative approaches. The plan does state that you will undertake further work during the consultation period to identify what success will look like for each of the project plans and activities, how you will measure this and how you will know when you have got there. Hopefully this will address the comment above.

Areas for development

Category A

Further consideration of culture and Welsh language (see 'Balance and Comprehensiveness')

Category B

More detail on engagement and involvement (see 'Involvement')

Consideration of how you will engage with Community and Town Councils (see 'Collaboration')

More consideration given to gaps in the evidence (see 'Reflective and Critical Approach')

Category C

ANNEX

Project Plans	Advice from policy leads
Reducing Poverty and Inequalities	We are pleased to see the lived experience element featuring in your research element. We are sure you will be aware of the work of the Swansea Poverty Truth Commission, but we are happy to make any connections if needed. The plan illustrates your intention to include short term cost of living activity alongside medium to longer term strategy content. The timing to publish this in April 2023 should offer the opportunity to feedback your experience at Welsh Government's external events which are scheduled in the coming weeks. We will also be interested to see how the multiagency delivery group works to support delivery. Currently, the section does not include the nature emergency related wellbeing objective (bottom of page 14) but although this is primarily focused on the cost-of-living crisis there does appear to be scope to look at all aspects of poverty. For example, in the outputs section it talks about the "lived experience of people in poverty" and it's common for disadvantaged communities to have the least access to green spaces so this could be targeted as a way of improving their lived experience. Therefore, this project could contribute to the nature emergency and climate change objective by improving access to biodiverse green spaces in areas where poverty is more prevalent.
Biodiversity and the nature emergency	This is really excellent with good detail of the actions required. It is refreshing to see biodiversity specific actions featuring strongly in the section. There is nothing we would suggest changing, other than perhaps add "improve air quality" and "reduce noise pollution" to the opening paragraph just to make it an even more comprehensive list, but this is very minor. Specific help and advice in each local authority area can be obtained from the Local Nature Partnerships. Also the Local Places for Nature Scheme's main aim is to create areas that support nature within communities, particularly in urban and peri-urban areas and includes both funding and advice.
Climate Adaptation and Decarbonisation and Net Zero	It is good to see that there is an adaptation project as well as a decarbonisation project and that the 61 areas of risk outlined in CCRA3 are referenced, with 24 actions specified for delivery by public bodies and third and private sector partners in Pembrokeshire coordinated by the PSB. Action on the 61 areas of risk are also being taken at the national level so making sure actions are aligned to reduce risk of duplication of effort may be a factor to consider. Welsh Government officials have also begun work on the next national adaptation plan, which is due to be published in Autumn 2024. This will provide an updated national strategic approach in addition to Pembrokeshire's own county strategic approach to climate adaptation.

NRW Well-being Assessment Consultation for Pembrokeshire Public Service Board

General comments:

NRW are encouraged by the recognition and importance given within the draft Well-being Plan to addressing the nature and climate crises. We look forward to working with PSB partners to link activity identified within the project plan 'Tackling Climate Change and the Nature Emergency' with activity across the other project plans. The aim being to achieve an holistic approach delivering interconnected social, economic, environmental and cultural well-being across Pembrokeshire. This will be particularly important as the "Building a sustainable, fair and green economy" project plan develops. It will also enable us to further develop priorities identified in the South West Wales Area Statement, which can contribute across all project plans within the draft plan.

We do however consider that clarity for the reader may be impaired by a lack of consistency in presentation of the Project Plans and underlying Headline Actions and sub-actions within the draft plan. Potentially a summary table to set out the Project Plan(s) and the associated Headline Actions and sub-actions or an extension/amendment to the "Actions and Objectives Matrix" may help address this point.

NRW recommend adding 1 Marine Conservation Zone – Skomer to the text box listing Special Areas of Conservation, SSSIs and Special Protection Areas on page 4 of the draft plan. This is an additional conservation designation which helps to convey how special or significant Pembrokeshire, including its coastal waters and offshore islands, is for nature conservation and all the associated well-being benefits that this brings.

Overall, in assessing the Plan against the 5 categories, NRW is satisfied that all fall within the Meeting Expected range and one i.e. Application of the Climate Change Risk Assessment for Wales to be at Greater Depth. We trust that providing these comments will assist in refining the draft and we look forward to working with partners to further improve the robustness and resilience of the final plan and to ensure the positive delivery of actions to achieve the Plan objectives.

1. Items which are special or significant and distinct to place

Findings: Meeting expected

The four Well-being Objectives and project plans provide significant potential to enable us to take collective action optimising the link between healthy, local natural spaces and the well-being benefits they provide to communities. There is frequent reference across all project plans for opportunities for collective action. As a number of the project plan headline actions and sub-actions involve the development of strategies, plans or building a better evidence base, although implied, it is not immediately obvious how this activity will deliver the objectives. For example, to illustrate this point, the “Reducing Poverty and Inequalities” Project Plan has a headline action to develop a longer term strategy and sub-actions “to analyse data and trends to understand the levels of poverty in Pembrokeshire” and Identify appropriate actions to sit within the strategy and delivery arrangements”. Development of the strategy, analysing data and identification of actions will however incorporate health and environmental risks but this is not explicitly stated in the plan. Similarly under the Strengthening Communities” project plan action to develop community profiles and community well-being plans, although not explicitly stated, the plan provides a clear mechanism for collaborative work to build more resilient, healthier communities, better connected with our natural environment and the well-being benefits they provide.

It is encouraging that activity identified within the “Tackling Climate Change and the Nature Emergency” project plan will identify further opportunities to improve ecosystem resilience. Activity will lead to nature being recognised as an asset demonstrably embedded in the decision making, plans and strategies of PSB partner organisations

Recommendations for the Well-being Plan

To recognise the important role that protected, healthy natural assets have towards “building a sustainable, fair and green economy” as activity under this project plan is further researched and developed.

Aspirations for future Well-being Plan delivery

Our natural assets can be used to deliver preventative, cost-effective, and long-term nature-based solutions to some of our most complex social, economic and cultural well-being needs. By shining a light on the spatial opportunities provided by an area’s natural environment we can better understand what is special or significant about the landscapes and natural habitats of this place.

This increased understanding will be vital for us to ensure that these natural assets are safeguarded and enhanced for future generations. As the PSB moves forward into well-being planning and delivery, it will be important to consider how the natural assets of the place may be used to solve problems and address well-being needs identified in the wider assessment.

As the PSB moves into the delivery phase NRW would like to continue to work with PSB partners to facilitate the protection and enhancement of the locality's natural places in areas where well-being demand is high. In order to achieve this, it is necessary to embed opportunities for collective action in this area. The PSB should explore how a number of joint partnership initiatives which sit within the PSB's portfolio such as procurement, public sector asset management, Local Development Planning and Planning and Section 6 Biodiversity Management Plans can work better in tandem with Area Statements and make tangible improvements to ecosystem resilience in the locality.

NRW Contributions

The plan makes no mention of specific places where any of the proposed actions are actually going to be carried out. NRW is committed to working with partners in identifying the most appropriate places through the delivery stage. To achieve this successfully, as the PSB moves into the delivery phase NRW would like to continue to work with PSB partners to facilitate the protection and enhancement of Pembrokeshire's natural environment.

2. Assessment and analysis of Environmental Well-being

Findings Meeting Expected

The Pembrokeshire Well-being Plan Objectives and the steps to take which will deliver them will contribute towards the Sustainable Management of Natural Resources (SMNR) associated with good environmental well-being (as measured by the four aims of SMNR laid out in the State of Natural Resources Report (SoNaRR) 20201).

Example actions identified within the plan to deliver the objectives include:

- a) Safeguard and enhance stocks of natural resources

Headline Action under Tackling Climate Change and the Nature Emergency Project Plan: "Raise the profile of and change the way we think about acting for biodiversity, and the role that all PSB partners have in tackling the nature crisis". This will lead to

nature being recognised as an asset and be demonstrably embedded in the decision making, plans and strategies of PSB partner organisations.

b) Improve the health of our ecosystems

Headline Action under Tackling Climate Change and the Nature Emergency Project Plan: “Working collaboratively to deliver actions identified in the Nature Recovery Action Plan for Pembrokeshire”. This will lead to activity which contributes to maintaining and enhancing biodiversity and resilient ecosystems

c) Reduce communities’ exposure to environmental risks

Headline Action under Tackling Climate Change and the Nature Emergency Project Plan: Monitor and support the implementation of the Climate Adaptation Plan for Pembrokeshire. This will lead to implementation of a county wide strategic approach to climate adaptation with more resilient communities, planning for and adapting to a changing climate in preparation for continued adaptation for decades to come. There is also action identified to link to delivery of the Pembrokeshire Local Area Energy Plan (LAEP).

d) Incentivise a regenerative local economy whereby the environmental impacts of production and consumption are reduced

Headline Action under Tackling Climate Change and the Nature Emergency Project Plan: Work together to share good practice, deliver carbon reduction actions and reduce carbon use to net zero by 2030. Activity within this area links to renewable energy through to the green economy and skills development. It will also contribute towards transformational change in the energy sector with links to the transport sector.

The examples given above are all activities identified within the “Tackling Climate Change and the Nature Emergency” project plan. Other project plans will also deliver activity that will contribute to these SMNR aims, but these activities may be less immediately obvious or not necessarily explicitly mentioned. For example, the “Strengthening Communities” project plan includes activity to produce ‘Community Well-being Plans’. These Well-being plans will build resilience and help address some of the wider challenges facing society, such as poverty and climate change. This demonstrates that they will therefore include action to sustainably manage natural resources as measured by the above mentioned 4 aims of SMNR.

Recommendations for the Well-being Plan

Further identification and development of activity under the “Building a sustainable, fair and green economy” project plan will help to better identify mechanisms for promoting a regenerative economy and delivering the wider societal transformation across the

systems of energy, transport and food. This is required to address the demands of the climate and nature emergencies and actively contribute towards Wales achieving the SMNR by enabling the required transformation.

It is also suggested that the plan demonstrates the link to the Regional Development Strategies (RES) and Plan.

Aspirations for future Well-being Plan delivery

In order to maximise the contribution that nature can make towards well-being in Wales all four aims (or determinants of environmental well-being) must be achieved.

NRW has identified that during the Well-being Assessment stage of well-being planning, PSBs were less likely to assess the extent to which the social and economic dimensions were contributing towards degradation of the environmental indicators at the local scale (SMNR aims three and four). This is an area of concern because whilst current conservation and management actions are having positive impacts on environmental well-being, their effects are overwhelmed by the growing pressures on biodiversity.

If we are to address the nature and climate emergencies, then it is important that we identify and address the root cause of factors causing the biggest impact.

NRW Contributions

As the PSB moves into the delivery phase NRW would like to see a continuation of embedding collective action and in particular to help build transformative capacity and capability amongst and between partnerships to take the required systems view.

NRW would also like to support the PSB to make clearer connections to their respective growth and local and regional economic frameworks across a range of areas such as energy, the economy and skills and work with these partnerships to take a more 'inclusive' approach to measuring economic success.

We will help to deliver these aspirations and activity specified under the Nature and Climate Emergency Project Plan through our continued active engagement with PSB partners and wider stakeholders in the Nature, Decarbonisation and Climate Adaptation Group.

3. Future Trends

Findings: Meeting Expected

In its review of the Pembrokeshire Well-being Plan, NRW has identified that the Local Well-being Objectives and the steps to take which will deliver them adequately take account of what we know about the future by balancing short- and long-term needs.

Whilst the project plans may not specifically refer to future trend data or the use and output from futures modelling tools, the specified actions do demonstrate commitment to analysing data and trends for effective action that addresses the needs of the current generation without compromising the needs of future generations. For example, development of a short term and also a longer term strategy to reduce poverty and inequalities. Also the development of Community profiles and community well-being plans, collaborative progressive delivery of the Nature Recovery Action Plan for Pembrokeshire, working towards the net zero carbon target, and coordinating implementation of the 5 year Climate Adaptation Plan for Pembrokeshire as providing building blocks to commence preparation for the coming decades, further demonstrates how future trends have been considered within the plan.

Recommendations for the Well-being Plan

NRW recommends that the PSB continues to take into account future trends when evaluating and determining activity/steps to take within the “Building a sustainable, fair and green economy” project plan. This detail under this project plan has yet to be completed but should clearly identify how the activity proposed addresses the root causes of issues faced both now and into the future.

We would also like to see reference to key relevant future trends such as aging population, particularly in the inequalities or communities sections, as identified in the [Wales future trends report](#).

Aspirations for future Well-being Plan delivery

The purpose of futures thinking is to consider the threats and opportunities that may arise in the future and make better decisions in uncertainty. In the Well-being Planning context, it is also to ensure we consider future generations in our decision making.

Futures thinking can also help the PSB to begin to identify and address the root cause of the issues faced thereby, focussing resource towards areas where there is a high risk of a problem occurring and taking preventative rather than reactive action.

As the PSB moves into the delivery phase NRW would like to work with partners to ensure that the PSB continues to build in resilience to future scenarios and operates in a way which enables it to be adaptable enough to allow for a number of options for delivery. NRW would also continue to advocate for partners to take collective actions to help shape and create the conditions in which problems do not arise in the future (primary prevention).

NRW Contributions

NRW can offer the PSB assistance to progress discussions and run a 'Futures thinking' workshop utilising the '3 Horizon' model to help inform and further define activity as we move into the delivery phase.

4. Application of the Climate Change Risk Assessment for Wales (CCRA3)

Findings: Greater Depth

In its review of the Pembrokeshire Well-being Plan, NRW has identified that the Local Well-being Objectives and the steps to take support the preparation of a climate-ready future for the locality across a range of different potential future scenarios

The Plan has applied CCRA 3 and taken into account the need to not only adapt to the risks of a changing climate but also to reduce carbon emissions to mitigate against impacts.

