



Comisiynydd
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Cymru

**Future
Generations**
Commissioner
for Wales

The Future Generations Report 2020

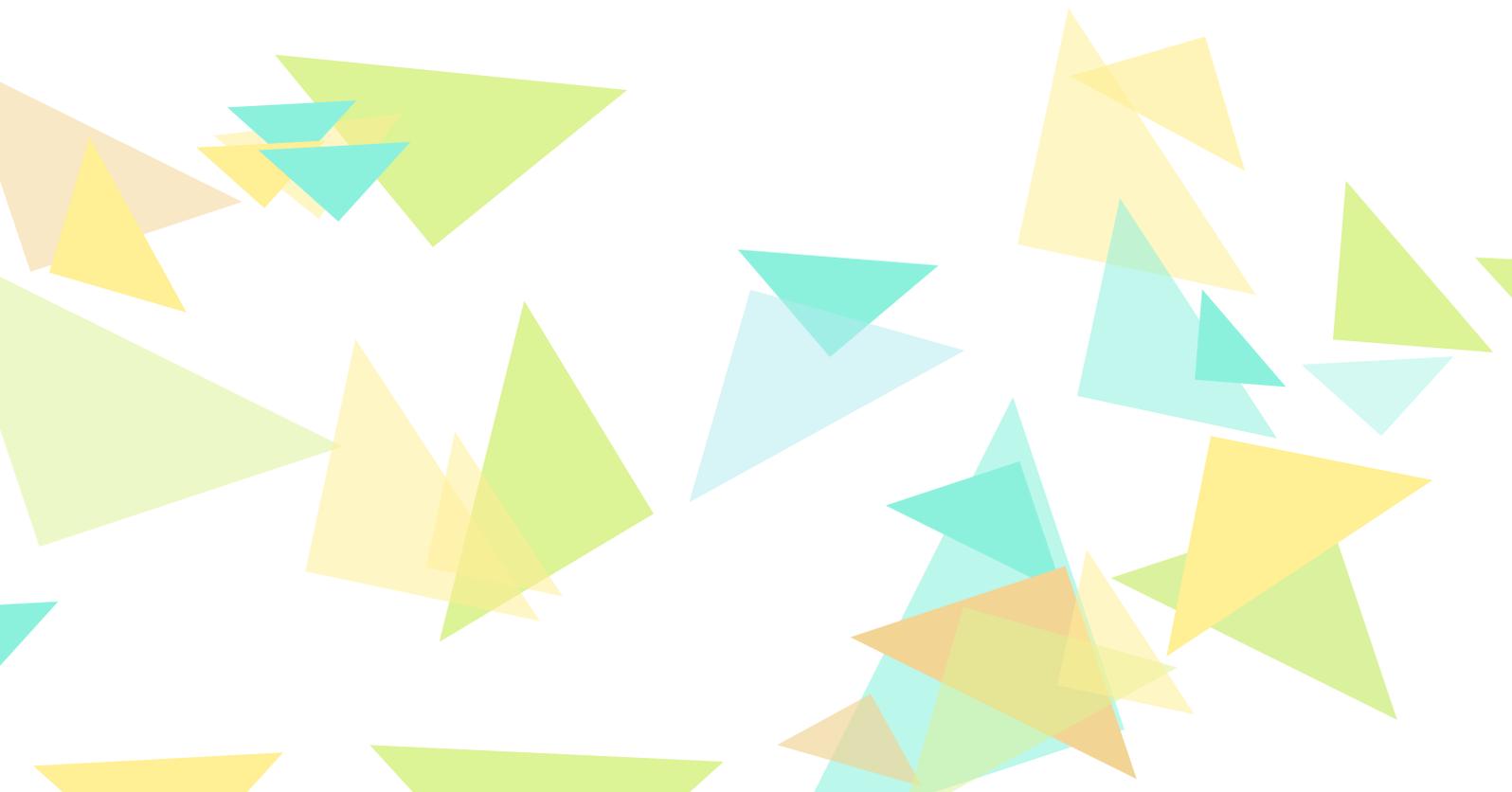


Let's create the future together

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Chapter 6

Contributing to the vision



Future Generations Report 2020

Contributing to the vision

My Contribution to the achievement of the Vision for Wales in 2050 **03**

At a glance, year-by-year summary of my activities and main achievements **05**

My direct contribution to the vision set by the Act **09**

My areas of focus

- Place and infrastructure (Planning, Transport, Housing and Decarbonisation) **11**
- People and their resilience (Skills, ACEs, Health and Wellness) **24**
- Cross-cutting themes – budget and procurement **33**



Future Generations Report 2020

Contributing to the vision

| | |
|--|-----------|
| My support to others in implementing the Act | 35 |
| Providing advice | |
| • Generic Advice - Creating and inspiring resources and guidance | 37 |
| • Tailored Advice | 43 |
| • Statutory Advice | 44 |
| Building a movement for change | |
| • Partnership working | 47 |
| • Future Generations Leadership Academy | 48 |
| • Advice and assistance beyond the public sector | 50 |
| • International impact | 52 |
| Monitoring progress towards public bodies' well-being objectives | 55 |
| Walking the talk and being the change that I want to see in others | 58 |



Chapter 6

My Contribution to the achievement of the Vision for Wales in 2050

In just four years, I can see that Wales is already changing and that in many areas the policies and actions to improve well-being, are beginning to be put in place. Now we need to increase the pace and the scale of transformative change and my recommendations should help do that.

As the first Future Generations Commissioner for Wales, I have set-up the office and set the first direction for the how this post can help Wales to meet the ambitions set out in The Well-being of Future Generations (Wales) Act 2015. I seek to lead by example in terms of implementing the Act and promoting its aspirations by maximising my own contribution to all seven well-being goals and using the five ways of working every day in everything my team and I do.

My role covers everything and anything which affects the people of Wales now, as well as those yet to be born – our future generations.

It is a David and Goliath task for me and my small team with this, and the principles of collaboration and integration in mind, I have from the beginning sought to bolster my core team with partners and collaborators.

They have come from the public, private and voluntary sectors enabling me to extend my reach right into the heart of public services in Wales, identify and develop an army of champions of the Act, and involve as many people as I can in building a movement for change.

The Well-being of Future Generations Act requires me to include in the Future Generations Report:

- A summary of evidence gathered, and activities undertaken, by the Commissioner during the reporting period.
- A summary of the reviews conducted by the Commissioner; an account of any research or other study undertaken.



I have described where relevant throughout the report the evidence I have gathered and the advice I have already given. This section of the Report presents an overview of the work undertaken during the reporting period (May 2017 – May 2020) to create the right conditions for this to be a success.

Following the outbreak of the Novel Coronavirus (COVID-19), I have paused the work on my first Section 20 Review into the application of the Act in procurement, which I triggered in March 2020. The review will resume when it will possible to conduct it in an appropriate manner and when public bodies will have the capacity to respond.

What are the Commissioner’s powers and duties?

My general duties are to:

“Promote the sustainable development principle, in particular to act as a guardian of the ability of future generations to meet their needs and encourage public bodies to take greater account of the long-term impact of the things they do.”

“Monitor and assess the extent to which well-being objectives set by public bodies are being met.”

I can:

- Provide advice to Public Bodies and Public Services Boards
- Carry out reviews into how public bodies are taking account of the long-term impact of their decisions
- Make recommendations following a Review

For more information, see my website and in particular the [Frequently Asked Questions page](#).

Looking at my activities, they can be divided in three categories detailed in this Chapter:

- **Seeking to maximise my own contribution to the Well-being Goals**
- **Supporting others to help achieve the goals and carry out sustainable development**
- **Walking the talk; being the change I want to see in others.**



At a glance, year-by-year summary of my activities between May 2017 – May 2020

Over the past three years, I have engaged with, involved and drawn on the views of more than [5,000 people](#). The evidence I have gathered from these activities - listening to people, experts and working with civil servants has provided considerable insight and helped me reach the findings and recommendations in this report.

Year one

The [first year](#) of my appointment, February 2016 – March 2017, falls outside the reporting period. My Annual Report for 2016-17, can be accessed [here](#).

Year two

In my [second year](#) - April 2017 - March 2018 - I involved over 1,300 stakeholders in developing the programme of work for my term of office, identifying the areas I could best influence and make the biggest contribution to each of the well-being goals. I published [my analysis](#) of the first well-being assessments undertaken by the 19 new Public Services Boards. I highlighted the challenges and opportunities in front of them to change the way we deliver public services in Wales.

Having expressed concerns about the decision-making on the M4, I submitted [initial written evidence](#) and then [further evidence](#) to the M4 public inquiry which questioned how the Act was being considered in an existing decision and whether the decision to borrow over

£1 billion is the right one for future generations. This intervention paved the way to advising Welsh Government on embedding the Act into the Welsh Transport Appraisal guidance (WelTAG) and publishing my Future Generations Framework on infrastructure projects.

More information can be found in my [Annual Report for 2017/18](#).

Year three

My [third year](#) - April 2018 – March 2019 - was focused on setting-up strategic partnerships to help develop resources and guidance on the Act, providing advice and support in my areas of focus and continuing to listen and involve all those who can deliver the vision and requirements of the legislation. I published two further Future Generations Frameworks on [service design](#) and [scrutiny](#). I challenged the Government on how they are demonstrating that the Act is being applied to spending decisions; helped determine a definition of prevention by which their spending can be judged; and responding to concerns raised by the public, helped to recast Planning Policy Wales. In May 2019, I published my analysis of public bodies' first well-being objectives and designed and undertook a methodology for my first round of monitoring and assessing which was completed at the end of 2019. Further information is in my [Annual Report for 2018-19](#).



Year four

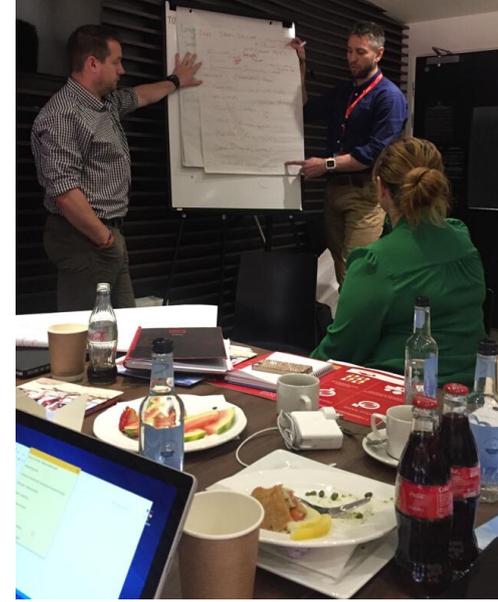
My [fourth year](#), April 2019 – March -2020 - was focused on publishing resources through my Art of the Possible '[Journeys](#)' and continuing to advise public bodies so that they can understand the Act and its implications. This included delivering two 'Live Labs' (my most detailed level of support) on Adverse Childhood Experiences (with Cwm Taf Public Services Board) and housing (with Welsh Government). In terms of the areas where I seek to proactively drive change, I focused on health system change, procurement and the government's budget - including publishing a [10-point plan to fund Wales' climate emergency](#). On skills for the future, I worked with Professor Calvin Jones at Cardiff University on a white paper '[Education fit for the Future in Wales](#)' to stimulate a discussion on how we prepare young people with the right skills, and also launched my own [Future Generations Leadership Academy](#). My Annual Report for 2019-20 will be published in August 2020.



Most significant achievements

- Changed the Government's approach on the [M4 Relief Road](#)
- Embedded the Act in the procurement of the rail franchise for Wales and the Borders
- Proposed a new approach to [examination and assessment in education in Wales](#)
- Helped recast national planning policy in line with the Act
- Secured the Act as a key plank of the Welsh Government's International Strategy
- Agreed a definition and adoption of a definition of preventative spent
- Secured an increase in Welsh Government funding towards tackling the climate and nature emergency, in line with my advice in my 10 Point Plan
- Reformed criteria for better housing development through the Innovative Housing Programme
- Monitored and assessed progress towards meeting around 300 well-being objectives
- Produced a full suite of guidance and resources for anyone who can help achieve the well-being goals
- Gave advice and assistance to over 500 people or organisations
- Shortlisted in the national Chartered Institute of Public Finance and Accountability awards
- Established the Future Generations Leadership Academy





Sophie Howe @sophie... · 03/10/2019
 Jeffrey Sachs named as one of the top three global economists & Adviser to 3 UN Secretary Generals tells us "if you want to know how to do things look to the small countries" Wales is one of those countries getting recognition on a global stage @WelshGovernment @walesintheworld



13 replies, 28 likes



Future Generations Bill 'the start of a movement'
 Lord Bird received support from across the political spectrum last week as he briefed parliamentarians on his Future Generations Bill.
 The Big Issue founder and crossbench peer heralded the 'start of a movement' as he introduced his Bill to a packed room in the House of Lords.
 The event attracted MPs and peers of all political stripes, including the Bill's House of Commons sponsor Caroline Lucas of the Green Party, Lib Dem Wales spokesperson Lord Nick Bourne and Labour peer Baroness Ruth Lister.
 The Bill aims to create a UK Future Generations Commissioner to scrutinise the impact that policies and decisions made now will have on the future.
 Lord Bird said: "It's time to rethink how we plan for the long term, and that involves rethinking how our democracy works."
 "My Future Generations Bill offers a way to level up opportunity between current and future generations. It's a chance to build a country we all want to live in."
 The Future Generations Bill was inspired by legislation already in place in Wales and the Welsh Future Generations Commissioner. Sophie Howe lent her support to Lord Bird's campaign.