Pembrokeshire has a 5 year Climate Adaptation Strategy which provides a strategic approach to increase the resilience of Pembrokeshire to the effects of climate change and to prepare for specific climate risks and provide building blocks to prepare for the coming decades. PSB partners, together with a wide range of stakeholders, including community groups and local businesses, informed development of the strategy. The 61 risks in the Climate Change Risk Assessment 3 (CCRA3) were examined, resulting in 39 priorities being identified for Pembrokeshire and 24 actions specified for delivery by public bodies and third and private sector partners across the County. Actions identified within the plan demonstrate how the PSB will coordinate implementation of the strategy.

In addition to adaptating to climate change the well-being plan also sets out mitigation activity towards decarbonisation and net zero ambitions and also tackling biodiversity and the nature emergency as interwoven challenges. There is recognition of the value of healthy and functioning ecosystems in limiting negative impacts (e.g. of climate change) and promoting wider societal benefits (e.g. wellbeing benefits of access to nature) with activity identified to deliver these aims.

Recommendations for the Well-being Plan

To recognise the importance of assessing the risks posed by climate change and adapting and mitigating to those risks when considering activity development under the “Building a sustainable, fair and green economy” Project Plan.

Aspirations for future Well-being Plan delivery

As the PSB moves into the delivery phase NRW would like to continue to work with partners to ensure effective integrated delivery of the activity identified in the Plan across the well-being goals. Also, through continued engagement, to identify and harness all opportunities to influence systems change and transformation such as the PSBs’ influence on other strategic partnerships operating in the region (e.g., CJC’s, RPBs). PSB activity in this area will be adding value to activity being undertaken elsewhere in the system. As the Project Plan “Building a sustainable, fair and green economy” is further developed linkages and new opportunities to influence or/and add value may become more apparent. Overall this will help support the preparation of a climate-ready future for the locality across a range of different potential future scenarios.

NRW Contributions

NRW look forward to continuing to support the PSB, through the Nature, Decarbonisation and Climate Adaptation Group, in development of a delivery plan and implementation of the Cliamte Adaptation Strategy for Pembrokeshire.

5. Inequalities between communities and exposure to environmental risk

Findings: Meeting Expected

In its review of the Pembrokeshire Well-being Plan, NRW has identified that the Local Well-being Objectives and the steps to meet them are likely reduce communities' exposure to environmental risk.

The Project Plan "Reducing Poverty and Inequalities" does not specifically refer to activity that in addressing poverty will also help reduce vulnerable communities' exposure to environmental risk. Activity does however specify developing short and longer term poverty strategies to respond to the cost of living crisis and effect lasting change. As these strategies develop and activity to implement the strategies is identified there will be opportunity to more fully explore collective action to help reduce exposure e.g. exposure to flood risk or improve health through improved access to green space or improve poor housing impacting health and the environment. Therefore, although not clearly stated at this stage of plan development the development of poverty strategies provides the opportunity to integrate activity to address the cost of living crisis, poverty and inequalities, with activity that reduces exposure to environmental risk.

Activity identified in the "Strengthening Communities" Project plan does include reference to building capacity within communities to address wider societal challenges such as climate change and poverty. Therefore, similarly to the comments above, as activity under this Project Plan develops there will be further opportunity to identify specific actions that reduce exposure to environmental risk, do not exacerbate inequalities and also link to activity in the "Tackling Climate Change and the Nature Emergency" Project Plan. Steps to develop Community Profiles and Community Well-being Plans as identified within the Stengthening Communities project Plan provide a mechanism to facilitate the necessary activity in an integrated way.

Opportunities for collective action that will reduce communities exposure to environmental risk are identified within the "Tackling Climate Change and the Nature Emergency" e.g. adapting to climate change, building resilient ecosystems and working to decarbonise to achieve net zero goals. Linkages to addressing poverty and inequalities e.g. how local well-being will be impacted by the transition to Net Zero within their associated communities and interconnected with other project plan activity could however be more explicit or clearly defined.

Recommendations for the Well-being Plan

NRW recommends that the PSB recognise interconnectness between poverty, inequalities and reducing exposure to environmental risks when evaluating whether the PSB can add value to the work already being undertaken towards “Building a sustainable, fair and green economy” in the county.

Aspirations for future Well-being Plan delivery

As the PSB moves into the delivery phase NRW would like to work with partners to eliminate communities’ exposure to environmental risk.

NRW would advocate for partners to prioritise collective activity which will ensure that the most vulnerable communities who are exposed to multiple health inequalities are living free from exposure to environmental risks now and in the future. NRW would like to work with partners to identify the added value gap of collaborative activity whilst using their collective PSB influence to inform other strategic partnerships e.g., Regional Partnership Boards as well as develop clear mechanisms which will improve the capacity and capability of partner organisations and communities to respond proactively to new and adverse environmental risks.

NRW would also advocate that the PSB identifies steps to take which will help partners to address the risks and opportunities associated with a just transition to net zero. This activity will ensure that decarbonisation activity is carried out in a way that avoids creating, or exacerbating inequalities, and uses the possibility of a transition to reduce or remove these inequalities within the locality.

NRW Contributions

NRW would like to support PSB partners to aid delivery of the above mentioned aspirations.

Pembrokeshire County Council Partnerships Panel responses to survey;

Q1 Tell us how well you think the actions outlined in the draft Well-being Plan 2023 - 2028 will meet the Well-being Objectives

As a Panel (Partnerships Panel) we feel the proposed actions outlined are admirable in ambition and if delivered in full would have widespread benefits and successfully meet the Well-being Objectives. That being said, we have concerns regarding the deliverability of the actions due to the ongoing financial pressures and feel a large amount of support and commitment will be needed from communities which may not be a realistic ask. Communities will need stable resources available to them to ensure they can assist where required and will also require support in proposing achievable solutions to enable them to help, all of which will require time and money during a time where both are lacking. The importance of scrutiny needs to be recognised, with all PSB partners being compliant and transparent and partaking in all invitations and opportunities to discuss both the successes and challenges of meeting the objectives over the next 5 years.

Q2 Is there is anything you feel has missed or if there are any gaps?

We are content that the proposed actions, if delivered in full, could meet the objectives but feel the plan lacks a robust evaluation element which will be required to ensure continual progress was being made. Further information needs to be included regarding accountability and feedback, both to the PSB and also the Partnerships Panel. It would be beneficial for the Partnerships Panel to receive a clear update report each meeting (approx. twice per year) outlining how the actions are developing, if the objectives are being met and what the targets will be for the upcoming months.

Q3 The Pembrokeshire Public Services Board is keen to contribute to building a sustainable, fair and green economy, however there is an abundance of work already happening in the county, for example, the development of the green energy sector in the Haven and other Boards and Panels who support economic growth. The PSB will therefore undertake further work over the next few months to determine whether it can add value to this agenda without duplicating existing work. If you have any comments on what you think the PSB could contribute to work in this area, please let us know

Liaise locally with partners and communities to clearly ascertain what support they need, and to be clear in what support could realistically be provided.



Gwasanaeth Tân ac Achub
Canolbarth a Gogledd Cymru
Mid and West Wales
Fire and Rescue Service

Prif Swyddog Tân | Chief Fire Officer
Roger Thomas BSc (Hons), MSc

[tanwg.gov.uk](mailto:post@tanwg.gov.uk)
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Nick Evans

Gofynner am /
Please ask for:

Mr Mydrian Harries

Rhif Est / Extn. No.

E-bost / E-mail:

m.harries@mawwfire.gov.uk

Fy Nghyf / My Ref:

Dyddiad / Date:

14th February 2023

Dear Nick,

Public Services Boards, Draft Well-being Plan Consultation.

Thank you for sending me your proposed Draft Well-being Plan for the Pembrokeshire Public Services Board.

As a statutory partner of the Public Services Board, Mid and West Wales Fire and Rescue Service has made a significant contribution to the development of each of the proposed Aims and can confirm that the Service is content with the proposals outlined within the Draft Plan.

We look forward to further developing our close working relationship with the Public Services Board and Partners during the implementation phase of the Plans and will endeavour to assist with the requirements for the delivery of the steps as outlined within the Well-being Plans.

Should you have any queries regarding this or wish to discuss this matter further, please do not hesitate to contact me.

Yours sincerely

Mydrian Harries

Assistant Chief Officer / Director of Resources

Heddlu Dyfed-Powys Police

PSB Wellbeing Plan Consultation – Pembrokeshire

Prepared by: Arron Bevan-John

Council:	Pembrokeshire
Letter prepared:	Y
Letter sent to LPA Supt:	Y
Letter sent to PSB Clerk:	
PSB Contact:	nicholas.evans@pembrokeshire.gov.uk
Survey:	Draft Well-being Plan 2023 - 2028 Have Your Say (pembrokeshire.gov.uk)
Deadline:	17/02/2023

Survey Question	DPP Comment
Please tell us how well you think the actions outlined in the draft Well-being Plan 2023 - 2028 will meet the Well-being Objectives	The priorities set out in the draft wellbeing plan are based on current pressures, and within the scope of public services. Dyfed-Powys Police is committed to working with partner organisations to deliver high-quality services to our citizens. As such, Dyfed-Powys Police will be considering how its priorities take cognisance of the wellbeing plan to benefit the citizens we jointly serve.
Please tell us if there is anything you feel has missed or if there are any gaps	N/A

The PSB is keen to contribute to building a sustainable, fair and green economy, however there is an abundance of work already happening in the county, for example, the development of the green energy sector in the Haven and other Boards and Panels who support economic growth. The PSB will therefore undertake further work over the next few months to determine whether it can add value to this agenda without duplicating existing work.

If you have any comments on what you think the PSB could contribute to work in this area, please let us know.

Objective 1

Work with our communities to reduce inequalities and improve well-being Dyfed-Powys Police is committed to working with PSB partners and communities to improve wellbeing and reduce health inequalities. Dyfed-Powys Police continues to work towards a more integrated approach on responding to people in mental health crisis and improving the wider identification, signposting and provision of mental health services. This includes continuous improvement of training and support for front line staff to ensure the most effective response is provided to individuals with mental health needs. Dyfed-Powys are working on processes to ensure that the criminal justice system is used appropriately and effectively for vulnerable offenders and victims with the correct level of engagement and support in each case. Dyfed-Powys will also continue to support community-based projects and initiatives which enhances the level of resilience and outreach within our communities.

The force has trialled the use of Nyxoid nasal spray (a medication which reverses the effects of opioids), with an intended rollout for all frontline staff in March 2023. Police Officers, Special Constables and PCSOs will be able to voluntarily carry this with them when on duty. In addition, 'Dyfed Naloxone Angels' a peer to peer scheme operated by service users and service providers in Llanelli as part of the area planning board harm reduction work, which partners are included in.

The force will continue to work with partners to ensure wellbeing/public health information is shared, and that we deliver the best possible service to our communities.

Objective 2

Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency

Dyfed-Powys Police is committed to working with the PSB to respond to the climate change emergency. Dyfed-Powys Police has a sustainability group in force which is establishing ways in which we as an organisation, and with the help of partners, can do all we can to reduce our environmental impact.

- Dyfed-Powys Police has established working groups in force which are now working towards ensuring we that we fully comply with the draft all Wales Sustainability and Decarbonisation Strategy.
- Dyfed-Powys Police has a full Decarbonisation Plan in place for our Police Headquarters estate.
- We are implementing a comprehensive Biodiversity plan across our estate which includes initiatives such as “no mow May” which encourages the growth of wildflower meadows.
- Dyfed-Powys Police has successfully secured grant funding which is being processed to allow for grass mowing to be conducted in partnership with Carmarthenshire County Council. This will also ensure our mowing waste is used to support biodiversity initiatives.
- Dyfed-Powys Police has successfully secured funding worth £887k which has been utilised to improve police building insulation, heating and colling systems, and replace old lighting units in police buildings.
- Dyfed-Powys Police has implemented localised utility monitoring and consumption systems which reduce force energy demand and consumption.
- Biomass boilers have been installed at Police Headquarters. and are being fully monitored, thus reducing our reliance at HQ for secondary back up heating and hot water from the Oil Boilers.
- Dyfed-Powys Police has a plan in place for its vehicle fleet. The force electric vehicle charging infrastructure is now at eight key sites. We also have a central pool of electric vehicles and are also collaborating

with the Brecon Beacons National Park Authority who will support our charging needs.

- Dyfed-Powys Police operates a smarter working policy that is being launched this week will significantly contribute towards our ambitions around a whole array of sustainability issues.
- The new Llanelli custody and police station is being built to “BREEAM Excellent” standard, and is totally electric with solar panels, eliminating the need for any fossil fuels.
- The force Strategic Command Centre building has “grey water”, is totally electric and has solar water heating.
- Dyfed-Powys Police has is developing a demand analysis of our estate, which is underway to identify how we can improve operational performance aligned with reducing our future carbon footprint.

The force will continue to work with partners to identify ways in which we can all work together to protect the natural environment and reduce our carbon footprint.

Objective 3

Enable safe, connected, resourceful and diverse communities

Dyfed-Powys Police is committed to working with the PSB to create safe and diverse communities and places. As part of the police service commitment to tackling Violence Against Women and Girls (VAWG) and promote the Safety of Women at Night (SWAN), Neighbourhood Policing Teams (NPTs) across the Dyfed-Powys Police area continue to provide bespoke engagement to reduce the impact of VAWG on the women and girls in our communities.