Building profile in Wales and the world

- Named as one of the UK's [Top 100 Changemakers](#) - Big Issue
- Featured in the [Makers and Mavericks List 2019](#)
- Helped to develop Private Members bills in the Commons and Lords for a Well-being of Future Generations Act for the UK
- Influenced policy development on well-being in Canada, the United Arab Emirates, the United Kingdom and New Zealand
- Represented Wales at the [United Nations High-Level Political Forum](#) and the [World Government Summit](#)
- Featured in [Positive News](#), [The Guardian](#), Channel 4, BBC Future at Hay Festival, [BBC Ideas Platform](#), the National Newspaper of South Korea and the Dutch Financial Times
- Contributor to Reasons to be [Cheerful Podcast](#) and BBC Radio 4's [Four Thought Podcast](#)
- Featured in books by Margaret Heffernan, Roman Krznaric and Jane Davidson.



Part 1 - My contribution to the vision set out in the Act

Chapter 1 and the first part of each of the other chapters of this report describe, through different lenses, the holistic and integrated vision for the Wales we want to see in 2050, which the Act sets out. I have pro-actively sought to contribute to this by setting out areas of focus maximising my own impact and by producing inspirational guidance for each of the goals.

My areas of focus

With a small team relative to the breadth and ambition of the Act, I needed to be smart in how I approached this. In 2017, following involvement of people groups and experts, I identified areas of focus which could have the biggest impact towards the vision and well-being goals – the equivalent of setting my own well-being objectives.

I consciously did not single out environment, culture, community or economy as each are an integral consideration to decisions in all areas. In my analysis of progress in earlier sections of this report, a common finding has been that public bodies are not taking a sufficiently integrated approach: often action on one issue does not do enough to drive change simultaneously in other areas. It can and it must. I have sought to show by example that action on particular policy issues can have multiple benefits on all four dimensions of well-being, without singling out the environment or any other aspect of well-being.

My areas of focus can be divided in two groups:

Our places and infrastructure

- Transport
- Land use planning
- Housing

Our people

- Prevention of adverse childhood experiences (ACEs)
- Skills for the future
- Health and wellness system

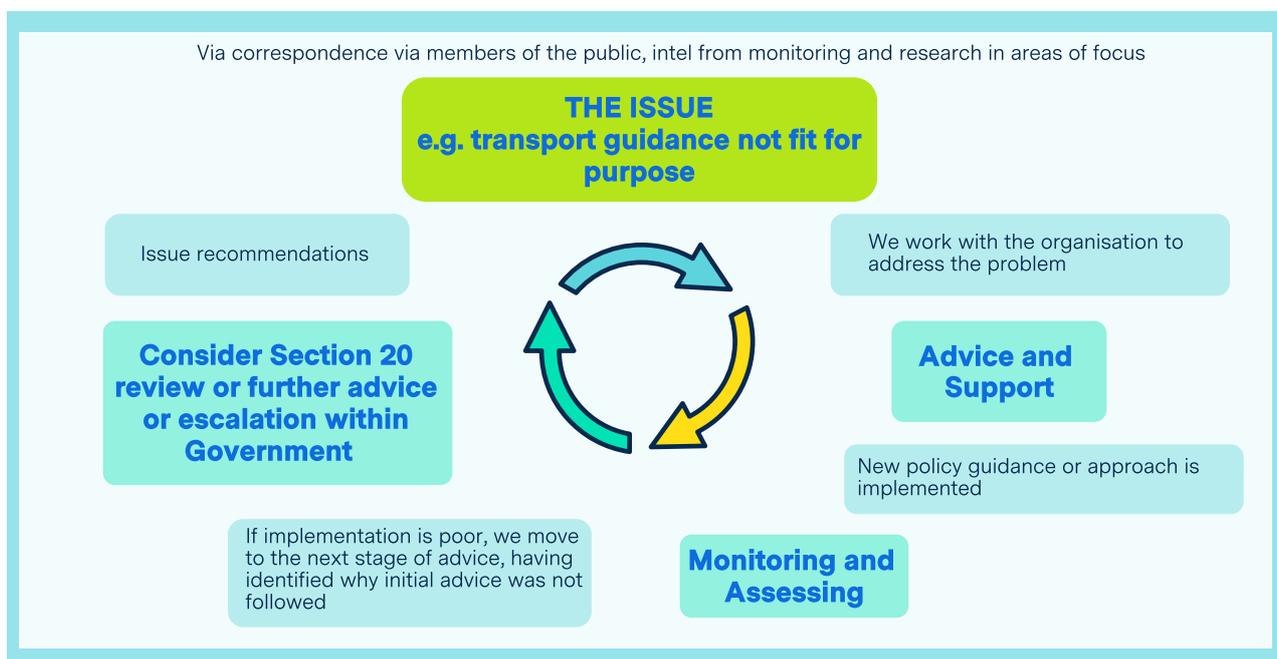
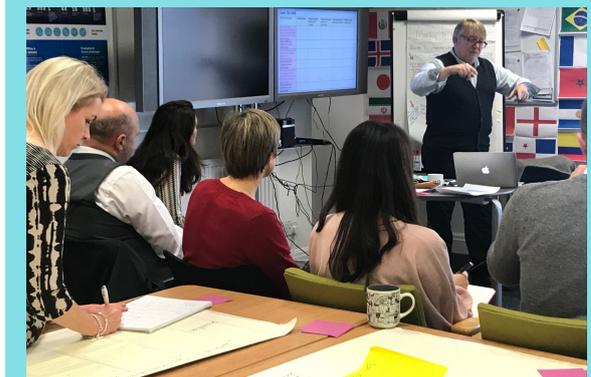
In taking each of these forward I have sought to practically and proactively contribute to the vision and goals in a number of ways. For example, by:

- Expanding and explaining what the goals and the vision means for Wales
- Providing advice and assistance to public bodies
- Monitoring their progress to secure policy and procedural change
- Publishing resources, research and analysis that leads to influence national or local policy
- Responding to evidence or concerns raised by the public and their representatives
- Collaborating with others and taking forward joint work
- Championing innovative ideas
- Sharing case-studies from within Wales and wider to help good practice travel
- Walking the talk in how I manage my own office.



Providing advice and assistance to public bodies and anyone which can help contribute to the well-being goals is one of my most important powers to promote the sustainable development principle and to act as the guardian of future generations. This is one of the main mechanisms that I have used to support others as they seek to achieve the national goals and the vision set in the Act, in my areas of focus in particular.

To make sure my advice is most effective, I have set up an internal process to ensure that my team and I identify the best way to intervene which is explained in the diagram below. I regularly identify issues to be advised on and after a suitable amount of time, I will test whether my advice has been implemented and determine what additional support might be needed. This could include anything ranging from informal meetings or phone calls to a full statutory Review under my Section 20 power, which would include formal recommendations for implementation to be communicated publicly and widely. To close the circle, giving sufficient time for implementation, I would come back to the issue again to assess whether it needs further advice and start the process again.



Places and Infrastructure

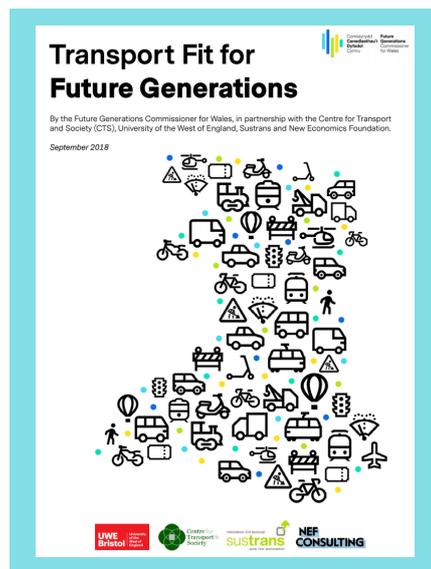
With regards to transport, land use planning and housing, my approach has been to focus on supporting and challenging Welsh Government at the national policy level.

Mobility fit for the future

Taking action in these three areas is important because it will have an impact across all of the well-being goals, particularly helping to **enhance biodiversity** and achieve a **low-carbon economy**, **healthier lifestyles**, community cohesion, **equal opportunities for all**, and a **globally responsible** and well-connected Wales. (Please see the section on **Transport in Chapter 5** for more information.)

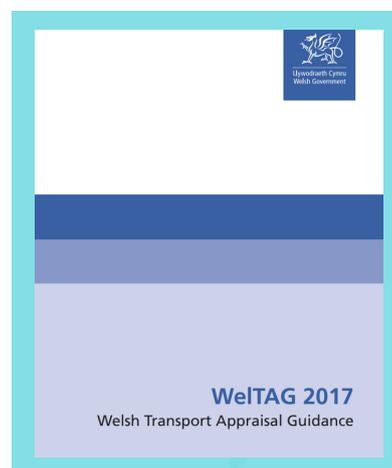
In 2017, I submitted [initial written evidence](#) and then in 2018 [further evidence](#) to the M4 local public public inquiry which questioned how the Act was being considered in an existing decision (M4) and whether the decision to borrow over £1 billion is the right one for future generations. I followed this with my report 'Transport Fit for Future Generations' which showed how the Act should be used in the consideration of transport projects and illustrating this by showing how the investment earmarked for the relief road could be better spent on transport solutions that are more in line with the Act, including public transport and active travel. We need to have a greater focus on modal shift to ensure people have alternatives to driving their cars to live a fulfilled life. Building roads is a solution of the past, we need to embrace new mobility.

The decision from the Welsh Government on the M4 shows a marked shift in policy with the First Minister, Mark Drakeford AM, placing substantial weight on the impact the scheme would have on a **Resilient Wales**, avoiding a huge burden of debt being put on future generations for just one project.



My intervention helped frame the debate, helped others understand how the Act should operate and ensured that the Well-being of Future Generations Act was a key consideration in the decision made by the First Minister.

I also sought to secure procedural change. I have given detailed advice to Welsh Government to embed the Act into the **Welsh Transport Appraisal guidance** which is used in all decisions on transport interventions. The Well-being of Future Generations Act is now upfront and central to the the guidance. It represents a significant change in how public bodies should go about their transport planning, encouraging maximisation of the contribution of each transport project to the well-being goals and objectives while looking for non-transport solutions to congestion if appropriate.



However, like in so many policy areas, there appears to be a significant implementation gap. Having worked alongside Welsh Government to produce the guidance, I am frustrated to see from my own analysis and the evidence submitted to me by communities, that instead of identifying the best mobility solution for an area, taking account of well-being goals and local well-being objectives, the guidance is often retrofitted after a specific solution (e.g. building a road or a bypass) has already been chosen, or funding has been allocated. For example, in the recent Wales Infrastructure Investment Plan update (November 2019) 62% of capital funding was allocated to new roads.

Welsh Government is currently developing a new [Wales Transport Strategy](#) which should deliver against all of the well-being goals including a significant focus on modal shift. To do this, it must have decarbonisation at its heart and adhere to the transport hierarchy set out in Planning Policy Wales. It must consider the long-term trends relating to the future of mobility, ensuring everyone has equal access to employment, services and leisure opportunities in ways that don't cost the Earth. It must provide an ambitious vision, consistent with the Act, that provides the 'direction of travel' for local transport strategies and funding for schemes enabling public transport and active travel to be prioritised.



Source: [PickPic](#)

In addition to this, I have provided advice, support and encouragement to related bodies who are not covered by the Act but are important to driving progress in these areas:

- Advised [Transport for Wales](#) (from 2016) to ensure the national well-being goals and five ways of working were integral to the procurement of the new rail franchise for Wales and the Borders and the South Metro.
- I supported the delivery partners ([Transport for Wales Rail](#)) to identify opportunities to deliver well-being by organising a workshop with leaders of the ten local authorities within Cardiff Capital Region's City Deal
- Collaborated with [Sustrans](#), [New Economics Foundation](#) and academics from the [University of the West of England](#) to research alternative options for addressing congestion in south east Wales
- Contributed to the [Civil Engineering Contractors Association Wales](#) conference (which brings together civil engineering businesses and their public sector clients), and their report [Transporting our Future Generations](#)
- Advised the [Chartered Institute of Highways and Transportation](#) on the Act to enable its members to deliver on it in transport planning schemes (supporting my work on the Welsh Transport Appraisal guidance)
- Participated in, and supported, the [Healthy Travel Charter](#)
- Organised a workshop for stakeholders on using the [Three Horizons](#) approach to considering current transport issues and ideas for solutions fit for the future.



How has the Act made a difference in transport?

- [Welsh Transport Appraisal](#) guidance has been updated by [Welsh Government](#) to ensure that public funds are invested in a way that ensures they maximise contribution to the well-being of Wales, as set out in the Act to deliver the Act's vision of the Wales we want
- The decision from [Welsh Government](#) not to build the [M4 relief road](#) has shown a marked shift in government policy with the First Minister placing substantial weight on the impact the scheme would have on the environment. A new expert Commission has been established which embeds the Well-being of Future Generations Act in its terms of reference.
- [Cardiff Council](#) is prioritising clean air and a shift from private car travel to walking, cycling and public transport. Initial concept designs have been prepared for four-cycle super-highway routes, together with cycle infrastructure schemes and the On-street Cycle Hire scheme ([Nextbike](#)) which has become the most successful in UK, growing from 25 to 500 bikes across the city.
- [The City and County of Swansea](#) have bought [40 electric vehicles](#) and won an award for the most electric vans in a public sector fleet.
- [Caerphilly County Borough Council](#) with Stagecoach, as well as Cardiff and Newport councils are in the process of introducing electric buses.



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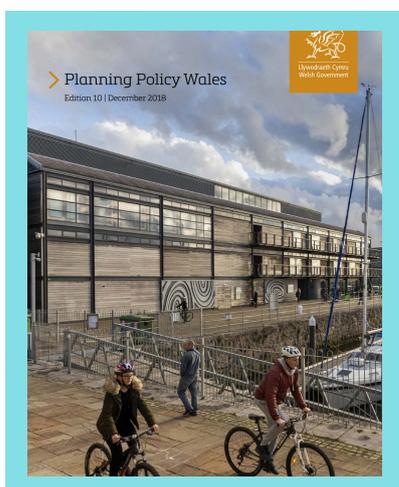


A placemaking approach

To date, planning policy is the most significant policy area in Wales being fully recast to embed the Well-being of Future Generations Act. This reform is a deep and long work programme which I welcome as helping to deliver all of the goals and in particular [A Resilient Wales](#), [A Healthier Wales](#), [A Wales of Cohesive Communities](#), [A Prosperous Wales](#) and [A Wales of Vibrant Culture and Thriving Welsh Language](#). (Please see the section on Planning in Chapter 5 for more information.)

I was first made aware of issues around planning and the Well-being of Future Generations Act through letters I received from the public and their representatives. I raised these with the Welsh Government's planning department, and we have developed an open and constructive relationship as I worked with them at the national policy level. I ensured a strong narrative on the Well-being of Future Generations Act – specifically making sure that future trends, the holistic nature of well-being with its four dimensions and the five ways of working were at the heart of every document, and made sure the multiple connections between goals and policies were identified.

The work to provide advice on the revision of a suite of national planning documents and policies started with [Planning Policy Wales 10](#).



By focusing my limited resources on national policy, the intention is that it will be cascaded down at a more local and operational level. This continued with the new statutory [National Development Framework](#) to be approved by the Assembly.

I insisted on the need for the framework to think long-term; respond to future trends and predictions; address the Declaration of climate emergency, the biodiversity crisis, the need to decarbonise our society; and realise the full potential of green infrastructure for example. I gave similar input advising on the draft consultation document and the first draft of the Framework facilitating involvement with a wider range of people. These two national policy documents are key documents that will drive the direction and manner in which planning law will be applied in the years to come and so it is essential that they are designed to drive progress towards the well-being goals and that the National Development Framework reinforces the policy set out in Planning Policy Wales 10.

Like many ambitious and reforming policies, Planning Policy Wales 10 needs to be fully implemented. And whilst Welsh Government continue the in-depth work to recast the whole system, I have encouraged local planning authorities to embrace every opportunity they currently have such as demanding more from developers, maximising the use of conditions in development control and monitoring planning outcomes.

Moving towards the local level, I have worked with Welsh Government on the recast of the Local Development Manual which offers guidance to public bodies on how to set local development plans aligned with the Act. I have insisted on the need for local development plans to be aligned with well-being objectives and goals; use the ways of working at every stage of the plan design; and draw on the evidence in the well-being assessments, well-being plans and area statements produced by Natural Resources Wales. I have also flagged the importance of long-term thinking and involvement.



During the past year, I have involved stakeholders from the planning sector to produce guidance on how to make best of the Act in plan-making and development control. Depending on the consequences of the COVID-19 outbreak, I will publish those in 2020 or 2021.

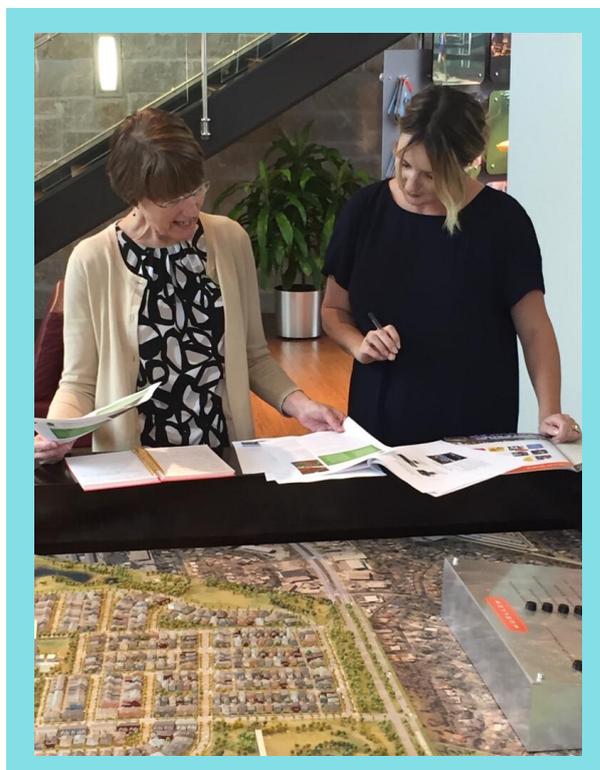
As part of ensuring the whole system understands their obligations under the Act, I have engaged with and collaborated with the [Royal Town Planning Institute Cymru](#), [Planning Aid Wales](#) and the [Planning Inspectorate for Wales](#), observing local planning hearings and inquiries and providing advice. The Planning Inspectorate has recently allowed or rejected planning appeals on the basis of inconsistency with well-being objectives and well-being goals.

Placemaking is central to realisation of many of the goals and to contribute to the 2050 vision. I have therefore been advocating for the adoption of a 'placemaking approach' beyond and within planning which sees the different elements of a community holistically and capitalises on region's assets, inspiration and potential, with the intention of creating public spaces that promote people's health, happiness and well-being.

The different elements of the policy and vision should no longer be seen as something to be traded off or compromised but implemented as an integrated concept with contribution to each well-being dimension. I joined a cross-sectoral group to help design a Placemaking Charter. Placemaking is a theme that underpins my Future Generations Report and runs through my advice on transport, skills, ACEs and housing. I would like Welsh Government to adopt a placemaking approach across government for all policy areas and use the precedent of the recast of the whole planning system to realign other policy areas such as education and housing.

I have also provided advice, support and encouragement to bodies who are not covered by the Act but are important to driving progress and delivering in these areas. Examples include:

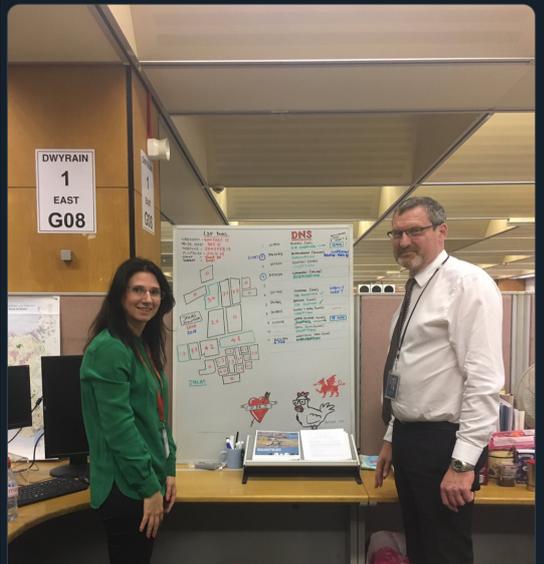
- Worked with [Planning Aid Wales](#) to ensure their training courses and advice reflect the Act
- Delivered lectures on the Well-being of Future Generations Act and planning to Masters course students in [Cardiff University](#) to ensure that the next generation of planners and architects understand the new legislation
- Provided advice and support as part of a working group on delivering placemaking in Wales, led by the [Design Commission for Wales](#) and supported by Welsh Government. As a result, the Placemaking Charter was created, to be accompanied with guidance for the signatories.
- Worked closely with the [Royal Town Planning Institute](#) in the design of my future planning guidance.





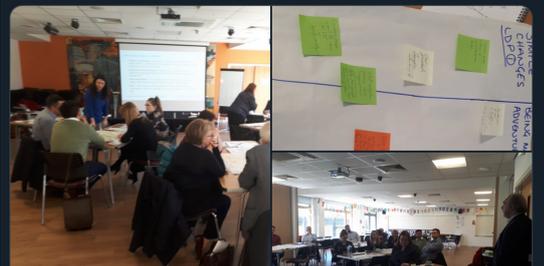
Marie B- Navarro
@MarieBNavarro

Discussing planning and implementation of the Well-being of Future Generations Act with the Planning Inspectorate Wales @futuregencymru



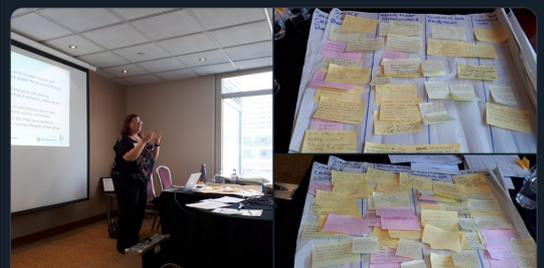
Marie B- Navarro
@MarieBNavarro

Planning sector working with us @futuregencymru to develop ideas for implementation of the wellbeing Act in practice



Marie B- Navarro
@MarieBNavarro

Very productive workshop at Wales Planning Conference #walesplan19 generated lots of ideas for our inspirational planning journeys @RTPIPlanners @futuregencymru



How has the Act already made a difference in planning?

- [National planning policy](#) is being fully recast to align with the Act and help us achieve the goals
- A [Placemaking Charter](#) has been developed and many organisations have already signed up across all sectors
- [Planning inspectorate](#) decisions have used the Act (well-being objectives and goals) to refuse or grant appeals
- The [Local Development Plan Manual](#) has been updated to align with the Act, local authorities are starting to show how they have applied the Act in the process and the Planning Inspectorate reviews this
- Consultancy firms such as [Mott MacDonald](#) and [Arup](#) have designed specific tools to ensure their work contributes to the full implementation of the Act
- The Act is at the heart of the work of [Royal Town Planning Institute Cymru](#) supporting all planning professionals in Wales and beyond
- The [Design Commission for Wales](#) already asks that all the projects it reviews demonstrates their contribution to the well-being goals, well-being objectives and uses the five ways of working
- Councils started using the [Royal Town Planning Institute's Value of Planning tool](#) to demonstrate the wider benefits of planning and placemaking



Housing as a basic human right

The quality of the homes we live in cuts across almost every aspect of the vision. And delivering adequate housing for all across Wales will help dramatically the achievement of all goals. (Please see the section on Housing in Chapter 5 for more information.)

Housing should be a basic human right. It was an issue that came through strongly in my original engagement work in 2017 that helped me to set my areas of focus for my term of office.

My advice to Welsh Government in this area has been focused on the obvious need to decarbonise our homes to meet emission targets and ensure that they are adaptable to changing demographics to help create **healthy** and **cohesive** communities. It is also apparent that housing shortages are impacting many more people than before. And we have also seen over the years, that housing that does not meet local needs can undermine the viability of the Welsh language.

In 2017, I submitted a [response](#) to the National Assembly for Wales Climate Change, Environment and Rural Affairs Committee's consultation on low-carbon housing in 2017 and I suggested preliminary criteria for housing that is 'fit for the future.' I drew on this in the advice that I subsequently provided to the [Advisory Panel on the Decarbonisation of Existing Homes in 2019](#).

In 2017-18, I advised Welsh Government on their £90 million [Innovative Housing Programme](#) to create demonstrator projects to help inform Welsh Government and social landlords about the type of homes needed to meet future demand. Due to my intervention focused on how housing could maximise its contribution to all of the seven well-being Goals and not just one or two, we are now seeing much more ambitious projects being proposed and commissioned some of which are featured in the section on Housing in Chapter 4 of this report.

In 2018, I supported the [Review of Affordable Housing in Wales](#). Utilising the expertise of secondees into my office from Construction Excellence Wales and United Welsh, we provided advice and challenge sessions with the Panel. I advised that the Review should not be a siloed, technical 'numbers game' approach to increasing the number of houses, but instead should take a 'place-based approach' and consider actual needs within Wales, including future trends and the links to decarbonisation, jobs, skills for the future and the ageing population.

The findings of the Review were published in April 2019. The fresh, challenging and forward-thinking approach for housing which helps realise the ambitions of the Act, championed by the Minister for Housing and Local Government, Julie James AM, is exactly what Wales needs.

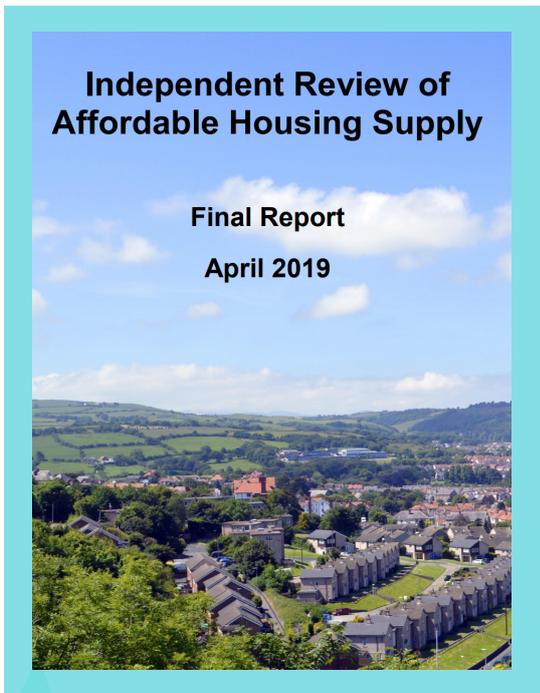


To support this, in January 2020, I delivered a Live Lab for the Welsh Government’s Housing Department in partnership with the Government’s own Future Trends team. A Live Lab is my most detailed level of support that uses future thinking tools to help public bodies explore trends and developments and their consequences for developing policies and practice. Again, I enjoyed a constructive relationship with Welsh Government in this work, which helped my interventions to have maximum impact. As a result, the Housing Department have changed their perspective by realising that they have a significant role to play in creating communities and new skills around futures thinking.

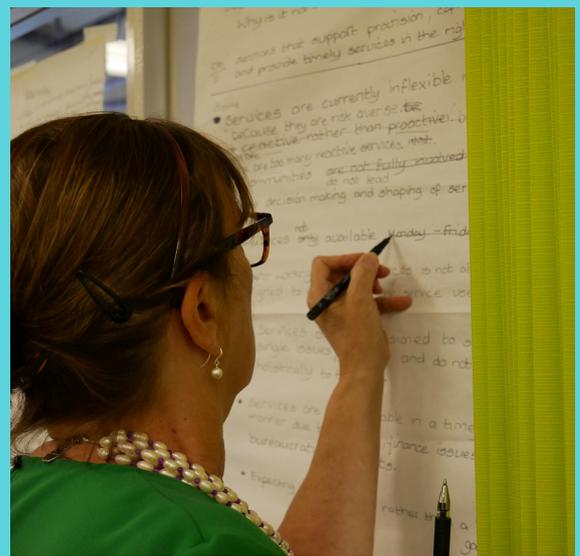
“The Live Lab has changed the way we think and challenge each other on the longevity of the decisions we are making.”