The Police and Crime Commissioner's Police and Crime Plan: "A Dyfed-Powys of Safe Communities" should be central to driving progress against this objective.

The Police and Crime Commissioner provides opportunities through his Victim and Youth Engagement Forums, for those with lived experience to engage in local discussions about criminal justice priorities and co-design services where appropriate.

Dyfed-Powys Police will continue to work with the OPCC, and all partners, to ensure safe spaces can be created, and to turn places where people feel unsafe into safe places. This is being done through use of the StreetSafe app to identify areas with poor CCTV coverage/poor lighting, encouraging online reporting of incidents, and engaging with our 'hardest to reach' groups to ensure we capture their views and opinions.

Dyfed-Powys Police will:

- Support the public to make informed and appropriate choices when accessing our services, ensuring a compassionate response to victims.
- Ensure that the public are provided with the information they need, to assess the performance of their policing and crime services.

Increase opportunities for people from diverse backgrounds to be heard (e.g., through the Independent Advisory Group (IAG). We will also work to ensure that any literature/information we put out to the public is bilingual (Welsh/English), but that we also identify other languages in our force area and tailor the literature we have to the needs of everybody in our community where identified. Our INTACT officers deliver targeted intervention to young people identified as being vulnerable to becoming involved in criminality (a perpetrator, or victim). INTACT officers also deliver training and awareness inputs on a range of topics to educate communities on the issues in their area,

thus improving community resilience, encouraging intelligence growth both with police and partners.

Dyfed-Powys Police is committed to working with young people, to prevent them becoming involved in crime and disorder. The neighbourhood policing principles we work to are clear about preventing crime and disorder, thereby reducing harm on communities. Young people are engaged with through the INTACT programme boxing interventions in each Local Policing Area (LPA), the Volunteer Police Cadet (VPC) programme, and many other initiatives where police are involved across the Dyfed-Powys Police area.

Objective 4

Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy

Dyfed-Powys Police is committed to working with the PSB to support the local economy. This includes through engagement with businesses to reduce the impact of crime and disorder on their business functions; using prevention initiatives/design out crime approved techniques. This in turn intends to minimise the loss of property/revenue owing to shoplifting, and/or criminal damage, preventing the local economy from operating efficiently.

Dyfed-Powys Police is a large employer in the Pembrokeshire area. We are committed to providing our police officers, staff, volunteers, and partners (where appropriate and possible) with training opportunities. This includes training in all areas of policing, and in subjects such as the Welsh language.

Dyfed-Powys Police operates several schemes aimed at improving the lives of citizens through learning new skills. Our partners, and individual members of the community, are welcome to apply for jobs in the regular force, in the Special Constabulary, or as a police support volunteer. These opportunities provide a unique opportunity for people to become involved in policing.

Dyfed-Powys Police is committed to working with young people, to prevent them becoming involved in crime and disorder. The neighbourhood policing

principles we work to are clear about preventing crime and disorder, thereby reducing harm on communities. Young people are engaged with through the INTACT programme boxing interventions in each Local Policing Area (LPA), the Volunteer Police Cadet (VPC) programme, and many other initiatives where police are involved across the Dyfed-Powys Police area.

Draft Pembrokeshire Well-being Plan Consultation Report

February 2023

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What's this report about?

Each local authority area in Wales has a public services board. The boards are statutory, strategic partnerships which aim to improve the social, economic, environmental and cultural well-being of Wales. They are made up of a number of public service providers including councils, health boards, fire authorities and Natural Resources Wales. The Pembrokeshire Public Service Boards also includes the Pembrokeshire Coast National Park Authority (PCNAP), Milford Haven Port Authority (MHPA) and third sector organisations including the Pembrokeshire Association of Voluntary Services (PAVS) and Pembrokeshire Local Action Network for Enterprise and Development (PLANED).

Each public services board in Wales has a duty to periodically undertaken an assessment of local well-being and to produce a well-being plan, which sets out how partners will work with local people and communities to improve social, economic, environmental and cultural well-being.

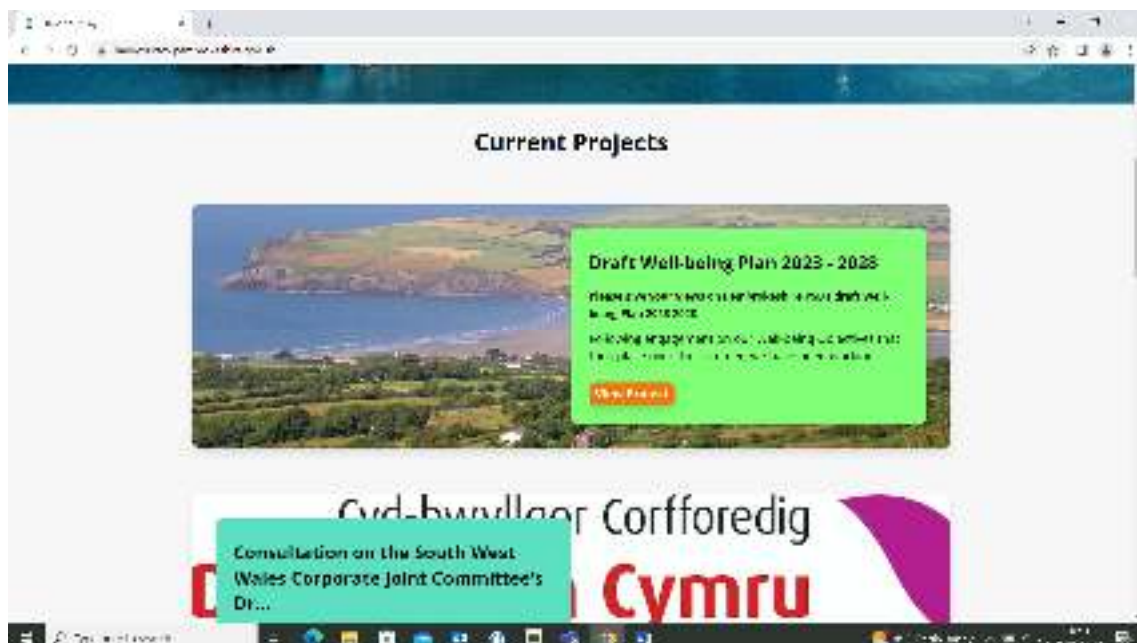
In early 2021 public service boards in Pembrokeshire, Carmarthenshire and Ceredigion agreed a joint methodology for the development of the second editions of their respective well-being assessments and well-being plans. A copy of the joint methodology is attached as Appendix 1.

In addition, a Pembrokeshire Engagement & Co-production Group was established to assist with the undertaking of engagement work within Pembrokeshire. As well as representatives from Pembrokeshire Public Services Board partners, the group also included a number of representatives from other organisations including PCNAP, MHPA, PAVS, PLANED, and the Co-Pro Network for Wales, as part of Project Dewi. A report on the engagement work undertaken to support the development of the Well-being Assessment was published at the end of 2021 and is available on request.

This report details the outcomes of the consultation on the draft Well-being Plan, which ran from Friday 25th November 2022 to Friday 17th February 2023.

How did we consult?

- A suite of bilingual information was made available within the Have Your Say section on <https://haveyoursay.pembrokeshire.gov.uk/> consisting of:
 - Draft Well-being Plan 2023 – 28
 - Draft Well-being Plan 2023 – 28 Easy Read version
 - Online and hard copy self-completion response forms
 - Well-being Assessment 2022
 - Well-being Assessment 2022 Executive Summary
 - Documents referenced within the draft Well-being Plan: Pembrokeshire Climate Adaptation Strategy, Pembrokeshire Local Area Energy Plan and the Pembrokeshire Nature Recovery Action Plan
 - Well-being of Future Generations Act video
 -



- Links to the project on <https://haveyoursay.pembrokeshire.gov.uk/> were shared with partners and information emailed directly to subscribers to Have Your Say (approx. 5,000)
- Resources to support consultation sessions with adults and young people were co-produced by partners with support from the Co-Production Network for Wales, as part of Project Dewi, and made available for partners to use during the consultation period.
- A series of online public discussion sessions were also scheduled for late January, with people being given the opportunity to indicate a preference to take part in a face-a-face to face session if they wished. The sessions were publicised on the Council's social media pages, with resources being provided to partners to share on their own pages. In the end it was only viable to run two of the planned sessions online. Facilitation support from the Co-Production Network for Wales and Pembrokeshire Action for Voluntary Services (PAVS) was invaluable in helping to emphasise that the plan is a partnership plan, rather than a Pembrokeshire County Council plan. As part of this, contact was also made with a group which was interested in taking forward actions as part of the plan itself

Who Took Part in the Consultation?

Online Public Discussion Sessions – 8, including two members of partner organisation staff

Feedback Sessions with Young People – Pembrokeshire Youth Assembly (16 young people aged 13 – 18), Milford Haven Youth Council (10 young people aged 10 – 14)

Other Group Sessions – Together for Change (7 people)

Online / Hard Copy Response Form – 28 responses

Characteristic	Number
Age 17 – 24	1
Age 25 – 64	14
Age 65 +	11
Male	15
Female	10
Disabled	1
Unpaid carer	7
No religion	9
Christian	12
White British	20
Other White	2
Mixed Ethnic Group	1
Low Household Income	3
Able to speak more than a few words of Welsh	6

What were the key themes? – From Group Discussions

- Poverty and equality objective needs more detail, it needs to include housing. Need to take a long-term approach and not just ameliorate impacts of the cost of living crisis
- Public sector bodies need to help ensure that communities have the right skills to help themselves and to support communities to learn from one another. There needs to be more discussion and engagement, including the opportunity for innovative engagement. Young people said intergenerational working and activities should be encouraged, and there should be more investment in youth groups.

Public sector bodies need to be more willing to work with communities and provide the support that communities need; this includes long-term, sustainable funding (including for engagement) and local procurement, as well as practical assistance with things such as volunteering schemes and form-filling.

- Local sustainable food produce and distribution needs to be encouraged, linked to lots of suggestions around community growing areas, outdoor volunteering, environmental enhancement (litter picking, tree planting etc etc)

- Young people said there needed to be much greater awareness of climate change and what was already being done to tackle it, as well as a host of suggestions for further actions which could be taken. In general, they often felt that more emphasis should be placed on maintaining what we already had rather than developing new
- River health and bathing water quality were an important element for the environmental priorities
- Young people felt that we should embrace different cultures and lifestyles and encourage more diversity in the county
- Many felt that there was a lack of detail as to how progress would be monitored and feed-back

What were the key themes? – From the Questionnaire

On the whole, those who responded to the questionnaire displayed less awareness and understanding, in their responses, of the Pembrokeshire Public Sector Services Board (PSB) and the Draft Well-being Plan.

We asked:

- ▶ Tell us how well you think the actions outlined in the draft Well-being Plan 2023 - 2028 will meet the Well-being Objectives
- ▶ Is there is anything you feel has missed or if there are any gaps?
- ▶ The Pembrokeshire Public Services Board is keen to contribute to building a sustainable, fair and green economy, however there is an abundance of work already happening in the county, for example, the development of the green energy sector in the Haven and other Boards and Panels who support economic growth. The PSB will therefore undertake further work over the next few months to determine whether it can add value to this agenda without duplicating existing work. If you have any comments on what you think the PSB could contribute to work in this area, please let us know

There were four main types of response:

RESPONSE TYPE ONE: further detail about the how the objectives would be delivery and / or what actions would be undertaken / measured was needed (19 comments)
RESPONSE TYPE TWO: identified themes they felt were absent from the draft plan and / or that the suggested objectives need tweaking (including comments on health, housing, Welsh language, planning, economic development / growth, education / training, access / amenities, youth services, older people's participation in democracy, transportation and energy) (23 comments)
RESPONSE TYPE THREE: complimentary comments on the draft plan (12 comments)
RESPONSE TYPE FOUR: mistakenly assumed that they were responding solely on a Pembrokeshire County Council matter / plan, and 'other' comments (11 comments)

In addition to the above, separate responses were received from the following statutory consultees and PSB partners;

- Future Generations Commissioner for Wales
- Welsh Government
- Natural Resources Wales
- Pembrokeshire County Council Partnerships Panel
- Mid and West Wales Fire and Rescue Service
- Dyfed Powys Police

1). Draft Well-being Plan Online Public Discussion Sessions 30th January and 1st February 2023

A brief introduction to the Pembrokeshire Public Services Board and draft Well-being Plan was given.