Emma Williams, Director of Housing and Regeneration



It is vital Welsh Government implement the recommendations of the decarbonisation and affordable housing Reviews without delay, while also ensuring the true intentions of the recommendations are met and not watered down due to capacity limitations.



In addition to this, I have provided advice, support and encouragement to related bodies who are not covered by the Act but are important to driving progress in these areas. Examples include:

- Provided advice on [Welsh Government's Innovative Housing Programme](#)
- Contributed to [Community Housing Cymru's Housing Futures work](#)
- Supported work on arts and housing with the [Arts Council for Wales](#) and [Trevallis housing association](#) on the Trebannog estate
- Provided advice and support to [Cartrefi Conwy](#) on how they can use of the framework of the Act in what they do
- Developed a partnership on cohesive communities with [United Welsh housing association](#) through my Art of the Possible Programme (see below)
- Provided advice to [Coastal Housing Association](#) on how they could use our Future Generations Framework in planning design and build. They have been awarded funding to build Passivhaus standards using locally sourced materials.

“At Cartrefi Conwy, we have been extremely fortunate to enjoy the avid interest and support of the Future Generations Commissioner in regard to our work with our tenants and the wider community.

We have recently carried out two major community regeneration projects with the aim of improving the overall quality of people's lives on our estates. Both have subsequently achieved 'Green Flag' status - a first in Wales! The Commissioner didn't miss this and attended the opening of the Tre Cwm estate in Llandudno. Before cutting the ribbon, she announced “If I could bottle and use what Cartrefi Conwy are doing for their communities, Wales would be a much better place now and in the future.” What an accolade!

The Commissioner and her team are always supportive and inspirational - an integral element in helping us to strive for a better Wales for now and the future generations. “

Bill Hunt, Chair Cartrefi Conwy



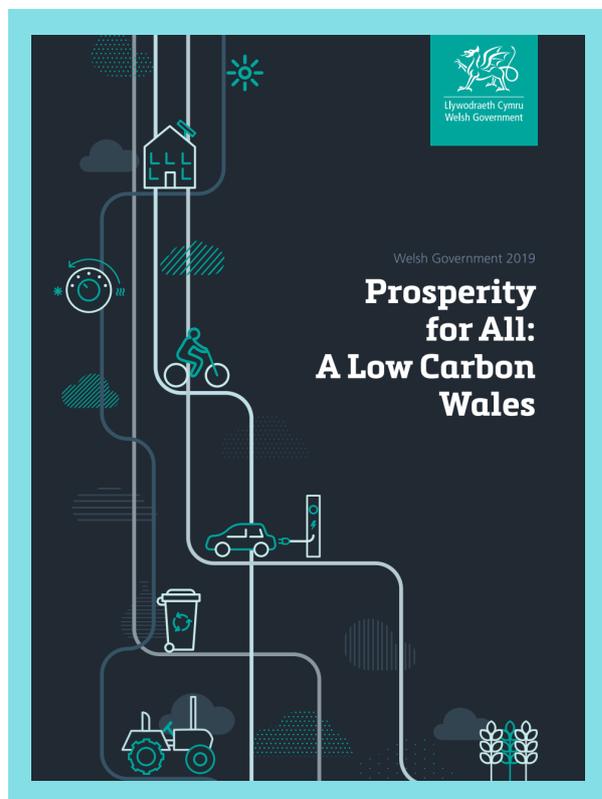


Meeting with the First Minister and young climate activists

- Welsh Government aligning their financial budget cycles with their carbon budgets which means that decisions about where money is spent can have a greater focus on achieving carbon reduction targets. They are the only government in the UK to do so.
- The advice given to Welsh Government by the UK Committee on Climate Change reflecting the Act by not only considering cost effective pathways for emission reduction but also the wider opportunities to improve wellbeing.

My work with Welsh Government's decarbonisation team on Low Carbon Delivery Plan led to:

- A policy commitment from the Cabinet Secretary for the public sector to be carbon neutral by 2030. I will continue to work with Welsh Government and others to work out how this commitment can be achieved in reality.
- Welsh Government developing a matrix to use as part of their well-being appraisal process to ensure that their Low Carbon Delivery Plan is framed within the Well-being of Future Generations Act at the start of policy development (this is a significant step forward from the traditional impact assessment approach which is done after a decision is taken). The matrix will also help the development of policies that reduce emissions and deliver wider social, cultural, economic and environmental benefits.



Decarbonisation has also been a strong theme on the advice and assistance that I have provided to other public bodies. For example, I have:

- Provided advice to public bodies on how they can take action to look wider at carbon savings through transport and buildings, and to realise the potential benefits of decarbonisation to health, community cohesion and tackling poverty
- Challenged the chairs of local government pension funds and other public bodies (the eleven local authorities with the largest pension funds invested in fossil fuels), asking them to confirm how their decisions are considering the long-term and climate risk (encouraging them to divest). As a result, [Cardiff](#), [Carmarthenshire](#), [Monmouthshire](#) and [Powys councils](#) have voted for the divestment of their funds from fossil fuels, and Swansea Council have transitioned £0.5bn of assets into a low carbon index-tracking fund
- Shared good practice about the well-being objectives which are contributing to decarbonisation in my report [Well-being in Wales: the Journey so far](#). For example, 23 out of the 44 public bodies covered by the Act have set well-being objectives relating to energy.
- Advised Welsh Government to set out how the National Development Framework and Placemaking charter will help meet our emission targets
- Challenged transport decisions that are not considering carbon emissions or wider environmental impacts.
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- Challenged transport decisions that are not considering carbon emissions or wider environmental impacts.
- Published a 10-point plan to fund Wales' climate emergency which suggests how Welsh Government's budget could increase investment in climate action, focusing on:
 - Greater investment in active travel, public transport and electric vehicle infrastructure.
 - Greater investment in a national housing retrofit programme – focusing initially on homes living in fuel poverty and those in social ownership could cost up to £1 billion.
 - Wales becoming self-sufficient in renewable electricity by 2035.
 - Increasing tree cover and the adoption of low carbon agricultural practices and re-thinking land-use practice.
 - Ensuring that decarbonisation is a key principle and driver for decision making within planning, public sector procurement contracts and pension fund investments supported by a programme to train a carbon-literate public sector.



Meeting with the Lesley Griffiths AM and young climate activists



I have collaborated with a range of organisations including the [UK Committee on Climate Change](#) and stakeholders representing community energy, environmental groups, the [Centre for Alternative Technology](#) and academics, and have worked in partnership with the [New Economics Foundation](#) and [Social Finance](#) to inform the work I have done on decarbonisation of transport and the budget. They have been able to provide expertise in areas such as carbon impact assessments to highlight how Welsh Government can improve their budget process to support the climate emergency. I will continue to work with these organisations to monitor the budget to ensure it is line with their policy ambitions.



Future Generations Commissioner for Wales
White Paper: Detailed Report

10 POINT PLAN TO FUND WALES' CLIMATE EMERGENCY

June 2019



How has the Act already made a difference in decarbonisation?

- Town councils like [Machynlleth](#) and local authorities including the first [Carmarthenshire](#) followed by nine more have declared climate emergencies in 2019, closely followed by the [Welsh Government](#) becoming the first government in the world to do so.
- [Transport for Wales & Metro](#) committed to [100% renewable electricity](#) for all stations with half of this energy being produced in Wales, and the electrification of 172 km of track on the Core Valleys Lines.
- [South Wales Fire and Rescue Service](#), [Caerphilly](#) and [Conwy councils](#) have rolled out solar panelling on their own buildings and community buildings like schools.
- [Natural Resources Wales](#) should be commended on their efforts to be a carbon positive organisation. This is an area where they have led the way through their [Carbon Positive project](#) which is being rolled out to other public sector organisations.
- [Monmouthshire County Council](#) have developed a solar farm on council-owned land in [Crick](#) that has the capacity to generate enough electricity to power around 1,400 homes. It will also save over 2,000 tonnes per year of CO2 by generating clean, renewable energy and [Riversimple](#) are preparing to run a 12-month trial of 20 hydrogen-fuel cell cars in Monmouthshire.
- Following advice to all Cabinet Secretaries, decarbonisation has been added as a sixth priority area in [Prosperity for All](#).



People and their resilience

My priority areas also focus on people and their resilience as a major contributor or inhibitor of well-being in Wales, especially in terms of skills, the health and wellness and the prevention of harm to children (Adverse Childhood Experiences).

Preventing Adverse Childhood Experiences

[A Prosperous Wales](#), [A Healthier Wales](#), [A More Equal Wales](#), [A Wales of Vibrant culture and thriving Welsh language](#) and [A Wales of Cohesive Communities](#). (Please see the [section on ACEs in Chapter 5](#) for more information.)

Prevention is one of the statutory ways of working and I recognise the impact that adverse childhood experiences early on in life have on people's life chances, society, the well-being goals and future generations. Preventing these from happening is key and where they have happened, and we need to prevent them from being passed on through generations. These are complex issues. Many of our public services need to collaborate to make this happen as no one can resolve this in isolation. This fits in very well with the Well-being Act which introduces a duty on public bodies to collaborate, integrate services and take a preventative approach when making decisions.

There is already a wealth of research being undertaken on adverse childhood experiences by Public Health Wales and others. My focus has been to help raise the profile of adverse childhood experiences within the public bodies and Public Services Boards that come under the Act and to help them make the connections with other policy issues such as housing, equality of opportunity, community safety, the local environment etc.

I have supported the development of the [ACE Support Hub](#) - a programme of work under the Cymru Well Wales partnership. The Hub started with raising awareness of adverse childhood experiences but has now moved to driving institutional change. I have helped them scope this work, key elements of which include embedding and sustaining trauma-informed practice across public services and communities.

“The office of the Future Generations Commissioner for Wales has been absolutely key in developing this programme in Wales, for Wales. The legislative context that the Act has set and also the research into adverse childhood experiences really gave us an opportunity to look at how we could work differently across Wales. One of the key roles that the Future Generations Commissioner for Wales has played is in supporting a substantial bid for funding to the Home Office in UK Government.”

Janine Roderick Director of the National ACE approach to policing vulnerability programme

I have also worked with [Audit Wales' Good Practice Exchange](#) to produce learning resources for public bodies including webinars. And through my advice and analysis on well-being objectives and steps in 2018, I have helped to develop the vision for ACE-informed public services, and secure procedural change in how public bodies go about things, which is starting to bring about the practical behaviour change on adverse childhood experiences that is needed.

Whilst some areas have made great strides to pool budgets and collaborate, the traditional set up and systems do not always enable the shift forwards we need to see. For example, I currently do not see the long-term investment needed to prevent adverse childhood experiences and will continue to challenge public bodies on this.



Public Services Boards have an important role to play to encourage collaboration and integration and to this end, in July 2019, I delivered a pilot Live Lab on adverse childhood experiences with [Cwm Taf Public Services Board](#). The 30+ attendees from services across the Cwm Taf area used the Act and the five ways of working to challenge themselves and their thinking. The process explored what is working well, challenged perceived barriers and identified ways of moving furthest forward fastest, so as to enable system-wide change in relation adverse childhood experiences and related services. At the end, the group proposed the following priorities:

- Ensure communities understand and define for themselves their role in providing safe, stable nurturing relationships, environments and services
- Work with the Regional Partnership Board and other commissioning bodies to understand and implement the right measures so that service behaviours will change.

“One of the most powerful things has been about this is the wonderful combination of intellectual rigor and doing and has accommodated a lot of different learning styles and today we have pinned down exactly what we are going to do.”

Kelechi Nnoaham, Director of Public Health, Cwm Taf University Health Board

I am working with Cwm Taf Public Services Board to follow-up the outcomes agreed in the Live Lab, and I am also making the connections between reducing ACEs in other areas of my own work – for example, the advice I am providing to public services on health system change, skills for the future, housing and government spend where I want to see more funding for prevention.

How has the Act already made a difference on adverse childhood experiences?

- The [ACEs Hub](#) is moving from raising awareness to driving institutional change. I am helping them scope this work, key elements of which include embedding and sustaining trauma-informed practice across public services, and communities. In the coming year, I will also deliver a Live Lab on adverse childhood experiences with [Cwm Taf Health Board](#).
- There has been huge investment by the police and by [Public Health Wales](#) to drive integration and better trauma-informed services. The £6.78 million [Police Transformation Fund](#) secured from the Home Office will help deliver a multi-agency, ACE-informed approach that enables early intervention and root cause prevention. The programme will scale-up the approach that has been taken by the [Maesteg Early Help Hub](#), for example.
- Thousands of professionals, community volunteers, sports clubs, youth workers and the youth offending workforce have received training, and a third of all schools have been trained through awareness campaigns. This significant improvement in awareness of adverse childhood experiences is in a large part down to the work of the ACE Hub.
- [Public Health Wales](#) has a well-being objective to ‘build capacity and support system change, to protect and improve health and reduce inequalities to embed adverse childhood experiences informed working’. They have developed a partnership with [Community Housing Cymru](#) to identify approaches to adverse childhood experiences in housing and develop work on adverse childhood experiences and homelessness.



Skills not just for work, but for a life well-lived

Education and the opportunity to develop the right set of skills is one of the most significant determinants of life outcomes including health and life expectancy. While the topic of 'skills' appears most frequently in objectives and steps set by public bodies, in the majority of cases, these objectives seek to meet the demand of the current economy and do not focus on improving wider social, cultural and environmental well-being at the same time. This narrow focus limits the scope of what can be achieved, missing opportunities to improve skills in low-carbon industries, make sure available opportunities are equal to all and that learning improves people's health and quality of life. (Please see the section on Skills in Chapter 5 for more information.)