Between them the two groups chose to focus on the following objectives:

- **Reduce poverty and inequality** between people: mainly through helping people on a low income and those that need help because of the cost of living crisis (*one group*)
 - **Strengthen communities:** Increase our understanding of the different communities in Pembrokeshire. We want to ensure more people can get involved in the decisions made in services they use and when volunteering. We will need to make sure communities have the right skills and assets to become more involved (*both groups*)
 - **Biodiversity and the nature emergency:** increase understanding of the importance of biodiversity and work together to deliver the Nature Recovery Action Plan for Pembrokeshire (*one group*)
- One participant said there was a lot of information to take in. Another suggested that it would be good to illustrate the development of the draft plan with a diagram / picture and not just in words.
- There was discussion around whether health and economy should be stand-alone objectives within the plan, and the decision, which PSB partners had come to, that the plan should focus on collaborative projects which could not be delivered by one partner alone and which did not duplicate work taking place elsewhere. For example, the Health Board already had a comprehensive suite of plans to address health issues and, again, the economy was already part of numerous other plans which were in place (see draft Well-being Plan for further details). It was discussed whether the 'poverty' objective could be re-phased so it was less negative and more positively focussed on 'prosperity'.
- It was noted that there was not as much detail attached to the 'Poverty and Equality' objective as the others.
- There was also a discussion around whether there was too much emphasis in the 'poverty' objective on short-term amelioration and too little emphasis on tackling the root causes, which were as a result of global changes in climate, the availability of resources and conflict often for control over diminishing resources – before the effects made things even worse for people in Pembrokeshire, such as:
- The fuel we use for homes, cars and public transport getting very expensive
 - As things change in the world it will be more difficult to rely on food from outside the area being available at prices we can afford
 - Too many of our children and young people live in homes where there is not enough money to cover the basics
 - Many of us rely on farming and tourism to provide jobs – these are some of the jobs which will be most affected by the changes in the world
- 'Green jobs' were an important part of any economic development plans
 - River health and bathing water quality were important considerations
 - It was noted that Town & Community Councils (through One Voice Wales) did not appear on the slide with Public Services Board (PSB) partners. Representatives of partner organisations said that some work was ongoing with Town & Community Council and the intention was to bring One Voice Wales into the PSB.
 - How could we go about making sure communities had the right skills to help themselves?
 - One participant felt that having appropriate housing was critical and should be part of Reduce poverty and inequality objective
 - Difficult to know what the level of the cost of living crisis is – having been trying to talk to the local primary school to try and gauge what the level of crisis is

- There's a 'bombardment' of support schemes, so it is difficult for people to work out where to turn to. Schemes are not reaching far and wide enough. The Community Hub is a good but it is not well known enough. What's the best way to engage with communities and to get messages out – about existing schemes as well as new initiatives?
- Access to sustainably produced affordable local food was very important in helping to address food poverty – community supported agricultural schemes, for example
- Broad Haven – had allotment and community orchards but not widely known about
- Encouraging people to grow things for themselves was really important
- In general felt that there was a lack of awareness of the levels of poverty in Pembrokeshire – need to raise awareness of the facts, so that those who are not in need are motivated to help those who are
- There were many examples of people coming together, self-organising, but often groups didn't know how to work in partnership, how to engage with statutory agencies e.g. Citizen Science group in St Dogmael's – the group felt that they were being blocked in their aspirations by public environmental bodies. In the past there had been dedicated officers to work with communities
- It was said that this was often the case, as well, with Town & Community Councils who very often had good ideas but didn't know how to go about getting things off the ground
- Representatives of PSB partners said that both PLANED and PAVS could help. It was also suggested to reach out to your local County Councillor. All said that they were interested to find out what help communities felt that they needed to support well-being
- Need to raise awareness of the need for communities to step up and start to tackle things for themselves. In Newport an awareness day was being held to bring together and showcase local groups
- It was noted that more affluent communities / communities with higher numbers of retired people will more likely have greater social capital than more deprived communities – important to understand in order to know where best to target help
- One of the actions under the Strengthening Communities objectives was to create community profiles so there was a better understanding of this
- Opportunities for sharing between different communities was valuable and to be encouraged as communities often learned better for one another than from outside agencies
- Communication / engagement needed to continue throughout the course of the delivery of the plan
- One participant said that, in general, Wales had a good cycle network but more walking / cycling paths would be welcome in Pembrokeshire in particular to join up small villages and hamlets. It was often quite dangerous to travel along the narrow country lanes which joined them up on foot or by bike. There was also a need for more places to park cycles at destinations. A representative of a partner organisation outlined the cycle network infrastructure as it currently existed and plans to develop this, primarily via the Active Travel Initiative. Further details on this were circulated following the session
- One participant said that funding made available on the back of the pandemic had allowed small communities to invest in spaces (indoors and out) where they could bring themselves together to meet. Action to combat Covid had created a bow wave of activity to help strengthen small communities. A representative of a partner organisation said that the Pembrokeshire Community Building Network covered 85 community buildings, all of which were run by volunteers and voluntary management committees.
- It was agreed that a relatively small amount of investment in help to communities could reap manifold benefits. Participants felt that people were wanting to set up community groups and initiatives but were often unsure how to do it / where to turn for help. Needed to improve on letting communities know what support is available.
- Representative of MHPA talked about the success of the Under the Bridge project and asked if there had been any link in with the Well-being Plan (contact details were passed on). A representative of another partner agency said that there was a representative of MHPA on the engagement group and that work was going on to engage with children and young people.

- One participant said that it was hard for them to commit to volunteer for a community group on a regular basis as they had elderly parents who needed urgent (but irregular) assistance – so it was difficult to commit to a regular time slot. The group discussed this and said that the message that even helping out now and again when time permitted (such as litter picking when out walking) was valuable and that there needed to be better promotion / communication of this message. It was noted that both MHPA and Valero had staff volunteer schemes. One participant suggested that the cost of living crisis meant that people may be less likely to take early retirement, as they needed to stay in work for longer so there were less people available to volunteer.
- One group felt it was important that people had opportunities to volunteer in the outdoors and there was some discussion around this. One participant said that some work had been undertaken by the National Trust to clear invasive species but because there was a shortage of volunteers they had had to employ a contractor but had run out of money so the species had returned. They had managed to keep the species under control in their area but this had not happened elsewhere. The Pembrokeshire Nature Recovery Plan and the work of the Pembrokeshire Nature Partnership were highlighted and contact information circulated to the group.
- One group felt it was important that land be looked at in a more holistic way – not just on a little parcel by parcel basis. The way that land was currently divided up / fenced etc made it difficult for wildlife to inhabit / traverse.
- It was noted that more tree planting was needed and that the development of the new by-pass near Narberth had seemed to involve the removal of a disproportionate amount of trees. Trees were important to bats – at present many bats were taking up residence in buildings and / or buildings were being provided for them – better to encourage them to reside in trees.
- The initiative to support the development of community growing areas, within walking distance of settlements, was highlighted as valuable in terms the support it provided to people.

2). Response on behalf of Together for Change (Online Discussion 18th Jan 2023)

1. General questions about the plan overview to discuss

1.1 Is there anything that needs to be rephrased so it is more understandable?

- *There are significant structure/ layout issues with the document. It is not clearly formatted and the focused areas do not correlate throughout the document.*
- *The document is not numbered making it difficult to follow.*
- *The plan does not set out how any of the objectives are going to be achieved, it appears vague rather than being a clear and constructive plan.*
- *Concern was raised about the reach of the plan versus the limited response rate to the survey, which in turn risks not being reflective of the views/priorities of the people of Pembrokeshire.*
- *There is a lack of transparency regarding the number of people engaged*
- *More public engagement is needed. Diversify the method to ensure maximum reach.*

1.2 This has been drafted based upon an extensive assessment so the topic areas are set. But is there anything that you think is too important to leave out or anything that has been missed?

- *Needs more discussion based on services working together and also working with communities*
- *Not enough place based data being used in the research*

2. Questions regarding priority one: Reducing poverty and inequality between people

2.1 Do you feel the cost of living crisis is important to you, your community and Pembrokeshire as a county? If we developed local short term schemes that could help with the cost of living crisis, what things should the schemes do?

- *Absolutely yes, poverty and cost of living crisis have always been present for people in the county. It has been exacerbated in the past year but there have always been people living below the poverty line.*
- *We need longer term solutions, not short term schemes.*
- *Financial incentives are not enough to deal with the scale of the challenges faced.*

- Schemes are often believed to be reactionary rather than dealing with the root cause and moving towards longer term preventative options.
- In Pembrokeshire, there is limited healthy, affordable and local produce.
- Investing in zero waste, not for profit stores in lower economic communities could be beneficial. For example, Awesome Wales in Barry.

2.2 What do you think we could do to help people in poverty?

- This question suggests that there is an assumption that those in poverty are not part of the discussion which is contradictory to the notion that those with lived experience must be part of the conversation.
- There needs to be more engagement and monitoring to ensure objectives are achieved.
- There must be emphasis on innovative engagement.
- There is a lot of support available, however there is often little awareness of it. People need support to complete forms and be informed on what is available for them for example benefits.
- Bringing citizens advice into communities to support individuals. People are time poor and therefore can struggle to complete forms.

3. Questions regarding Priority two: Strengthening communities in Pembrokeshire

3.1 We think we need to work on a smaller scale and create community profiles for different parts of Pembrokeshire so we can know what we need to provide for them. Thinking about your communities what kind of projects do you feel are needed to increase your well-being?

- Together for Change are already working on an asset based project.
- There needs to be more resources and administrative services available.
- Local authority must be willing to work with communities and also engage with innovative community ideas and not hinder / delay their projects for example asset transfer.
- More co-productive working is required.
- A longer term vision to of funding and devolving said funding to community councils is necessary.

3.2 We know people want to be more involved in their communities. What would help you decide to volunteer or get involved in decision making in local charities? What has stopped you getting more involved so far?

- Keep volunteer opportunities local, makes people feel safe and reduces travel
- Publicise the positive impact of volunteering
- Often people are time poor so volunteering can be complex
- Employers can encourage volunteering by allowing a certain amount of hours during the working day people can use for volunteering. For example, PCC allow a number of hours per quarter.
- Reduce administration involved, short agreements not large documents which need to be completed which make opportunities less attractive.

3.3 We want to make sure community groups have the resources and skills they need to be strong. Thinking about the community groups you are a part of, what kind of resources and help do they need?

- Long term funding.
- Use community assets like carparks to make money for the community.
- Training and shared learning to support communities.
- Give the funding to communities to decide where it should be placed, too often funding objectives are externally determined.

4. Questions regarding priority three: Biodiversity and the nature emergency

4.1 We know we need to raise the importance of looking after our local biodiversity. What kind of project would you like to see that protects and enhances the biodiversity in your area?

- UNSGDs and international guidance set clear parameters to focus on.
- We need to be looking at the bigger picture.
- No discussion of procurement, shortening supply chain.
- There needs to be access to land for growing food and a priority to shorten the supply chain.

- *Climate emergency underpins everything, rather than an add on, protecting and enhancing the natural environment must be considered within everything we do.*

5. Question regarding priority four: climate adaptation

5.1 There is a detailed climate adaptation plan for Pembrokeshire that identifies risks that might impact on communities in the future and actions that can be taken to protect against these. Is there anything with regard to climate adaptation that you think we should focus on?

- *More officers are needed to support and guide communities with funding applications.*

- *The 4Wards research project, which had positive engagement covered some of the themes surrounding climate emergency, can be used as an evidence base.*

- *People's assemblies provide buy-in which is specific to community need and sustainable development.*

6. Other feedback

6.1 Easy read report

- *Very repetitive lacking detail or substance, therefore reading it alone results in limited idea of concrete plans/ details or timelines.*

- *Patronising verging on offensive for some*

- *Unclear and confusing - Confusing infographics e.g. Why is there a cross over the images of food and money? Gives impression of no longer helping to support financially or with food needs?*

- *Needs accessible language not limited information*

3). Response on behalf of Pembrokeshire Youth Assembly (Face to Face, Jan 2023)

Priority 1: Reducing poverty and inequality between people

What do you like about this priority being included in the plan? Is it important for the organisations to work on this and why?

- *Poverty is bad and effects lots of different areas of people's lives. By addressing poverty it can improve mental health, domestic like and academic can be improved.*

- *It's a very important priority because the population is rising and the needs of people are not being met. People are unable to meet their basic rights.*

- *We believe this is very important.*

- *Domino effect – ensuring that Pembrokeshire pay people at least the living wage, this should reduce crime and boost mental wellbeing.*

- *We strongly agree with this priority*

- *It is inclusive of minorities.*

What do you wish they would do first to reduce poverty and inequality?

- *Encourage and make more accessible of food banks for those in poverty including in work poverty.*

- *Strengthen the rights of the people and tax the rich more. Ensure that protected characteristics are accessing available support. Encourage more diversity into Pembrokeshire and embrace different cultures.*

- *Increase access to housing and build more affordable housing / social housing*

What do you wonder about this priority? Do you have any questions about it?

- *What can you do about poverty and how are you going to do this?*

- *If there is a negative stigma/association with help that prevents accessibility?*

Priority 2: Strengthening Communities in Pembrokeshire

What kinds of projects would you like to see in your communities that would increase your well-being?

- *More open spaces e.g. parks*

- *Litter picking – needs to be made more attractive*

- *Creative/educational events for families*

- *Making communities trendy*

- *Community gardens*

- Bring back parks and maintain them
- More outdoor spaces
- Community Groups
- Community skill clubs – cooking, learning etc.
- Community Events like scarecrow contest

What do you wish could change for young people so they felt more included in their communities or listened to?

- Maintaining current levels of funding
- More investment in action groups for young people like youth councils – more money for participation
- More opportunity in school to discuss to talk
- Listened to more at higher places
- More Youth Clubs
- Intergenerational decision making and work

What do you wonder about this priority? Do you have any questions about it?

- We wonder if this is a pressing priority
- Can this happen as per the budget deficit next year

Priority 3: Biodiversity and the Nature Emergency

What kind of projects would you like to see in your community to protect the diversity of the nature around you?

- Protect places like Newgale
- Investment in renewable energy
- Make solar scheme affordable and accessible
- Work on sustainable development projects
- Tree plantation on a mass level
- Setting out more green spaces
- Integrating green area in the busier areas, with more housing as opposed to having a divide between housing developments and woodland etc
- Encouraging people to have wildlife friendly gardens

What do you wish organisations focused upon to make sure Pembrokeshire's natural habitat is protected?

- Restrictions on new construction projects
- Exclusive GreenZone development
- When expanding, build on brownfield sites not green field sites
- Maintain existing area that are left to rot
- Go carbon neutral

What do you wonder about, or question, about protecting biodiversity?

- If some of this work is already happening where can people find the information?

Priority 4: Climate Adaptation

What kinds of projects would you like to see to help your communities adapt to climate change?