A Prosperous Wales, A More Equal Wales, A Wales of Vibrant culture and thriving Welsh language, A Resilient Wales, A Healthier Wales, A Globally Responsible Wales and A Wales of Cohesive Communities

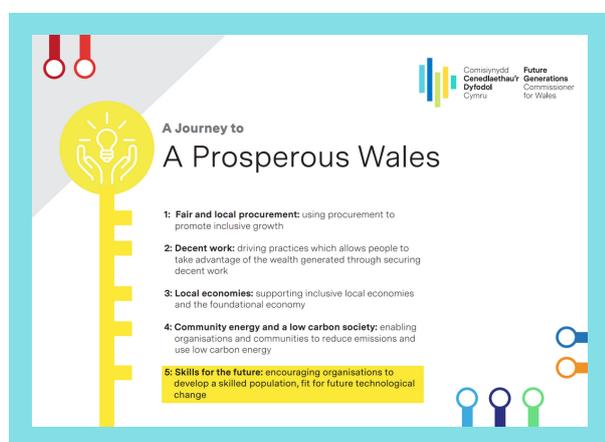
Our education and skills system must adapt if we are to grasp the challenges and opportunities of global trends like automation, demographic change, climate change and inequality to ensure that our education system drives wider social, environmental and cultural well-being.

In 2018, I held an event with children, young people and education professionals to discuss the skills and jobs of the future, using their views to inform my collaboration with Cardiff Business School. In late 2018, I held roundtables in London and Cardiff with education professionals from around the UK providing an opportunity to share practice and gathering their views on the impact of global trends on education and work.



This involvement helped me to identify that the new curriculum for Wales provided an opportunity to ensure our children, young people and future generations had the skills to manage opportunities and challenges. In 2019, I worked with Professor Calvin Jones of Cardiff Business School to publish 'Fit for the Future Education in Wales' – a white paper for discussion, timed during the consultation on the new curriculum 2022. During the project, I involved a wide range of people, holding stakeholder and inter-generational workshops to consider what parts of Wales' educational structure are already fit for future purpose, those which need to change – modestly or radically – and whether anything should be wiped away or indeed invented whole. The white paper, which was published in October 2019, calls for:

- Learning to be created and delivered in partnership with businesses, charities and others.
- A radical re-think of qualifications at age 16. GCSEs are no longer fit for purpose and should reflect the aspirations of the Curriculum for Wales 2022.
- Assessments that focus on diversity and are centred around pupils not testing, providing greater academic value and benefit.



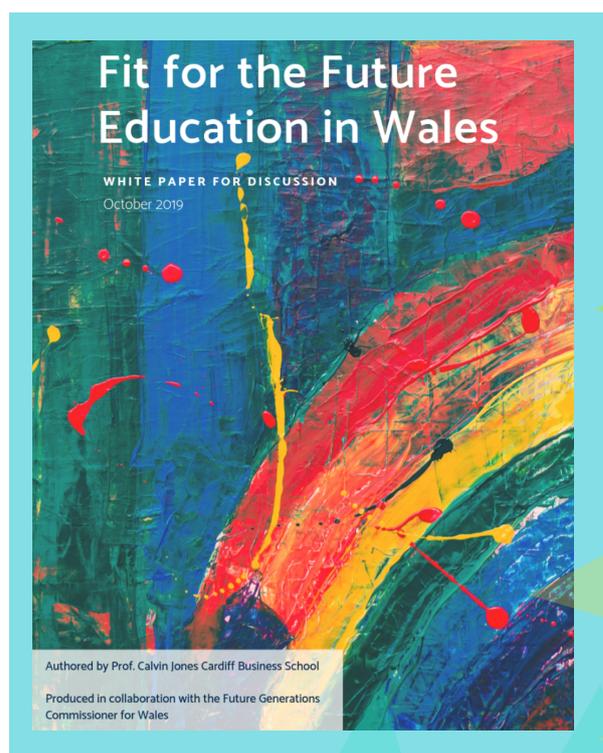
And the response to it has been positive.

“This report is a very useful contribution to the debate about how to maximise the impact of the education reform agenda in Wales. It exposes some of the opportunities and risks and invites fresh thinking about possibilities.... A thoughtful read.”

Mick Waters, Chair of panel for 'Schooling re-imagined'

As well as looking at compulsory education, our report also considers the impact of automation and the changing world on work, producing an element of the 'journey towards a prosperous Wales' on "Skills for the Future: encouraging organisations to develop a skilled population, fit for future technological change."

At this time, I was a member of the expert panel for the review of digital innovation, commissioned by Welsh Government. Chaired by Professor Phil Brown, the review informed my wider work on 'Skills for the Future' and I support the recommendations of the [final report](#), published in September 2019.



I continue to advise Welsh Government and Qualifications Wales as they implement the new curriculum for Wales and consider the method of assessment for pupils at age 16. The Education Minister has announced a review into ‘Schooling Re-imagined’, which provides an opportunity to consider how education and schools can have a wider impact on well-being for current and future generations.

Regarding post-compulsory education, the Commission for Tertiary Education and Research will be in place from 2022, providing a significant opportunity to develop a long-term vision and curriculum for post-16 learning and the skills system in Wales. Regional Skills Partnerships will require support to be reformed, taking a more future-focused and integrated approach with local public bodies and Public Services Boards, to set the ambition of the new Commission into reality.

In addition to this I have provided advice, support and encouragement to related bodies who are not covered by the Act but are important to driving progress in these areas. For example, I have:

- Provided advice to [Coleg Cambria](#) on embedding the Well-being of Future Generations Act in their work. They have now used this to develop a Future Generations Plan setting out how they will contribute to the well-being goals.
- Provided advice on the [Cardiff Capital Region City Deal Regional Skills Plan](#) and the employee skills survey. I highlighted the risks associated with their focus on five priority sectors, with little to no focus on things such as energy (as an example), despite the obvious direction of travel with decarbonisation targets.
- Provided advice and assistance to the [Swansea Bay City Deal](#), who have used my Future Generations Frameworks to design their investments, such as the Llanelli Well-being and Life Sciences Hub.
- Provided advice and support to the [Regional Centre of Expertise Wales](#) and the Welsh Universities’ Future Generations Group, who have used the Act to create a ‘hub of expertise’ for education on sustainable development across eight universities in Wales so far.
- Provided support to [University of South Wales, Cardiff, Bangor and Swansea Universities](#) in the form of lectures for their students and as an honorary Fellow at both Cardiff Business School and University of Wales Trinity St Davids.
- Provided advice to business leaders on the Act through: a digital and future skills roundtable (hosted in collaboration with [PwC, Universities Wales and the Confederation of Business Industry Wales](#)); working with [Constructing Excellence in Wales](#) on a number of events, resulting in the construction sector asking to be the ‘45th body covered by the Act;’ and working closely with [Business in the Community](#), promoting the Act through their membership.
- Provided contribution to the [Institute of Public Policy Research Scotland](#), framing the debate around the Act, on their recent report: “[A 21st century skills system for Wales?](#)”



I have also worked with the [National Academy for Education Leadership Wales](#), a small independent organisation established by Welsh Government to bring clarity and coherence to education leadership. As a result of my input, leaders have an understanding of the Act and how they can contribute, as this [blog](#) by an associate describes, and they have framed both of their 'calls to action' on the Act. The first published study asked 'How can leaders enable high quality professional learning opportunities that improve well-being and achieve better outcomes for all?'

And the second call to action is framed around a well-being goal: 'What is the role of educational leadership in realising the vision of a Wales of vibrant culture and thriving Welsh language?'

It is worth noting that of the 345 well-being objectives published in 2018 by public bodies and public services boards, 111 relate to skills and a workforce for the future – the highest number across my areas for change.

How has the Act already made a difference in 'skills for the future'?

- The new [Curriculum for Wales 2022](#) has been designed with well-being at its core and to help us, as a nation, contribute to the national well-being goals. Included in the curriculum framework guidance is encouragement that schools and other education settings apply the five ways of working and seek to contribute to the well-being goals. The curriculum also takes a long-term view, placing creativity, digital skills and problem-solving in high importance, as these are skills we are predicted to need in the future because they are difficult to automate.
- A number of educational schemes are in development or already in existence that have been based on the Act, aimed at teaching children and young people eco-literacy, sustainable development and skills for a future Wales. For example, the [Black Mountains College](#) in Powys, [Sector 39](#) also in Powys and [Cymbrogi Futures](#) in Pembrokeshire.
- Many schools and colleges in Wales have adopted the ways of working in the Act to contribute to the national well-being goals. For example, many schools have joined the [Eco-Schools](#) global programme and introduced initiatives such as rainwater capture, school gardens and carbon-saving initiatives; some schools recognise the impact of adversity experienced in childhood and have placed prevention at the centre of their ethos; and others have recognised the long-term skills needs and put creativity and communication first.
- The [Welsh Government-commissioned digital innovation review](#), 'Wales 4.0 Delivering Economic Transformation for a better future of work' (2019), recognises that the Act is the framework for developing Wales' economic and social response to the impact of technological change and automation, with recommendations aimed at Welsh Government to apply the Act and recognise the long-term skills needs of Wales.
- Further and higher education institutions are collaborating with public bodies, often through Public Services Boards, to provide opportunities for skills development and employment to local people.
- Many Welsh businesses have embraced the Act, employing local people, seeking to give back to their localities, reusing and repurposing materials, seeking to have low environmental impact, deriving their values and purpose from sustainability. [Bluestone National Park Resort](#) put it as simple as: "In short: try not to do anything today which our children will have to pay for tomorrow."



Shifting health spend towards prevention and keeping people well

Good health is one of the main building blocks of wellness and opportunity and enabling people to live as healthily as possible has benefits and connections across all of the well-being goals.

The majority of the Welsh Government budget is invested in the NHS, which largely focuses on treating people who are unwell, because of the pressures of demand and because the levers to keep people well are outside of the control of the NHS. The pressure on the NHS and the levels of ill health across our communities have been brought into sharp focus by the COVID 19 pandemic. Many services that support people's health are seeing disinvestment, for example, housing, community facilities, youth support ([A Wales of Cohesive Communities](#)), skills support and employment ([A Prosperous Wales](#)) and support for a healthy natural environment ([A Resilient Wales](#)).

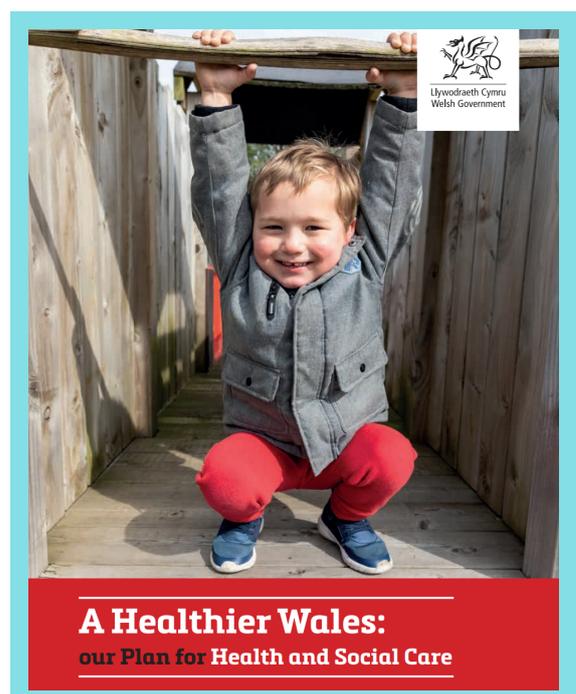
The increase in demand for health services is not sustainable and it's clear that it cannot continue, so there must be a shift to preventing illness and prioritising keeping people well. (Please see the [Healthier Wales](#) section in Chapter 3 for more information and my vision for a national wellness system, which is a new approach to shifting priority and resource to the services that keep people well.)

Countries across the world are grappling with the challenges of unhealthy and ageing populations. I want us to use our unique legislation in Wales to have an honest conversation about what different investment is needed to increase health and resilience across our population, and to embed prevention across services, and eventually reduce demand on the NHS and other acute services.

My advice to Welsh Government in this area has focused on how they can better align their management of the NHS to the long-term and preventative approaches that the Well-being of Future Generations Act aspires to create. I have provided advice on the [NHS Planning Framework](#) (which is the basis of Integrated Medium-Term Plans) and I am pleased that the guidance has progressed year on year in terms of how it reflects the Well-being of Future Generations Act. I have provided advice on the [Parliamentary Review of Health and Social Care](#) and the implementation of the resulting strategy [A Healthier Wales](#).

“The Office of Future Generations produced an excellent workshop for the recent event on ‘Supporting Long Term Planning’ in March 2019. The workshop produced a lively debate about where people saw themselves and others, and how this technique can be used easily in meetings and projects to achieve successful results. Having this workshop at the event proved to be a change and gave those who participated food for thought.”

Participant in Welsh Government event on long term planning in the NHS, March 2019



I have worked with health bodies and following my advice, Powys Teaching Health Board, Public Health Wales, Aneurin Bevan, Cwm Taf and Cardiff & Vale University Health Boards are showing evidence of embedding the Act through their [Integrated Medium-Term Plans \(IMTPs\)](#).

I have worked in partnership with [Public Health Wales](#) on a number of areas, including my Art of the Possible programme and our joint work on futures. I have also been engaged in the 'Building a Healthier Wales' work they are leading for Welsh Government.

A key message from my statutory monitoring and assessment of public bodies in 2019 is that the Welsh Government's approach to measuring and managing the performance of the NHS is frequently cited as a key barrier to change, not just for health bodies but for wider public services. I have advised the Government that they could do more to implement the Well-being of Future Generations Act by better aligning their performance measures, funding allocations and day to day interaction with health boards with the requirements of the Act.