- Safeguarding areas like Newgale
- More sea defenses
- More drains
- Climate Change Championship / champions
- Encourage more schools to access the eco school work
- Use rainwater for different projects to relieve pressures on the drainage system
- Fix pot holes so they don't become sinkholes
- Encourage people to insulate their houses better including windows
- Neo-walled gardens – green walls are credited with reducing air pollution and improving air quality

What do you wish organisations would do to tackle climate change?

- Don't emit Greenhouse gas to go carbon neutral
- More awareness in the communities about tackling climate change
- Education about climate change from primary schools
- Make people aware of fake news around climate change
- Work on ways to reduce the amount of plastic going into the ocean
- Reduce the amount of plastics used in everyday life- alternatives need to be cheaper
- No CO2

What do you wonder about in relation to climate change?

- Why don't we prevent/stop climate change before? Prevention = key
- How is climate adaptation different from Bio-diversity?
- What work has already happened to make changes? I'm amazed we haven't drastically changed anything.

Priority 5: Decarbonisation and the challenge of Net Zero

Would you like to see more people understand what these terms mean and why they are important for Pembrokeshire?

- Net Zero is very important
- Yes Knowledge is power
- Create more Net Zero projects in a more creative way to encourage people to take part. Mini challenges could be set for households, businesses etc. with a minimum reward. For example our youth worker takes part in the British Gas peak save sessions.

What do you wish the organisations would get on with to make sure decarbonisation happens?

- To improve and make more accessible public transport
- Increase the amount of products that Pembrokeshire can recycle
- Making renewable energy more common and affordable
- Grants for solar panels
- Find ways of becoming more energy efficient
- Set a goal to become carbon neutral and to be held accountable
- Higher restrictions on ill moved disposal of garbage
- More awareness on this topic
- To make people aware about buying local. We face a problem here in the current financial climate people can't always afford to buy local as usually it's a lot more expensive than buying food/resource in a supermarket or online.

What questions or other things do you wonder about on this priority?

- If being in a carbon deficit is possible
- What work has been done so far?
- General comment: How are we meant to achieve any of the priorities with the budget cuts?

4). Response on behalf of Milford Youth Council Face to Face, Jan 2023

Priority 1: Reducing poverty and inequality between people

What do you like about this priority being included in the plan? Is it important for the organisations to work on this and why?

- Yes, because it's important everyone and impacts on everyone's life

What do you wish they would do first to reduce poverty and inequality?

- Improve Health Care
- Making things less expensive
- Encourage families to apply for FSM
- Pay people a fair wage
- Make work worth it
- More affordable housing
- Cheaper Mortgages
- Allow people to buy houses
- Make transport cheaper - promote transport schemes My Travel Pass

- Lower energy prices
- Reduce poverty in homes
- Give people second chances in terms of jobs if they don't do well first time
- Clothes banks – baby clothes. New baby welcome boxes like Scotland
- Swap shops
- Support local charity shops to create a better image

What do you wonder about this priority? Do you have any questions about it?

- Feedback of what you are going to do
- How will we know what is already being done
- Is actually anything being done about this to make a difference?

Priority 2: Strengthening Communities in Pembrokeshire

What kinds of projects would you like to see in your communities that would increase your well-being?

- Improving shop fronts in the area
- Community Fridge
- More focus on the town not just the marina
- Help to promote smaller businesses
- Outside Gyms
- Development of the paddling pool
- Skate Park
- Open mic nights for the community
- Development of the mobile railway track
- Planting tree projects
- Pump track for bikes
- Crazy golf
- Health shops
- Parks and community green areas
- Making having a voice more accessible
- Community Suggestion Boxes

What do you wish could change for young people so they felt more included in their communities or listened to?

- Community suggestion boxes in places young people go
- We feel we have a voice and a strong link with the Town Council and a Town Councillor attends our meetings and we've had a meeting with the mayor
- More investment in things like youth councils

What do you wonder about this priority? Do you have any questions about it?

- How will we know if changes are being made?
- Is there any investment to support this work?

Priority 3: Biodiversity and the Nature Emergency

What kind of projects would you like to see in your community to protect the diversity of the nature around you?

- Community Litter picks
- More bird feeder
- Fat ball bird feeders
- Inspect hotels
- Planting flowers and trees
- Animal/ insect education on the effect to the environment
- Field bombing
- Bee better projects
- Community garden / planters

What do you wish organisations focused upon to make sure Pembrokeshire's natural habitat is protected?

- Educate everyone – businesses, different generations etc.
- Examples and recognition for good practice e.g. SKY TV sponsor the sea grass project in Dale
- Collaborative working
- Storm sheets

What do you wonder about, or question, about protecting biodiversity?

- Why now? Why hasn't some of this work been done before?
- What are their own companies doing about biodiversity? Share good practice

Priority 4: Climate Adaptation

What kinds of projects would you like to see to help your communities adapt to climate change?

- Solar panel phone charging points
- Community ponds
- Electric Scooter/bike charging points
- Hire out electric scooter and bikes like they do in other places
- More wind farms
- Find ways to protect the wildlife
- Warm banks for vulnerable people
- Community gyms to produce power for mobile phones/ power banks
- Bee projects
- Community dog water bowls
- Water fountains so people can fill water bottle for free
- Engaging projects like human powered rollercoaster to use as education

What do you wish organisations would do to tackle climate change?

- Education about protecting yourself from the heat – right use of sun tan lotion
- Show people that organisations care
- Listen to people
- Have easy to understand information – no fake news
- Proper environmental groups in schools and youth groups
- Local information boards on what's happening

What do you wonder about in relation to climate change?

- What is already happening?
- Are things getting better or worse?

Priority 5: Decarbonisation and the challenge of Net Zero

Would you like to see more people understand what these terms mean and why they are important for Pembrokeshire?

- Yes we didn't really understand what it meant
- Reward people for making changes and using less energy
- Understanding smart meters
- Knowing what impact you can make for example if a 100 did I think what difference would it make?
- Making it simple
- Work with schools and young provisions show how energy efficient things are and how using something else would save them money
- Show top tips for saving energy

What do you wish the organisations would get on with to make sure decarbonisation happens?

- Follow the Net Zero plan
- Will all of these targets etc. be effected by budget cuts?
- Promote WG My Travel Pass

What questions or other things do you wonder about on this priority?

- Really understand what these terms mean and how funding for this work is managed

QUESTIONNAIRE RESPONSES

WE ASKED:

► Tell us how well you think the actions outlined in the draft Well-being Plan 2023 - 2028 will meet the Well-being Objectives

► Is there is anything you feel has missed or if there are any gaps?

► The Pembrokeshire Public Services Board is keen to contribute to building a sustainable, fair and green economy, however there is an abundance of work already happening in the county, for example, the development of the green energy sector in the Haven and other Boards and Panels who support economic growth. The PSB will therefore undertake further work over the next few months to determine whether it can add value to this agenda without duplicating existing work. If you have any comments on what you think the PSB could contribute to work in this area, please let us know

RESPONSE TYPE ONE: further detail about the how the objectives would be delivery and / or what actions would be undertaken / measured was needed (19 comments)

- The Well-being Objectives are well set, just the action to deliver them seems still not clear enough to allow to be able to see that they can be met in the expected timeframe
- All very fine WORDS
- It's hard to say. They are largely not smart or tangible or easy to measure
- Unfortunately the actions are too vague to assess. Developing plans and schemes, develop very badly. It would appear the council has no understanding of business and science. There is a lot of nonsense about climate change with no actual evidence that: (i) it exists, (ii) what causes it, (iii) what the impacts on Pembrokeshire would be if whatever it is supposed to be actually happens (iv) what the most cost effective solutions might be. For example, what matters most to Pembrokeshire are tourism and farming. The former benefits from a warmer climate and the latter benefits from more CO2 in the atmosphere. What Pembrokeshire most needs is a stronger economy which means, in particular, supporting both of those industries. There is nothing in the plan about that at all. The council just seems intent on looting the golden goose not caring that it will bankrupt all of us in the long term. There is more nonsense about "social enterprises" - we need proper profitable companies that will generate real jobs, not ones that only survive on handouts stolen from the private sector. The report is incompetent and negligent, it thinks just writing reports is action, it's just a waste. Ping understanding, working together, developing profiles, improve thinking about, working together etc. The actions need to be SMART and more focussed. The timescale for short term delivery should be short not 2 years - some should be 2 months, others maybe up to 6 months
- Very badly. It would appear the council has no understanding of business and science. There is a lot of nonsense about climate change with no actual evidence that: (i) it exists, (ii) what causes it, (iii) what the impacts on Pembrokeshire would be if whatever it is supposed to be actually happens (iv) what the most cost effective solutions might be. For example, what matters most to Pembrokeshire are tourism and farming. The former benefits from a warmer climate and the latter benefits from more CO2 in the atmosphere. What Pembrokeshire most needs is a stronger economy which means, in particular, supporting both of those industries. There is nothing in the plan about that at all. The council just seems intent on looting the golden goose not caring that it will bankrupt all of us in the long term. There is more nonsense about "social enterprises" - we need proper profitable companies that will generate real jobs, not ones that only survive on handouts stolen from the private sector. The report is incompetent and negligent, it thinks just writing reports is action, its just a waste

- There is no detail as to what the actions are - no specifics given. There is a lot of motherhood and apple pie, sweeping statements, but I get no clear impression about what is actually going to be done
- Sorry to be critical but in my opinion the report is full of waffle and lacks specific, focused and measurable actions. For example. "Work to develop initiatives which support those in poverty may remove some of the barriers to work and support growth towards a more sustainable and green economy". Well sorry but what an earth does that mean and what are the specific actions to achieve this objective?
- The plan is nebulous and seems to consist of a list of well-meaning intentions without any details of how they are to be met. The plan is therefore extremely unlikely to meet the objectives
- Fine but it actions and results that make the difference
- The actions need more details
- Well from experience and knowledge it tends to be the actual ACTION that is missing
- Please see my answer to question 1. I don't think the actions address the issues. This plan is probably made in good faith but is far too vague to be effective. It reads as good intentions to do something in the future rather than a real commitment to act together now. It would be better to focus on a few real actions and build on that
- There aren't any SMART objectives to achieve the objectives. "Communities will be enabled to take on community assets & set up social enterprises that will provide local jobs, including supported employment opportunities. Through volunteering, individuals can develop skills & experience that will help them gain employment." I assume this is based on Newport's hardware store but since the Hardware Store's business plan is based on volunteers, who will no doubt be retired, and only one paid employee this is hardly a route to creating jobs. Unfortunately there were no buyers for the Hardware store as no potential buyers thought it viable
- This plan seems to be an exercise in futility designed to show that a plan has been developed but it consists almost entirely of waffle and contains no actual substance or credible actions for implementation
- No. I would be interested to know how you aim to achieve these aims
- As a Panel (Partnerships Panel) we feel the proposed actions outlined are admiral in ambition and if delivered in full would have widespread benefits and successfully meet the Well-being Objectives. That being said, we have concerns regarding the deliverability of the actions due to the ongoing financial pressures and feel a large amount of support and commitment will be needed from communities which may not be a realistic ask. Communities will need stable resources available to them to ensure they can assist where required and will also require support in proposing achievable solutions to enable them to help, all of which will require time and money during a time where both are lacking. The importance of scrutiny needs to be recognised, with all PSB partners being compliant and transparent and partaking in all invitations and opportunities to discuss both the successes and challenges of meeting the objectives over the next 5 years.
- We (the Partnership Panel) are content that the proposed actions, if delivered in full, could meet the objectives but feel the plan lacks a robust evaluation element which will be required to ensure continual progress was being made. Further information needs to be included regarding accountability and feedback, both to the PSB and also the Partnerships Panel. It would be beneficial for the Partnerships Panel to receive a clear update report each meeting (approx. twice per year) outlining how the actions are developing, if the objectives are being met and what the targets will be for the upcoming months.
- I think the actions are too vague and so it isn't clear if they will deliver the objectives.
- Liaise locally with partners and communities to clearly ascertain what support they need, and to be clear in what support could realistically be provided.

RESPONSE TYPE TWO: identified themes they felt were absent from the draft plan and / or that the suggested objectives need tweaking (including comments on health, housing, Welsh language, planning, economic development / growth, education / training, access /

amenities, youth services, older people's participation in democracy, transportation and energy) (23 comments)

- A commitment surrounding a “healthier wales” is missing. A focus is needed on a proactive approach with regards **mental and physical health**. Solutions are very reactive as opposed to proactive. An example is the newly established Falls Response Service, whilst it plays a vital role in supporting communities and is a great reaction to a clear need for the service - can we go further and do more to put measures in place that educate, inform and support those who may be at risk of a fall in the near or distant future. Is there further support that can be given post fall for example, welfare support or support to families. This is one tiny example. Another is around those facing mental health crisis, how do we support and provide tools to those to equip them to be more empowered individually so that getting to crisis point isn't so prevalent. There are endless proactive initiatives which could make a large impact long term.
- There is no real obvious analysis of the **health of the population**.
- More clarity is needed within the document regarding the challenges facing the local residents of Pembrokeshire. The current housing market, which is now completely out of control, means that many of our youth have no prospect of being able to afford to live in their own communities. Pembrokeshire is quickly becoming a holiday destination for the rich from further afield, something which has already happened in Cornwall. The majority of incomers are from England and beyond, and this has a detrimental effect on our communities. Competing with rich incomers on the open housing market is simply impossible. There is no mention of the link between **the housing market and poverty**. Pembrokeshire has the highest levels of child poverty, not only in Wales, but also in Britain. This is directly linked to the housing market. Rental costs are terribly high due to a shortage of rental housing, which means we are seeing many more cases of rental poverty. Our local government needs to put pressure on the central powers in Cardiff to tackle this issue. Children are suffering, and this will affect their long term educational prospects. The issue of rental housing being turned into Airbnbs is a huge challenge – especially in those areas of the county that have become out-of-control tourist destinations. You simply need to visit Newport to see the impact this issue has had on the community. The long - and short-term implications will be disastrous for our communities. Schools will close and it will be impossible to find staff for key positions. This is already happening in the care, health and education sectors because people simply can't apply for jobs due to (i) rental costs and (ii) unaffordable housing. The **future of the Welsh language** as a living community language is under threat in many regions of the county. Wealthy incomers are depriving young Welsh-speaking residents of homes – whether that's by choosing to retire here and weakening the Welshness of our communities, by buying summer houses, or by investing unscrupulously in Airbnbs. Local Welsh residents cannot compete, and this is immoral. To ensure fairness, the housing market needs to be brought under control. This includes significantly limiting the number of second homes, refusing permission for any development where houses are sold as second homes, and giving priority to local Welsh residents throughout the county in terms of social housing rather than letting to incomers. Discussions and detailed studies are needed regarding any new development that could be detrimental to the future of the Welsh language as a viable community language. The government hopes to have one million Welsh speakers by 2050. This will never become a reality if our young people and future generations are not treated fairly. The unique nature and ancient culture of the southernmost part of the county must also be considered. This part of the county has a unique English dialect as well as unique traditions and way of life. In order to protect the linguistic Welshness of the north, we must also protect the opportunities the youth in the south have to live in their own communities. An honest and open conversation needs to be had on the impact immigration from outside of Wales is having on our communities. The housing market and the **planning process** must be managed and we must ensure that it benefits the communities and the people of Pembrokeshire rather than rich incomers, many of whom are elderly and contribute very little to our communities. They do not contribute to our culture. They often create expat social circles, all the while destroying the communities that were once so vibrant. A discussion NEEDS to be had about this, even if the

issues that have been raised in this response seem unpleasant to some. It would be interesting to see the stress these incomers are putting our health and care services under, at the expense of the residents of our county. If the language is to survive, planning regulations need to be much stricter and they need to prioritise local residents so that it is Pembrokeshire and not developers that take advantage of economic opportunities, or incomers who have significantly more substantial bank accounts than the majority of our county's residents, who are amongst the poorest in Wales and the rest of Britain. If our national and county political leaders do not tackle these challenges as a matter of urgency, we won't have any healthy communities for our youth to inherit, whether that's in Newport, Tenby, St David's or Manorbier. Be radical, raise your heads above the parapet, and prepare to act radically!

- Strengthening communities - use of the County Council's **planning** laws to prevent/control permanent residential properties being converted for use as temporary residential properties and businesses (holiday homes and holiday let businesses)
- There should be ambitions to improve the dire state of **education** in Pembrokeshire and other core services which would improve the total "well-being".
- As above, there is nothing to address the need for real **economic development** - supporting private profit making companies - the golden goose that pays for everything else. Tourist businesses should get tax breaks and farmers payments for making the environment pleasant and accessible.
- As a lay person, I wonder if the Plan could acknowledge the benefits that would accrue to a number of the declared objectives from a sustained drive to increase **apprenticeship/job learning/attachment schemes**.
- The Pembrokeshire Local Access Forum is a statutory body established jointly by Pembrokeshire County Council and the Pembrokeshire Coast National Park Authority, following legislation and regulations introduced by the Countryside and Rights of Way Act 2000. The statutory function of the Forum is to advise the County Council, National Park Authority, Natural Resources Wales and Welsh Government as to the improvement of **public access to the countryside** of Pembrokeshire for the purposes of open air recreation and enjoyment. The Forum's membership is balanced to reflect the concerns of local farmers and land managers, as well as the interests of recreational users of the countryside such as walkers, horse riders and cyclists. The Pembrokeshire Local Access Forum considered the Well Being Plan at its meeting of 26 January 2023. Members wished to highlight the lack of reference in the Plan to the public rights of way network in Pembrokeshire and its value to local communities. Most recently, the important role that it played during the Covid lockdowns by providing local opportunities for daily exercise and access to the countryside and greenspace. Reference also needs to be made to the Pembrokeshire Rights of Way Improvement Plan (ROWIIP). This is a statutory 10 year plan which Pembrokeshire County Council and the National Park Authority are committed to implementing. Many of the ROWIP objectives are complimentary to the Well Being Plan objectives.
- Objective 1. Whilst agreeing that this is essential, with increasing challenges over budgets for the local authority and a shortage of workers in social care and reducing staff in schools I do not see how the well-being of communities can be improved. In fact the opposite is likely to be the case. Objective 2 is essential. Protecting our natural landscape is critical to maintaining Pembrokeshire as a tourist destination. Objective 3 - again very important but how will communities be protected? For our communities small schools are central to maintaining the community. Again challenges with budgets are going to impact upon this. Lose the schools and lose the heart of the community. Objective 4 - attracting people to work in Pembrokeshire is a problem in some sectors. We have a natural landscape that appeals to many but there is also a shortage of other amenities - for many things we have to travel at least an hour or two to access them. Whilst wanting to protect our landscape we do need to **consider the amenities we offer**, particularly to the youth.
- **Transport infrastructure**, particularly public transport which has suffered huge cuts in service since lockdown.

- **Public transport.** Nearly 800 staff at Bluestone and 150,000 guests per annum, and no public transport links at appropriate times of day. Definitely room for the waterway - set apart from 'the coast' - to have a much larger economic (and wellbeing) impact on the county - linking communities and opening up sustainable tourism opportunities. Bluestone has some good practice on Biodiversity Net Gain and Carbon Sequestration which we are happy to share.
- Make it easy for individuals to **get to work in an efficient and green manner**
- Clear policies on home working and **reducing personal transport costs and impact** would be helpful
- Continue to work with the South Wales Industrial Cluster Partners. Consider ways in which the **local community could receive training in order to have the skills to benefit from employment within the new technologies that are being developed.**
- **Green work** is vital as are other projects. The emphasis needs to be on focussed action. Again direction, targeting and management of set goals is a prerequisite of achievement
- The green related activities do not support **economic growth** as they only exist because of regulation and subsidy which is killing off the real economy. The PSB should test all actions on a cost benefit basis, taking account of the negative impact on private businesses of all monies spent on the green mania.
- The issues are broadly well articulated. The implicit desire to replace paid jobs with volunteering won't work and won't **improve household income**. Why would people volunteer when they are leaving the workforce in record numbers? There is an assumption that the cost-of-living crisis is short term
- **Family friendly hours of work.** Flexible hours where possible and part time where needed
- More locality based actions for example In Haverfordwest the **leisure and community services provision particularly for young people** in the school holidays and after school is very poor compared to other towns - e.g. in Fishguard the youth service POINT provides services every evening from end of school 3.30 to 8pm including 25p meals plus counselling, Printworks and school holiday activities - the leisure centre provides also services after school in Fishguard in addition to swimming and in school holidays junior fitness etc. In Haverfordwest there are no leisure services targeted at children over the age of 6 other than the climbing wall and limited swimming, the Edge youth club runs for just 3 days a week 6-8pm for over 11's only and kids are refused entry into the premises before this even if it's dark and cold outside. This is really bad especially when the local community council has been told of drug problems arising at the skate park adjacent.
- You mention that 'young people's participation in democracy needs to be strengthened. Also there will be a significant increase in people over 80 plus the majority of people who volunteer are over 65. Despite these comments there is no mention of **older people's participation in democracy**. This comments is from Pembrokeshire Central 50+ Forum
- I have particular concern about how the **national grid provision** in the Tavernspite / Princes Gate / Ludchurch area is incapable of receiving much locally generated energy due to poor infrastructure. If your plan to generate more local energy and rely less upon national provision then National Grid must be approached to provide suitable infrastructure please.
- I think more buildings should have **solar panels**.
- Insulating homes and working with Transition Town groups towards **energy saving**.

RESPONSE TYPE THREE: complimentary comments on the draft plan (12 comments)

- Looks a fair plan.
- I think they reflect my original opinions well.
- I think they will be for the better.
- To a fair extent. There is a large focus on green energy/sustainability which is great. It is also positive to see a commitment around cohesive communities.
- Well targeted
- The actions listed appear most comprehensive, well considered, and achievable with the essential support identified within the Plan

- No I think the plan covers everything.
- Concrete actions e.g. supporting communities with advice on sourcing funds to erect wind turbines to provide households with cheaper energy
- Based on the present plan it seems that this would be an exercise in futility unless PSB can make proposals with practical substance
- The actions outlined are excellent and we hope they can be achieved
- The priorities are based on current pressures and within the scope of public services. The Police and Crime Commissioner is committed to working with partner organisations to deliver innovative collaboration projects which meet the needs of his Police and Crime Plan which has been developed in consultation with partners, including the PSB. Commissioners and partners have a duty to work together to prevent and tackle crime, to reduce crime and disorder, anti-social behaviour, re-off ending and substance misuse.
- The priorities set out in the draft wellbeing plan are based on current pressures, and within the scope of public services. Dyfed-Powys Police is committed to working with partner organisations to deliver high-quality services to our citizens. As such, Dyfed-Powys Police will be considering how its priorities take cognisance of the wellbeing plan to benefit the citizens we jointly serve.

RESPONSE TYPE FOUR: mistakenly assumed that they were responding solely on a Pembrokeshire County Council matter / plan, and 'other' comments (11 comments)

- I do believe that the council miss a major point in the collection of council tax. Correct me if I am wrong but any alterations to premises which are made don't increase the council tax until the house is sold. It is ridiculous that a 2 bed room bungalow pays the same council tax as a detached house that has been modified. I am sure that this occurs over a large number of properties in Pembrokeshire. The net receipts from all these modified houses would help in a big way to ease the burden of failing to meet budgets
- At this stage, the plan is a little vague - there are real practical solutions that the County Council could implement to meet some of the objectives
- Once more the 'actions' are presented in 'Council Speak'. There is very little commitment, it reads like a wish list.
- Staff back working and with a willingness to get on with their assigned tasks is a start. I have first-hand experience of time wasting caused by lack of direction, lack of targeting and by poor management
- Maybe reduce the scope by focusing on the household, individuals and what PCC will be doing
- Very nice I am sure but when the entire council is deaf to what is said by the residents then all much a waste of time
- To keep with the green objective the amount of paper and ink used should be reduced. People should therefore be asked to have information in either Welsh or English. Computerised systems should be able to handle this easily.
- What is the PSB ?
- Acronyms for organisations, et al, should not be used as many of us in the community may not understand who they are or what their specific role is, and thereby have difficulty commenting meaningfully.
- Although possibly worthy not sure that I would prioritise this plan.
- A realisation to connect with local partners to support the ambitions. Such as working with local third sector organisations, for example St John Ambulance Cymru.



Item 4

DATE OF MEETING	7 th March 2023
REPORT TITLE	Well-being Plan delivery, monitoring and reporting arrangements
PURPOSE	At the last meeting it was agreed that the PSB would discuss and determine the arrangements for delivering the projects and activity set out in the Well-being Plan at its April meeting. The attached discussion paper provides a starting point for the PSB to determine how it wishes to manage and deliver activity within the Well-being Plan and to determine the arrangements for monitoring and reporting progress.
RECOMMENDATION(S)	That the PSB discusses and agrees the approach it will take to delivering, monitoring and reporting progress on the Well-being Plan.
AUTHOR	Nick Evans, Corporate Policy and Partnerships Manager

Well-being Plan for Pembrokeshire – delivery, monitoring and reporting arrangements

The PSB needs to discuss and determine how it intends to deliver its Well-being Plan as well as how it intends to monitor and report on progress.

Delivery of the previous Plan was achieved through establishing four co-ordinating groups to oversee the work. These groups were led by PSB members to ensure there was PSB accountability and ownership of the delivery of the Plan. However, even before Covid, there was no measurement of progress or holding to account where activity was not being delivered. The project plan templates have been designed with measurement of activity in mind by asking groups to identify the outcomes and outputs they will expect to see, but there has been no discussion around how activity will be reported and how partners will be held to account where progress is not forthcoming.

Current project groups and membership is as follows;

Poverty Strategy Working Group	
Lead: James White, Pembrokeshire County Council (standing in for Darren Mutter)	
Organisations represented:	DWP Port of Milford Haven Citizens Advice Pembrokeshire County Council PAVS Pembrokeshire College MAWWFRS

Nature, decarbonisation and climate change Group	
Lead: Caroline Drayton, Natural Resources Wales	
Organisations represented:	NRW Pembrokeshire Coastal Forum Pembrokeshire County Council PCNPA H DUHB MAWWFRS

Strengthening Communities (no group set up as yet)	
Lead: tbc	
Organisations represented:	Currently only PCC, PAVS and PLANED

Next steps

As well as initiating a conversation around this at the meeting on 7th March, a starting point to take this forward could be for the PSB to spend the next couple of meetings looking at each project in detail and coming to a common understanding of what exactly we are trying to achieve, how it should be done, how it relates and integrates with other areas of work, who will lead (if not already identified), what resources (if any) are available, and how progress will be measured, monitored and reported.

From this a number of approaches to delivery could emerge depending on what is considered to be the most effective and appropriate. What is important is that it will be the PSB together agreeing exactly what the expectations are and what outcomes are sought.

Although the projects appear very different, there are clear cross-cutting issues that have emerged through development of the project plans and through feedback received during the consultation, for example, local food production to alleviate poverty and shorted supply chains, reducing carbon usage. Some of the projects will require the involvement of partners and organisations that sit outside of the PSB and will require significant resources to deliver. There are also 'quick wins' and work which will require a far longer term perspective, input from 'experts', and major behavioural and cultural shifts.