There is a long history of vision and strategy documents that set out the case for the system shift to prevention, but we are not seeing this play out in reality. Since the Act came into force, there have been some positive shifts to more preventative approaches, some of which consider the wider determinants of health, but the scale and pace of change is too slow and pressures on the NHS and other acute services are a ticking timebomb for future generations.

It is for this reason that I am considering how best to use my powers to drive change at the scale and pace that is needed. I am collaborating with a group of organisations with relevant expertise including [The Health Foundation](#), [Bevan Commission](#), [Public Health Wales](#), [Welsh Local Government Association](#) and [Social Finance](#) to explore the most effective approach to take to ensure that Government adopts the national wellness system that I am calling for.

In addition to this I have provided advice, support and encouragement to related bodies who are not covered by the Act but are important to driving progress in these areas:

- Supported the work of the [2025 social prescribing network in North Wales](#)
- Supported the work of the [Bevan Commission](#), particularly their work on prudent healthcare and innovation
- Contributed to [The Health Foundation's](#) work in Wales, particularly in relation to the wider determinants of health and the role of local government
- Provided advice and support to health bodies not listed in the Act including [NHS Wales Shared Services Partnership](#) and [NHS Wales Infomatics Service](#)
- Supported [the Learned Society for Wales'](#) work on planetary health
- Supported the work of the [NHS Confederation for Wales](#), particularly in terms of highlighting examples of good practice in terms of the Well-being of Future Generations Act
- Worked with [Wales Council for Voluntary Action](#) to ensure the views of the voluntary sector are reflected in my work on health, including through the Third Sector Support Wales.



We can see the Act being implemented across public bodies and organisations throughout Wales, especially GPs moving to prescribe patients to use Nextbikes, encouraging a healthier lifestyle and championing prevention and a support for people moving from managed care to more local and community-based support, a cost-effective approach.

“[Your work] really brought home the value of the Future Generations Act and Commissioner. Very encouraging to see many of the things which we’ve been calling for in England already happening in Wales.”

The Health Foundation

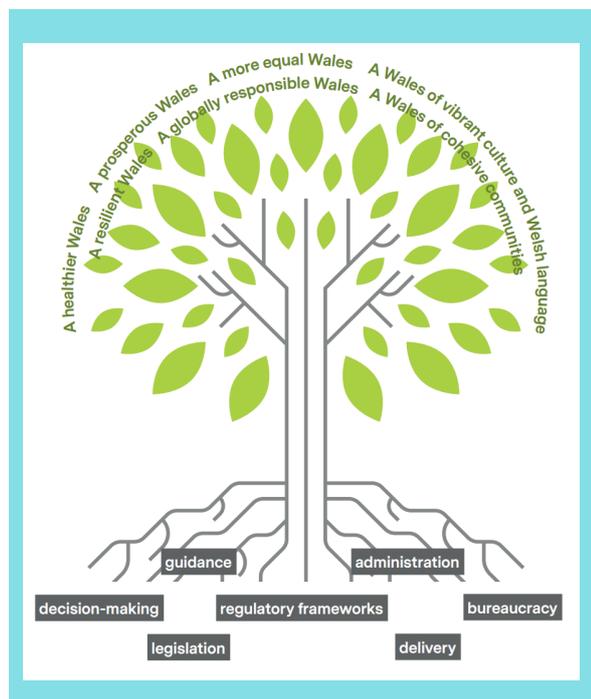
How has the Act already made a difference in health?

- [Hywel Dda Health Board](#) have published their first long-term strategy (20 years). They have stated their main strength in relation to the Act has been the widespread commitment from Board level to grass-roots staff, and the recognition that achieving improvements in health and well-being needs to be ‘driven by emphasis on how we change culture and focus more on prevention, early intervention and community care to keep people well’. Hywel Dda are rightly proud of this which they believe “demonstrates how we are seeking to ‘live and breathe’ the principles of the Act in our everyday business”.
- [Swansea Bay University Health Board](#) are the first health board in Wales (and second in the UK) to achieve ‘green flag’ status at Glanrhyd Hospital. “The more we do, the more we think we can do”. They see the green flag status as a first step and are now looking at other green space opportunities, citing examples of Swansea’s Botanical Gardens and a sensory garden at Morriston Hospital.

- Their Annual Report states: “Since the Well-Being of Future Generations Act came into being, links have been forged with other bodies within Wales who are responsible for the stewardship of the natural environment.”
- [Aneurin Bevan Health Board](#) are detailing the habitat and geology of their sites and as per NHS Pollinator Friendly Estate guidance, have planted wildflowers.
- Although not a named body under legislation, [Welsh Ambulance Service NHS Trust](#) is also embracing and applying the well-being of future generations principles.
- [Bridgend](#) has local community co-ordinators to help people develop their strengths, well-being and resilience by making connections with local networks and resources. During 2017-18, they received 116 referrals. One aspect of their work has seen support for people moving from managed care to more local and community-based support, a cost-effective approach which released £216,000 of social-work time to support other demands.



Cross-cutting themes – budget and procurement



Finance and procurement are two of the corporate areas for change in the Statutory Guidance issued by Welsh Government on the implementation of the Act. Public bodies are expected to use the Act in these specific operational areas, and I have chosen to focus on these two because the power of the purse remains a key factor in the implementation of any policy. I have made some proactive interventions that seek to improve the systems of finance and decision-making which underpin public services, as in times of austerity and Brexit we need to ensure that every penny we spend maximises its contribution to all four dimensions of well-being.

I could see that decisions in these two areas were acting as barriers instead of being opportunities to help achieve the well-being goals particularly a **Resilient**, **Prosperous**, **Cohesive Communities**, a **Healthier** and a **Globally Responsible Wales**, as they should. (Please see Chapter 2 for more information.)

The Welsh Government budget is the single biggest decision (or set of decisions) that is taken by a public body in Wales each year. As well as determining how public services are funded, the budget process and decisions send important signals about priorities across our public services and shows whether those priorities are shifting to realise the aspirations of the Well-being of Future Generations Act.

I have monitored and assessed the draft budget over three consecutive years and provided advice to government and evidence to the National Assembly for Wales Finance Committee in 2017, [2018](#) and [2019](#). In that time, I have explored the links between the Welsh Government's well-being objectives, strategic and policy decisions, and the decisions outlined in the budget narrative, which was challenging because most officials only understand one part of the overall process. I have also specifically focused on the extent to which the budgets have shown progress in relation to investment in [prevention](#) and in [decarbonisation](#), as two key areas where change is needed.

In 2018, I advised and successfully agreed with the then Cabinet Secretary for Finance, Mark Drakeford AM a [definition of prevention](#). Whilst this will take a while to be fully understood across Government, I expect to see how the definition is informing spending decisions.



On decarbonisation, I published a [10 point plan](#) setting out how investment could enable Government to meet the Climate Emergency they declared, and I have advised that Welsh Government (and the bodies and programmes that it funds), should be doing more to analyse every aspect of its expenditure - especially capital spend - in terms of carbon impact and publish details on how this stacks up overall.

In 2019, as a result of my advice, Welsh Government published a [Budget Improvement Plan](#) which sets out what they think progress should look like in terms of the budget process aligning with the requirements of the Well-being of Future Generations Act.

There is huge potential to contribute to the well-being goals via the £6.1 billion which is currently spent by the public sector in Wales on [procurement](#). I have invested time to support the Welsh Government, but progress has been slow and disappointing. Despite some good examples, procurement policy and practice have not kept up with the new requirements under the Act and the extent to which Welsh Government and public bodies are developing contracts informed by the five ways of working and seven well-being goals is not consistent.

Working in partnership with [Cardiff University](#) in 2019, I have undertaken research to better understand this, working in collaboration with [Audit Wales](#), the [Welsh Council for Voluntary Action](#), [Wales Co-operative Centre](#), housing and procurement consultants. Although there is evidence across the board that public bodies are taking steps to apply the Act, the research has identified leadership involvement, resources and capacity, along with the complex landscape as challenges for procuring sustainably.

In March 2019, I triggered my first Section 20 Review into the procurement practices of nine public bodies in Wales. [Section 20 of the Act](#) gives me the power to conduct a Review into how public bodies are safeguarding the ability of future generations to meet their needs through the well-being duty and by taking account of the long-term impact of their decisions. A Section 20 Review is the strongest use of my powers under the legislation. In light of COVID-19, I have paused the Review and will reassess the situation in September 2020 once there is less strain on the capacity of public bodies.



Part 2 – My support to others in implementing the Act

To support others in the implementation of the Act and to promote the sustainable development principle, I have used my powers by:

- Providing advice and monitored progress towards public bodies' well-being objectives
- Creating resources to help with the application of the Act, working closely varied partners
- Responding to requests for advice and assistance from public bodies and other sectors
- Building a movement for change nationally and internationally as the implementation of the Act will require collaboration and hard work from all, beyond the public sector
- Monitoring progress towards well-being objectives and goals
- Leading by example and walking the talk myself, to learn with public bodies and demonstrate what can be done



Providing advice

An important strategic decision in terms of the advice that I give, has been to select who to advise within my limited resources, to ensure I have maximum impact, stay within the boundaries of my statutory powers, and drive most efficiently the change that I want to see.

As well as providing advice on my areas of focus, I also respond to requests for advice and assistance. This is my reactive advice as opposed to my proactive advice (which I gave for example in relation to Transport and Skills in the last 12 months – and covered above). In responding to these many requests for support from organisations covered by the Act, other sectors and people across the globe, I am more selective and only respond to the requests meeting my criteria. On limited occasions, the Act requires that I give advice in specific circumstances as is the case with this report.

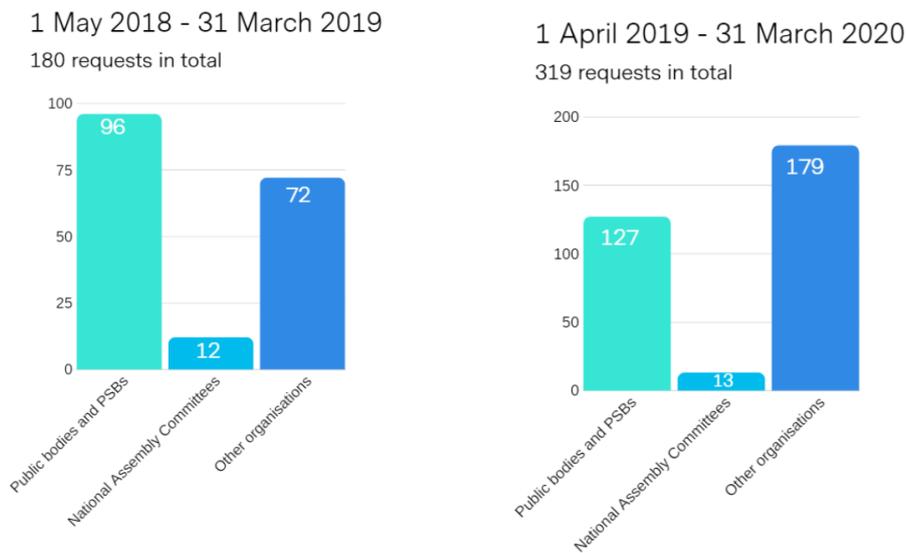
Requests for advice are assessed against these criteria:

- Will this contribute to any outcome in the Roadmap (my annual work plan)?
- Is there a significant risk of us doing (or not doing) the work (in line with my my strategic risk document)?
- To what extent could the request contribute to the achievement of the well-being goals, their definition, the sustainable development principle or the four dimensions of well-being?
- Can we resource the work?

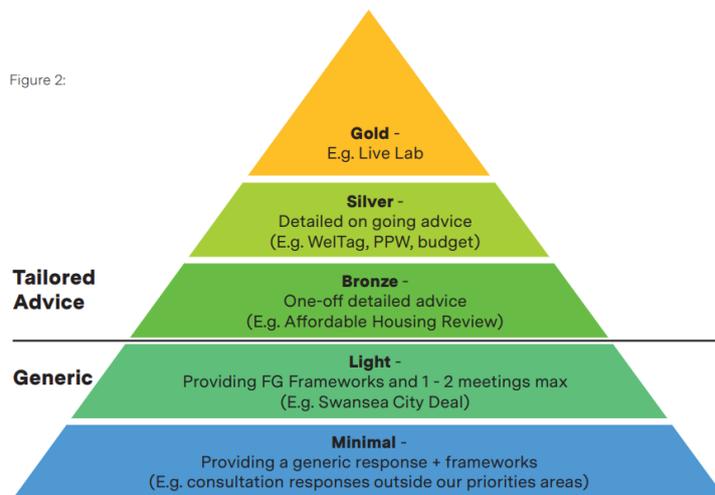


In the last two years, I have received over 499 requests from public bodies, Public Services Boards, National Assembly Committees and other organisations. Some of these requests are still in progress and over a half of the requests were able to be supported through signposting to resources, adapting my own guidance or through face-to-face meetings. Sadly, given my capacity I have also had to decline 130 requests over the reporting period as I could not meet the demand or because the requests fell outside of my areas of focus.

The number of requests for my advice has increased dramatically over the years (see the diagram below as an example), and my priority has been to support the 19 Public Services Boards and 44 public bodies that come under the Act and in particular Welsh Government who set national policies that impact on everyone.



My responsive advice falls in two categories: generic advice and tailored advice.



Overall, within the last 2 years, I have given advice as follows:

- Public bodies and Public Services Boards: generic advice 116 times and tailored advice 33 times
- Other sectors (such as housing associations, professional bodies, universities, businesses and third sector organisations): generic advice 133 times and tailored advice 26 times



Generic Advice - Creating inspiring resources and guidance

To answer the majority of the requests that fall outside the remit of my criteria and to ensure the greatest number of people including the public bodies, Public Services Boards but also other sectors and individuals can find some of the help they need around the Act, I have been developing generic resources.