Recognising that there is no one-size fits all model is key and that a mixed approach, which allows the PSB to remain agile and to retain flexibility around utilising different methods or mechanisms, will provide a more dynamic means of delivering the Plan where the PSB learns from doing and discovering 'what works'.

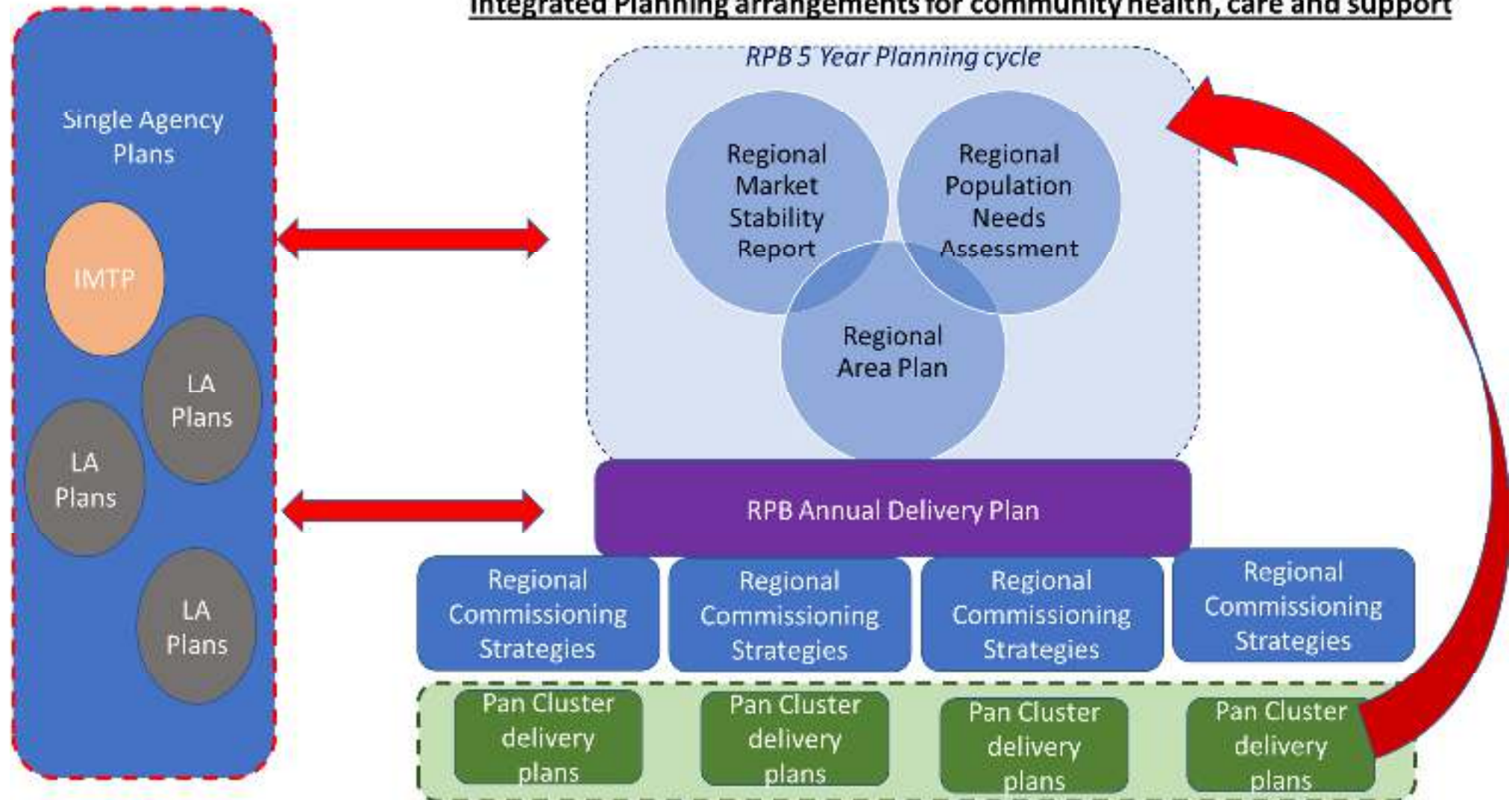
Development of Area Plan 2023-2028



What are we required to do?

- Regional partnership boards must ensure that the local authority and LHB partners work together effectively to respond to the population assessment and implement the joint area plans
- [statutory-guidance-in-relation-to-area-plans-under-section-14a.pdf](#)
[\(gov.wales\)](#)
- Social Services and Well-being (Wales) Act 2014
- Guidance being reviewed
- A Regional Area Plan & Annual Delivery Plans

Integrated Planning arrangements for community health, care and support



Our Aim of the Area Plan

- Meet WG/Policy requirements
- Not duplicate/replace other details plans, i.e. IMTP, PSB, LA plans
- Focus on areas of collaboration/integration across the region which add value
- Set the direction
- Easy to understand
- Easy to measure progress

Area Plan Structure

1. Aims of the Plan
2. Governance
3. Outcomes from PNA
4. Outcomes from the MSR
5. What are our Priorities?
6. How are we going to address them?

Governance

- Current Governance Arrangements are complex
- Plan focusses on areas of shared priority where collaboration, integration produce better outcomes
- Set out below:

Partnership Arrangements



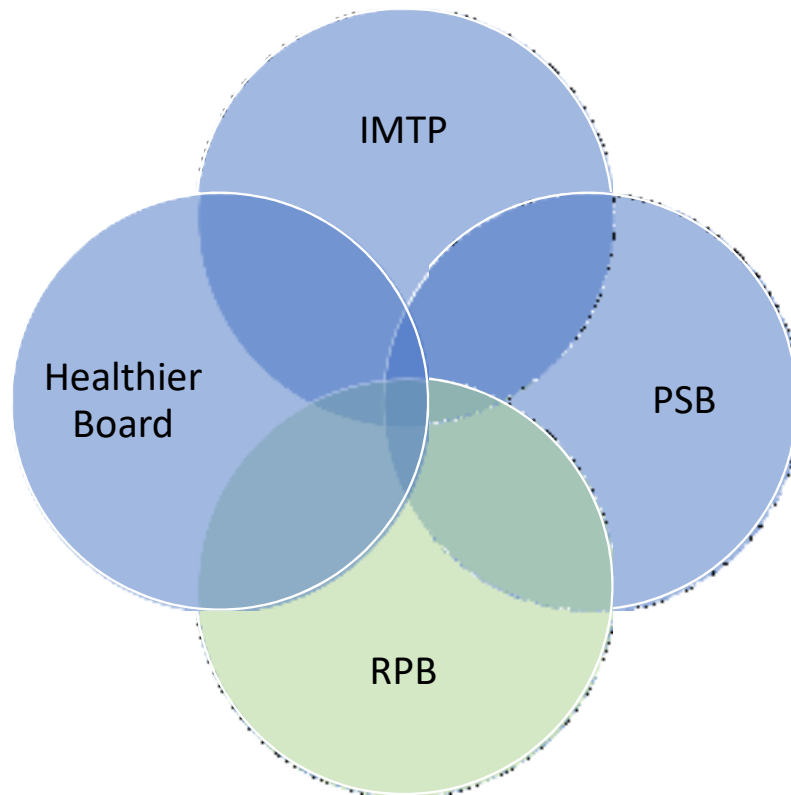
- RPB does not replace governance arrangements of sovereign bodies
- Membership also includes User and Carer Reps, 3rd Sector, WAST, Social Care Wales, Education & Housing

Regional **Joint** Planning Infrastructure



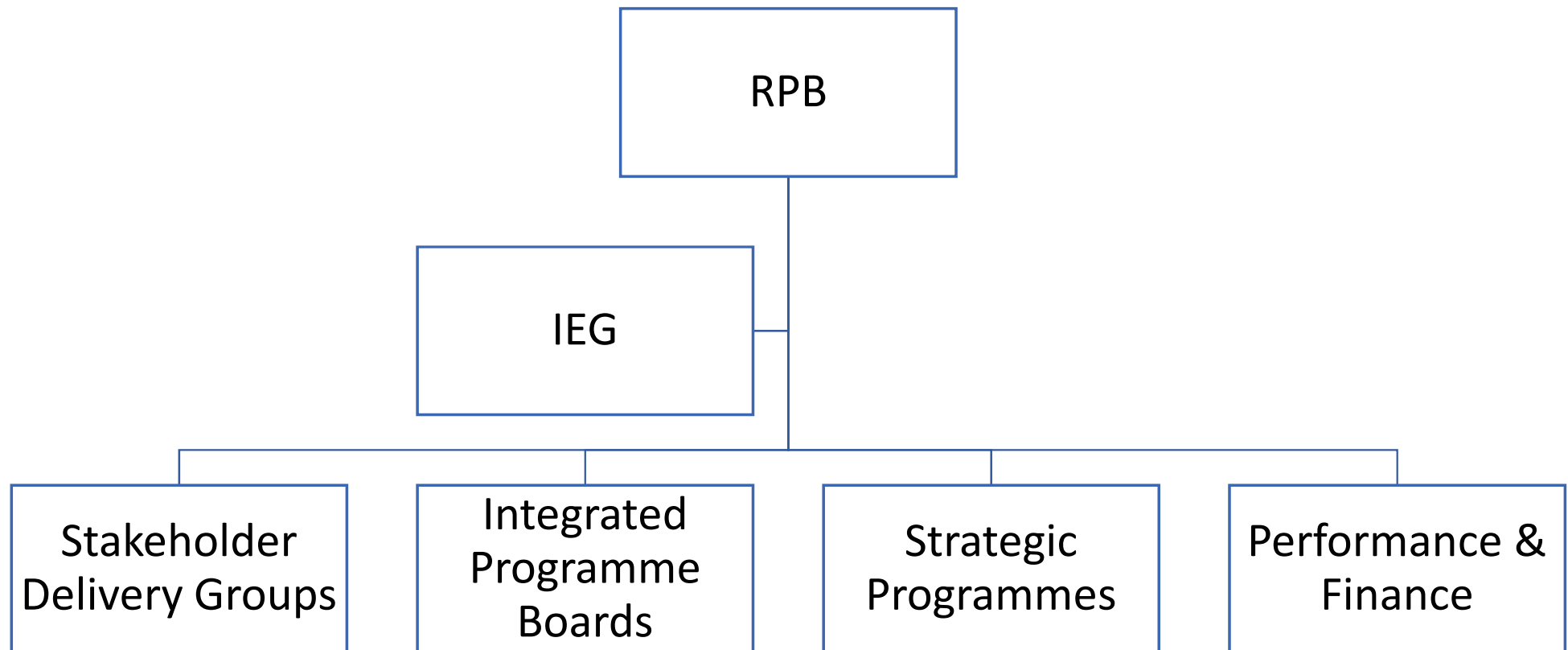
- Existing infrastructure
- Hywel Dda
- Includes Powys
- Link to RPB through membership and shared workstreams

County Based Planning

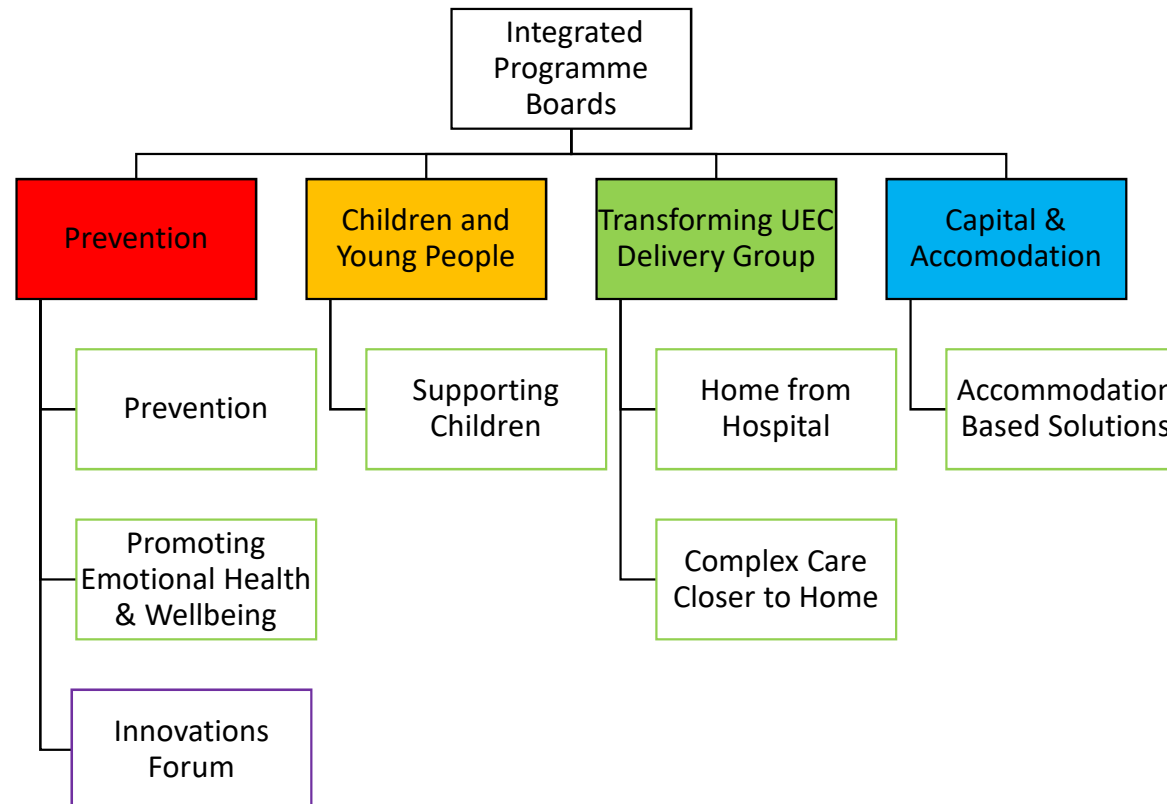


- PSB Wellbeing Objectives
- Healthier Boards: Integration and **Delivery** at a County & Cluster Level
- Development of Area Plan
- [Public Services Boards | GOV.WALES](https://gov.wales/public-services-boards)