Future Generations Frameworks

In 2018, I included on my website a [Frequently Asked Questions](#) section I can refer people to and I have since designed three 'future generation frameworks' to help apply the Act to [Infrastructure Projects](#), [Service Design](#) and [Scrutiny](#).

These Frameworks have formed a key part of the responsive advice and it is encouraging to see how their use is growing and already bringing about procedural and practical change. For example, the [Vale of Glamorgan County Council](#) considered changes to day services and as a result of using my Framework for Service Design, realised that they needed to do far more involvement. [Cardiff Capital Region City Deal](#) used my Framework to appraise their 'Skills for the Future' proposal. This has resulted in climate change resilience, Welsh language and culture being included – which it was not before. And [Torfaen Council/Public Services Board](#) made a short film on my Framework for staff e-learning and induction.

They are also being used by community groups and businesses such as Halfren Dyfrdwy Severn Trent's new Welsh company who used the Framework as a core component of their business case to Ofwat.

"...the FG Framework is an ideal tool and will be used throughout the project at the centre of the Pontcysyllte World Heritage Site."

Plas Kynaston Canal Group

Alun from ARUP gives a testimonial on using our Future Generations Frameworks in his work



"I am really delighted to be using the Future Generations Framework in my work as a Cllr. I was already enthusiastic about it, but your workshop gave me the confidence to apply. It would be really useful to have the opportunity to explore how, as Cllrs, we need to apply the Act, in for example, Scrutiny meetings, council, task and Finish groups etc."

Cllr J Henshaw



The Frameworks have also been used by the following organisations, resulting in positive impacts:

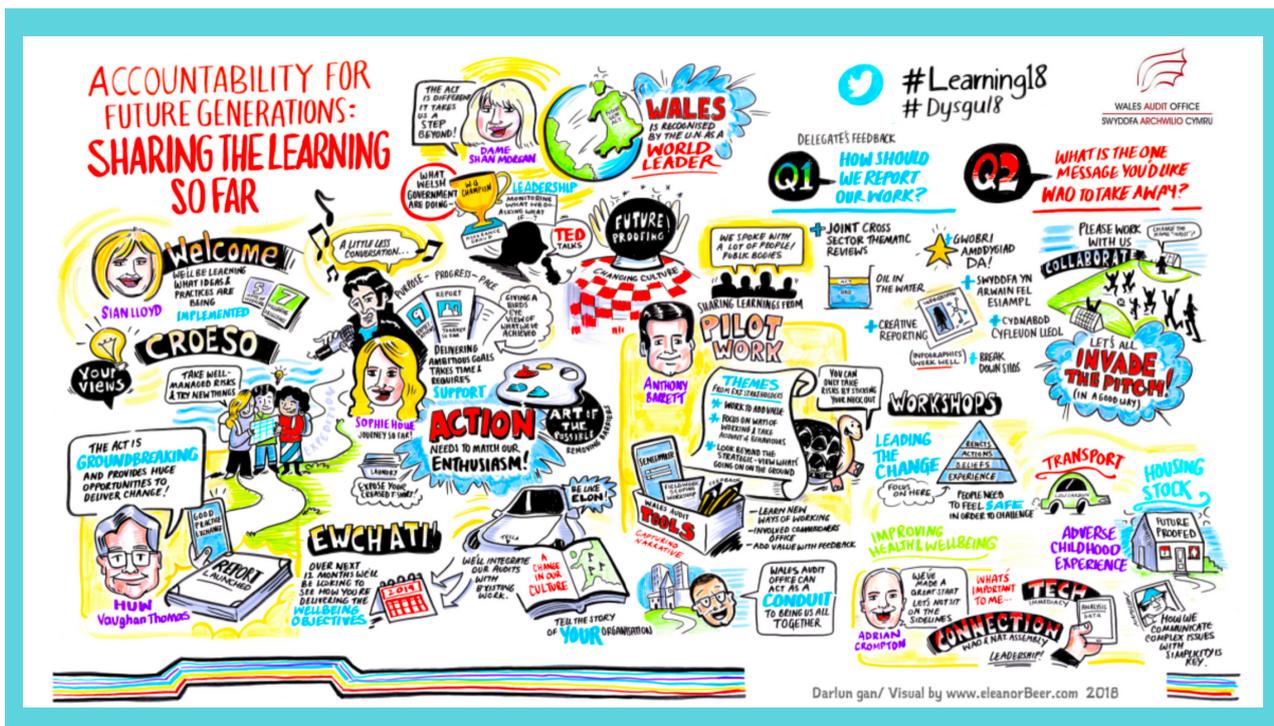
- Swansea Bay City Region on one of their projects (Llanelli Wellness and Life Science Village)
- Cardiff Capital Region City Deal to inform their City Deal Business Plan and the guidance they are issuing to potential schemes
- Transport for Wales in respect of the Metro system
- Welsh Government as part of their revised Welsh Transport Appraisal Guidance (WelTAG)
- Isle of Anglesey County Council to assess different options of improving the social, economic, environmental and cultural well-being of a large infrastructure project like Wylfa Newydd
- Sport Wales to inform their national conversation and vision. By providing this advice, we secured procedural change in how Sport Wales was going to go about this major piece of work

Art of the possible - Journeys towards each of the goals

The Act requires a new way of thinking about how our public services are delivered to meet the vision set out by the Act. In the early years of my term, I made it a priority to develop a range of resources and guidance that would help in this respect.

In addition to my suite of 'Future Generations Frameworks' which were looking at the new types of processes we needed in place, the next set of resources I produced, my [Simple Changes and Journeys towards each of the goals](#), were more about the policy change we need to see alongside the process changes to be adopted – both fleshing out the vision in the Act.

I wanted to make sure public bodies would go beyond changing their policies to include warm words to them taking action on the ground.



My Art of the Possible programme drew on the collective intelligence of people and organisations across Wales to explain and explore the practical implications for public services of maximising their contribution to each of the well-being goals. It offers a menu of gradual actions from simple to ambitious that public bodies should take, which my office will monitor over time, and highlighted the interconnections between the goals. They also contained a body of good practice and further resources which public bodies can use to demonstrate how their behaviours and actions are in line with the Act. 82 Simple Changes were published in November 2018 and the full ‘Journeys’ followed in 2019.



The partners in my Art of the Possible Programme were:

- Arts Council of Wales - A Wales of Vibrant Culture and Thriving Welsh Language
- Fair Trade Wales & Hub Cymru Africa - A Globally Responsible Wales
- NHS Centre for Equality and Human Rights - A More Equal Wales
- Sport Wales - A Healthier Wales
- United Welsh - A Wales of Cohesive Communities
- Wales Cooperative Centre - A Prosperous Wales
- Wildlife Trusts Wales – A Resilient Wales
- Interlink RCT - Involvement



Hub Cymru Africa



The vision and suggested actions within my guidance, and the insights gained from the wide engagement work, underpin this whole report, particularly Chapter 3.

My Art of the Possible programme has already resulted in changes across numerous public bodies.

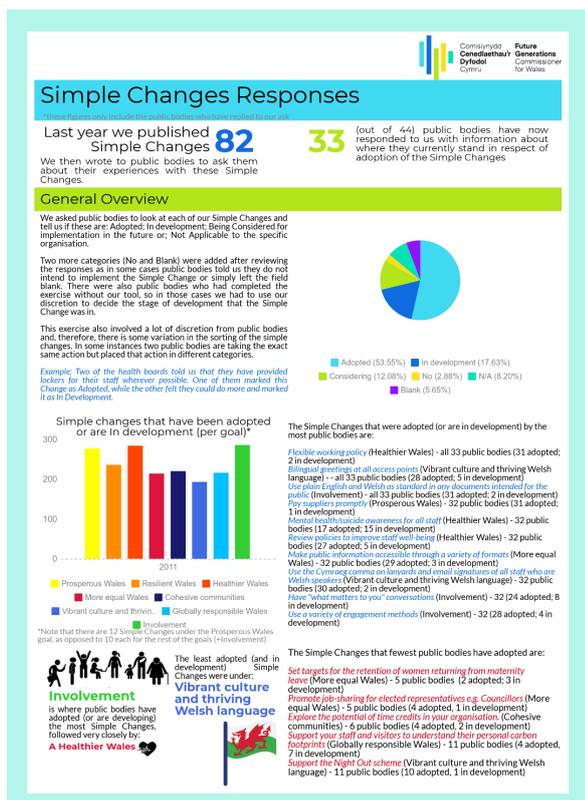
In February 2019, I wrote to public bodies asking for an update with implementation of the Simple Changes. 30 out of the 44 public bodies subject to the Act responded. On average, 71% of the Simple Changes are already adopted or 'in development' across the 30 public bodies that replied.

Approximately 12% are being considered for implementation in the future.

The Simple Changes under 'Involvement' and A Healthier Wales are the ones most public bodies have taken up, whilst the actions under Vibrant culture and thriving Welsh language have the lowest rate of adoption, indicating that perhaps public bodies are still finding it hard to think about the cultural pillar of well-being.

Actions already taken by public bodies and others using my guidance and proposed actions are countless and examples include:

- **Cardiff Council** plans to build a solar farm that would generate **£21m of green energy** over a 35-year period.
- **Natural Resources Wales** encourages appropriate exchange of employees both within Natural Resources Wales and with other organisations. Through the **Torfaen Public Services Board**, they are contributing to the part-funding of an **Academi Wales MSc** secondee.
- **Pembrokeshire Coast National Park Authority** has published a **Green Infrastructure Action Plan** (which includes a guide and examples for green infrastructure) and developed a land use planning tool (part of a Nature Fund project at Castlemartin) to look at opportunities for connectivity.
- **National Museum Wales** has been involved in several community-focused schemes (like wildlife friendly gardens at St. Fagans developed by Hafal, the Wallich and Innovate Trust). The Graft Project at the National Waterfront Museum Swansea converted an unused space into a public garden, with horticulturally based courses for volunteers. At Big Pit the Coity Tip Trail was developed to provide short walks around an old waste tip from the Coity Pit, and to support wildlife, plants and natural habitats. Volunteers at the National Wool Museum created a natural dye garden and hold natural dyeing workshops. Research undertaken in natural sciences identifies the distribution of species in Wales, information which is disseminated to the public by a variety of means.



- [Powys Teaching Health Board](#) are looking to develop partnerships with charities and [Powys County Council](#) want to plant two trees for every tree fallen due to their activities.
- [Cardiff Council](#) are looking at ways to improve the health and well-being of employees. A number of policy documents relating to, for example, substance misuse, healthy eating and physical activity, menopause guidance have been created.
- [Public Health Wales](#) arranged a 'Lunch and Learn' session with Sanctuary Speakers to offer an introduction to the reality of seeking sanctuary in Wales and they are co-developing content for an e-learning module for all NHS Wales staff, which they hope will go 'live' later this year.
- [The Caerphilly 50+ Forum](#) has collaborated with the Parent Network on several projects, for example books for parents, children and grandparents through PETRA Publishing Community Interest Company and luncheon clubs.
- In [Carmarthenshire](#), the libraries work in partnership with schools and residential homes and day centres, making a centre hub to build better communities. The Education and Children's Services Department use an intergenerational approach in its work programmes like the School Holiday Enrichment Programme, supporting families and children during school vacations to cook healthy meals.

- The Substance Misuse Team have held 'Listening Events' with parents of disabled children together with young adults to understand what they need from the service.
- In [Rhondda Cynon Taf](#), Ferndale care home residents visit the school and share activities with children, who in turn visit the care home.
- [Pembrokeshire Coast National Park Authority](#) have established an intergenerational forum where the Pembrokeshire Youth Assembly and the Pembrokeshire 50+ Forum twice a year discuss issues such as as dementia, mental health and falls awareness, and loneliness and isolation. Several day centres undertake regular sessions with local school children to hold joint sessions on history, cooking lessons and exchanges.
- [Powys Teaching Health Board](#) have a link with the Molo Health District in Kenya focused on improving maternal and new-born health.
- [Public Health Wales](#), together with [Oxfam](#), are delivering global citizenship training to Welsh health professionals.
- [South Wales Fire and Rescue Service](#) have, along with [University of South Wales](#), devised academic programmes for leaders within the organisation called the Pioneer and Challenge Programmes, which look at challenges facing the organisation and the public sector in Wales and beyond.



Thinking longer-term

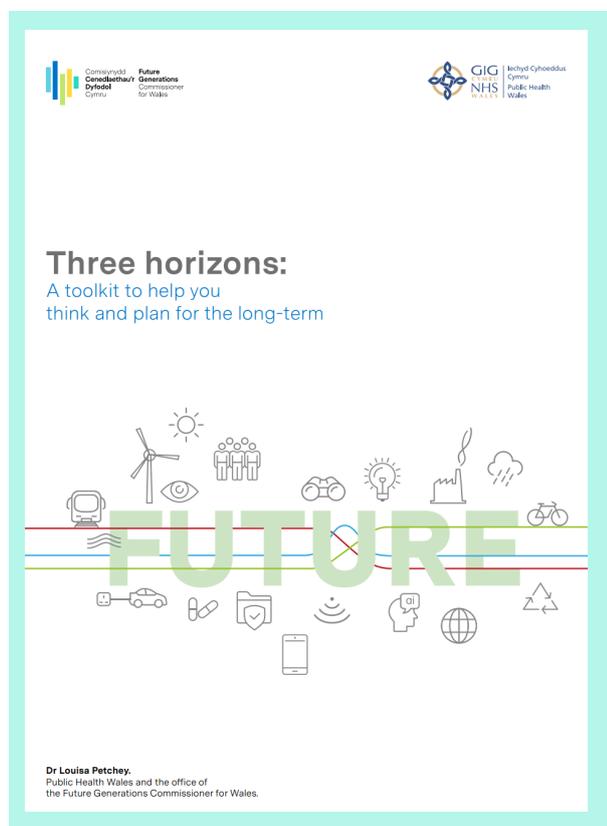
Helping public bodies to think long-term and embrace a futures perspective is core to my duties and to what public bodies and Public Services Board need to do under the Act. In 2019, I published a specific resource, the [Three Horizons Toolkit](#), in response to a growing interest within my office and public bodies to take a long-term approach and better understand future trends. The toolkit has been developed jointly with [Public Health Wales](#) to help public bodies make decisions that stand the test of time. It is based on a model developed by Bill Sharpe and the International Futures Forum.