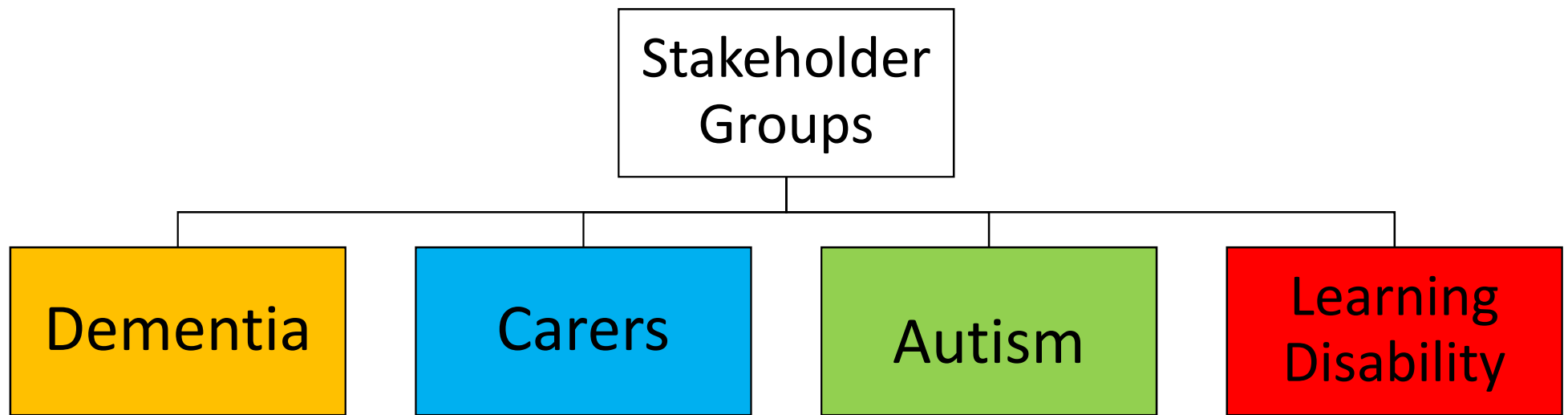
RPB Structure and Governance



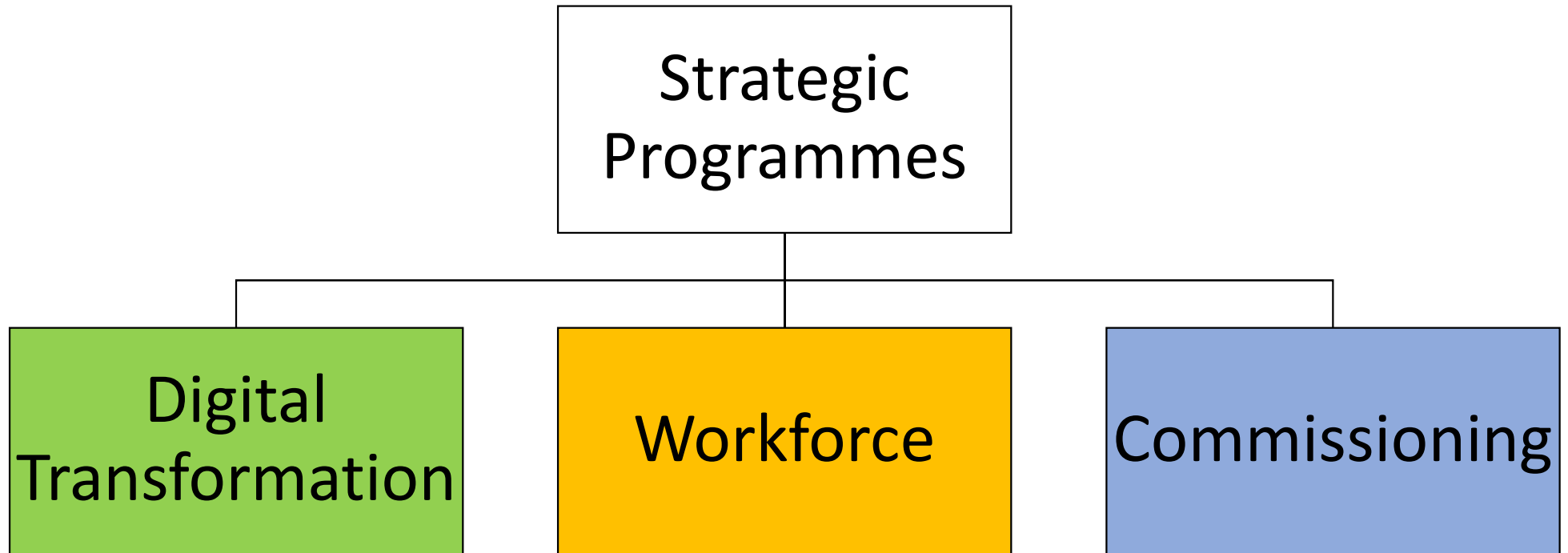
Integrated Programmes



National Priorities & Stakeholder Groups



Strategic Programmes



Population Assessment

Population Group	Demand	
Children	-	The number of children 0-15 is expected to decline 8%
VAWDASV	+	Incidents of violence against women have increased during the pandemic
Carers	+	projected to increase significantly over the next 10 years as the population grows older
Learning Disability	=	predicted to remain relative consistent– although the number of older people with LD is expected to increase
Autism	=	Increased rates of diagnosis and more prevalence of autism will require more specialist support in the community
Mental Health	+	The pandemic is likely to have had a severe impact on mental wellbeing. The long-term impact is difficult to predict
Physical Disability	=	Ensuring access to specialist services for people with a range of more complex needs is particularly challenging in rural areas
Sensory Impairment	+	Linked to increase in ageing population
Dementia	+	Just below 1% prevalence rate, could increase to 2% by 2040
Older People	+	projected regional increase in those 85 and over of 28% by 2030

Population Assessment

Themes Across Population Groups

- Access to services in the community
- Wait for assessment and diagnosis
- Communication, across services and organisations
- Need to use of Digital Technology
- Focus on Prevention & Wellbeing
- Workforce
- Transition between services
- Better outcomes through Co-production

Stability of Regulated Services

Population Group	Stability	
Children's Homes		Currently Insufficient places available. Eliminate agenda creating uncertainty
Fostering		Increasing numbers of looked after children regionally
Adoption		There is no independent sector involvement in the regional market
Secure Accommodation		Provision is extremely specialist for which there is very little demand from the Region
Residential family Centres		There is insufficient need for residential family placements
Domiciliary Care		the sector under the greatest pressure - risking both stability and sufficiency of supply.
Adult Placement		Shared Lives is an excellent fit with the challenges and opportunities faced by West Wales
Residential Care for Working Age Adults		A more strategic approach to commissioning care homes for younger adults is needed to increase the availability of local provision
Residential Care for Older People		More specialist and nursing provision especially for people with dementia will be needed.
Advocacy		There is a wide spectrum of formal and informal advocacy

RPB Priorities

Governance Leadership and Sign off

Need to strengthen governance and decision making and ensure RPB is not simply 'signing off' what is already agreed.

Communication

Need to ensure we are better communicating the work and role of RPB to our partners and communities

Shift to community prevention

Need to lead the shift in order to support the pressures across the system

Strategic Planning

We need to 'flip the switch' think about how we agree strategic priorities and then implement them

Focus on Outcomes

Need to ensure a stronger focus on outcomes with our work programmes.

Workforce

All aspects of workforce need to be addressed, collectively and as a priority

Proposed High Level Priorities 2023-28

- 1. Support People to Manage their own Wellbeing**
- 2. Support People to stay closer to home**
- 3. Have the right services available to meet demand**
- 4. Have a Stable and Resilient Workforce**
- 5. Plan and deliver our services with people who use them**

How will this work?

Incorporate the aims and objectives from the:

- Integrated Programme boards
- Stakeholder Groups
- Strategic Programmes
- RIF Programmes

Support People to Manage their own Wellbeing

1. RPB/PSB Prevention Board
2. RIF Prevention Programme
3. RIF Emotional Health and Wellbeing
4. WWCDP Actions
5. NEST Framework Actions

Supporting People to stay Closer to Home

1. Digital Transformation
2. TUEC Delivery Board
3. RIF Dementia Programme
4. RIF Home from Hospital
5. RIF Complex Care Closer to Home
6. RIF Accommodation Based Solutions

Having the right services to meet demand

1. Commissioning Programme Group
2. Safer Accommodation
3. RIF Accommodation Based Solutions
4. Innovations Forum

Having a Stable and Resilient Workforce

1. Workforce Board
2. Apprenticeship
3. L&D
4. Workforce Planning
5. Recruitment

Plan and deliver our services with people who use them

1. Stakeholder Groups
2. Continuous Engagement
3. Communication Strategy

Next Steps

Tell us what you think?

<https://forms.office.com/e/4VVxskMxQQ>

Draft by 13th March 2023

Finalisation and Publication Summer 2023



Item 7

DATE OF MEETING	7 th March 2023
REPORT TITLE	Pride in Pembrokeshire review
STATUS	For information / discussion / agreement
PURPOSE	To provide a review of the Pride in Pembrokeshire Award as agreed following the evaluation of the award undertaken in April 2021.
RECOMMENDATION(S)	That the PSB agrees the recommendation set out in the report.
AUTHOR	Lynne Richards – Corporate Partnerships Officer, PCC

Pride in Pembrokeshire Award Review

Introduction

Pride in Pembrokeshire is a Public Services Board (PSB) led initiative started in 2017 to recognise and celebrate the volunteers, community groups and organisations whose work improves the economic, social, cultural and environmental well-being of people and communities in Pembrokeshire.

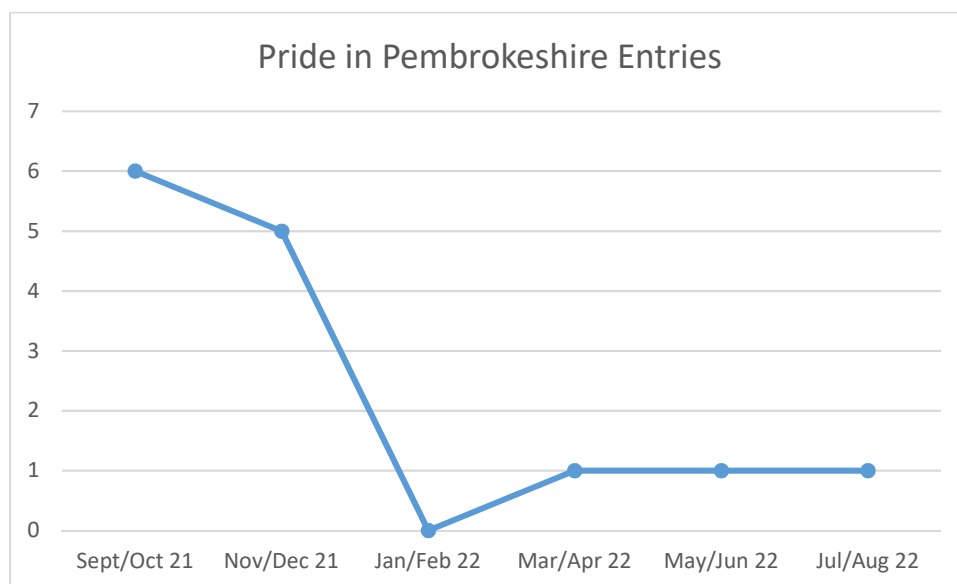
The aim of the PSB in sponsoring the award is to raise the awareness and profile of groups which demonstrate a commitment to building stronger, sustainable communities, and whose work makes a clear contribution to the national well-being goals set out in the Well-being of Future Generations Act, thus improving the overall well-being of people and communities in Pembrokeshire.

A review of the award was undertaken in April 2021 and work undertaken to strengthen the link between the Pride in Pembrokeshire award, the work of the PSB, and the overall aims and aspirations set out in the Well-being of Future Generations Act. A number of PSB organisations also agreed to sponsor the award (which was previously supported by Pembrokeshire County Council only) with the award being changed to six prizes per year in line with the number of sponsoring organisations and to reduce the workload involved with administering it on a monthly basis. In July 2021 partners agreed that the new approach would be reviewed again in 12 months.

Results of review process

The review has taken place slightly later than planned due to the pressures of producing the draft Well-being Plan.

After a positive start, the number of applicants gradually decreased until only one applications per month was being received, and many of these were previous applicants. The graph below shows the drop in applications;



It is unclear why the number of applications have dropped so significantly, but it is likely that it may be due to a reduction in the number of community groups that are interested in applying for the award. The tighter focus introduced during the review on ensuring that their work contributes to delivery of the Well-being Goals as laid out in the Well-being of Future Generations Act may also be a factor.

Recommendation

Due to the lack of applications compared to the amount of work involved for PSB partner organisations in administering and awarding the prize every other month, it is recommended that the award be 'retired'. Partners may wish to consider during planning for the delivery phase of the Plan whether a similar scheme can be introduced, supported by PSB partners.