'The Three Horizons' method helps public bodies to consider how they work towards a desired future and avoid taking actions which are 'business as usual' or which could be considered as the wrong type of innovation.

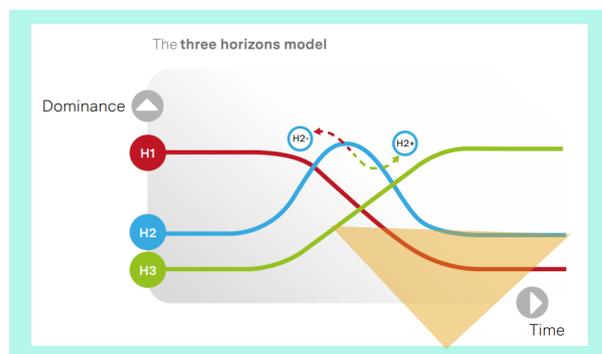
“Just wanted to thank you for the workshop this morning. I found it really useful. I felt the structure of the workshop worked well and showed a practical way of using the 3 horizons model. I will definitely be using this approach back in Newport.”

Emma Wakeham, Newport Council

I have taken a 'learn through doing' approach to design this and have engaged with futures experts and practitioners from all over the world to learn about their work and its relevance for public services in Wales. Some of the people we have been involved made new connections with include the UK Government's Office for Science and Dr Claire Craig CBE, who used to head-up their futures department; Futuribles, a futures think-tank in France; Bill Sharpe and Graham Leicester from the International Futures Forum; and Cat Tully, Co-Founder, School Of International Futures.



In 2020 and beyond, my intention is to increase my work with with public bodies to help them use these resources, relentlessly working to inspire, advise and encourage public bodies to get Wales closer and closer to the achievement of the goals.



Tailored Advice

When queries are aligned with my internal criteria, I consider giving tailored advice which can range from a single tailored email to a full joint working exercise over several days called a Live Lab ([described in detail in Chapter 5 in the sections on housing and ACEs](#)).

The majority of my advice falls in the middle involving meeting an organisation several times and providing detailed advice on several drafts of a policy or proposal, like I have done in relation to planning, transport and housing to name a few areas.

The advice I have given to public bodies and Public Services Boards in my areas of focus includes:

- Provided advice to [Velindre NHS Trust](#) on embedding their well-being objectives
- Advised [Welsh Government](#) on the drafting of Planning Policy Wales, the National Development Framework and the Local Development Plan Manual
- Provided a challenge session to the [Affordable Housing Review Panel](#)
- Provided advice on the implementation of the [Welsh Government's](#) childcare offer including securing specific changes on provisions relating to relatives who are carers
- Provided detailed information, including information from our Live Labs; comments on Healthy Weight/Healthy Wales, the new curriculum and relevant examples from my Art of the Possible Journeys; to [Promoting Healthy Living Amongst Pupils at Neath Port Talbot Schools Task and Finish Group](#).

*Not an exhaustive list

This is only a sample list and the contents of my advice are described throughout the report and in the section above on my areas of focus.

In addition to tailored advice in my areas of focus, I have also given advice on many issues contributing to the achievement of the goals including:

- Provided training on my Future Generations Scrutiny Framework to [Blaenau Gwent, Torfaen, Monmouthshire, Cardiff, Vale of Glamorgan and Caerphilly councils](#)
- Contributed to the [Wales European Funding Office's Steering Group](#) on their new regional investment policy
- Advised [Sport Wales](#) on whether the steps in their well-being plan were compliant with their duties. I supported them to place the seven well-being goals at the core of their 'Vision for Sport in Wales', launched in 2018
- Contributed to the '[Snowdonia National Park Cynllun Eryri](#)' Management Plan – this was about getting social, economic, cultural and environmental well-being considered by the National Park and its partners
- Worked with [Welsh Government's Major Events Unit](#) to develop guidance on sustainable events and conferences, which is aligned with the requirements of the Act
- Explained the Act and its provisions to the [Fair Work Commission](#) and provided written evidence to their inquiry



- Supported Welsh Government’s gender equality review through providing information and advice on the alignment between well-being and equalities. Phase 2 of the review resulted in the publication of Chwarae Teg’s 'Deeds not Words' report and Roadmap for achieving gender equality in Wales
- Contributed to the [Ministerial Advisory Board on the Foundational Economy](#) to support the Deputy Minister for Economy and Transport’s work on supporting the foundational economy and grounded firms in Wales
- Met with [Welsh Government](#) and provided a written response on Wales' environmental principles following Brexit and how my role and the Well-being of Future Generations Act fit within that framework
- Carried out a Three Horizons workshop to enable thinking about the future for the [Cardiff City Region Graduate scheme](#)
- Provided advice via a workshop on the development of [Welsh Government’s new Tourism Strategy](#)
- Facilitated [Welsh Government’s membership of the Well-being Economy Alliance](#)
- Provided advice to [Tidal Bay Power](#) on embedding the Act in their proposals for the Swansea Bay Tidal Lagoon scheme
- Provided detailed advice to [Natural Resources Wales](#) on their new Public Participation Statement, following from my work with them in 2018 on ways to ensure that their work is clear, transparent and understandable to the public and there is clear evidence of how they take the Act into consideration in their decisions.

*Not an exhaustive list

Extensive advice - Assisting public bodies through Live Labs

As part of responding to requests for assistance from public bodies that I have developed a model for extensive advice called a Live Lab.’ This is my most detailed level of support I can offer which uses the Act, coupled with futures thinking and tools, to help public bodies explore the requirements of the Act, futures considerations and their consequences for developing new policies and practice.

Statutory Advice

In addition to the pro-active and responsive advice, the Act also requires that I give statutory advice in certain circumstances.

In 2017, I focused on delivering one of my specific duties under the Act to advise the new Public Services Boards. I took an early decision to provide individual feedback to each of the 19 Public Services Boards on their draft well-being assessments to ensure effective implementation of the Act from the start. I published an overall report on well-being assessments in July 2017, ‘Well-being in Wales: planning today for a better tomorrow’.



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I piloted my approach with Betsi Cadwaladr University Health Board in 2018 drawing on the contribution of external ‘innovators’. The concept was further developed with Cwm Taff Public Service Board on the topic of Adverse Childhood Experiences in 2019 and refined further with Welsh Government’s Housing Department to help them create a vision for housing within the context of wider place-making – as described in Chapter 4 and the sections above on ACEs and Housing.

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Key findings and advice from this work were that:

- Public services boards took an important first step in the right direction
- Active leadership will continue to be important
- More work is needed to build a better understanding of people's lives which draws on day-to-day intelligence gathered by front-line services
- Public Services Boards need to equip themselves with the skills and expertise to better understand and respond to future trends
- The assessments should make connections between key issues and ask 'so what?' as a result of the available data
- Issues are often still being tackled in isolation.

This was followed in 2017-18 by individual advice to Public Services Boards on their well-being objectives and plans, which was designed to be helpful as well as challenging. Many of the points that I made drew on the insights gleaned from the work on my areas of focus, described above, and are echoed in the findings and recommendations in Chapters 2 and 4 of this report.

I have continued to provide support to Public Services Boards through on-going interactions and 'coaching'; development sessions delivered in partnership with Academi Wales, the Welsh Government and others; and a [tool](#) to help them think long-term.

Building a movement for change

A very important part of my strategy to help with the implementation of the Act and with the achieving of the national vision for Wales has been to build a movement for change which includes all sectors in Wales and the public, but also which reaches further than Wales.

First, nation-wide change needs to be cross-sectoral where a whole range of organisations and communities work together toward the vision in the Act. Different organisations are at different stages in their journeys. They have different views and practices around sustainable development and social responsibility in Wales. There are many beyond the public sector who have not yet considered the part they could play and the difference it could make, but there are some real champions too. I am seeking to be an honest broker and a connecting point between the different parts of society to help implement the Act further and deeper.

Partnership working

My Art of the possible Programme was a starting point in the development of many partnerships and collaborations over the reporting period. Over 250 organisations were involved in developing the journeys specific to each aspect of the goals and demonstrating how organisations not covered by the legislation are also embracing its vision and principles. A key feature of the programme has been to convene anyone with an interest and ideas about how we could practically achieve the goals, and this has been inspiring and encouraging to see.



I have continued to dedicate a lot of my time during the reporting period to building partnerships within the public, private and third sectors, where people champion the Wales' approach to sustainable development and drive the changes needed. Not just with public bodies (for example, [Public Health Wales](#), [Mid and West Wales Fire and Rescue](#), [Natural Resources Wales](#), [the Arts Council for Wales](#), [Sport Wales](#) and [Academi Wales](#)) but also with [Business in the Community](#), [United Welsh](#), [Wildlife Trusts Wales](#), [Interlink RCT](#), [the Wales Co-operative Centre](#), [Hwb Cymru Africa](#), [Construction Excellence in Wales](#) and [Cardiff University](#) to name but a few. These have been integral in helping me engage more widely and help good practice to travel. I have recently signed a memorandum of understanding with Cardiff University and the Wales Council for Voluntary Action which aims to provide opportunities for development and collaboration between my office and the voluntary sector and academia. I also host a voluntary sector roundtable twice a year to share my work and encourage dialogue and integration.

I have also participated in a series of workshops in partnership with the Welsh Local Government Association, engaging with over 300 new councillors. I managed to share and influence a new understanding and approach to decision-making, allowing councillors to be braver and feel more comfortable scrutinising officers.

Future Generations Leadership Academy

The need for strong and different leadership has emerged as a clear theme in my work and several recommendations of this Report relates to this. To address this issue, in December 2019, I launched my Future Generations Leadership Academy to ensure young leaders in Wales are progressively equipped with the necessary skills to face future challenges in our public services and beyond. We have a Memorandum of Understanding with each of the sponsoring bodies.

Future Generations Leadership Academy partners 2019-2020:

- ARUP
- BBC Cymru Wales
- National Assembly for Wales
- Natural Resources Wales
- Principality Building Society
- Public Health
- Wales Scouts Cymru
- South Wales Police and Crime Commissioner
- Transport for Wales
- University of South Wales
- Wales Millennium Centre
- Costain
- Celsa Steel
- Simply Do
- Uprising Cymru
- Academi Wales



Ensuring we have the right leadership skills is essential for us to succeed in delivering the Well-being of Future Generations Act. During the programme the participants will challenge current thinking and collaborate with experts and decision makers on the most pressing challenges and I hope they will spread their knowledge during their whole careers in Wales and beyond. The programme will promote cross-sector collaboration by enabling existing leaders in Wales to connect with and learn from the next generation of leaders. This first cohort has identified a specific challenge to focus their attention during the programme – ‘skills for the future’. They will work with experts and policy makers to offer ideas to public bodies on this area. The programme also uses reverse mentoring so that current leaders can be constructively challenged and benefit from direct knowledge, insight and experiences of the participants.



Advice and assistance beyond the public sector

In addition to public bodies and Public Services Boards, there has been a lot of demand for my advice and assistance from other sectors, organisations and people such as Chartered Institute of Highways, schools, universities, individuals to name a few. Just in the last two years I have given generic advice 133 times and tailored advice 26 times to people outside the public sector.

I have personally carried out hundreds of engagements and meeting where I provided direct advice to with leaders and front-line staff and individuals from across Wales and beyond. I have built understanding of the Act through many events, training sessions, workshops, conferences and focused sessions with boards.

A flavour of the advice I have given to other sectors includes:

- Worked with [Construction Excellence Wales](#) to develop a commitment for the construction industry to implement the Act - they would like the construction sector to become the 45th named body under the Act and are already championing innovative approaches in line with the Act
- Supported [Audit Wales](#) with their '[Review of Arrangements that Supported the Cardiff Capital Region City Deal's First Investment Decision](#)'. This prompted a recommendation that "the Well-being of Future Generations Act is considered throughout the project appraisal process rather than after the event"

- Gave evidence to the Commission on Justice on how the Act can facilitate new and innovative approaches to justice in Wales; the impacts of the adverse childhood experiences programme on the criminal justice system in Wales; what can be done differently to stop people from entering the criminal justice system; what can be done to improve the system; and how public bodies and Public Services Boards can engage more effectively with communities to deliver better outcomes for the people of Wales
- Supported early work with Circular Economy Wales to develop a mutual credit model based on the Sardex model in Sardinia. This has now received funding for development through the Government's Foundational Economy Challenge Fund
- Worked with the Welsh Rugby Union to develop their understanding of the Act and how they can make a contribution. As a result, the adverse childhood experiences Support Hub have developed an approach to better understand and act on adverse childhood experiences at a community level
- Provided letters of support to multiple projects that met my criteria, including TriosS' research into climate change; Cardiff University's research into the environmental impact of schools and their Economic and Social Research Council bid on well-being .

*This is not an exhaustive list



In Examples of impact include:

- [Pobl Group](#) has launched the [Pobl Academy](#), a two-year career development programme helping young people who may not have had the opportunity to build a career due to a range of common barriers. Through the Academy, Pobl can recruit people from more diverse backgrounds, build workforce that better reflects and understands the communities it serves and is helping young people into quality employment.
- The [Wales Council for Voluntary Action](#) have developed a comprehensive set of resources adapted for the third sector and community groups to encourage and support action on the Act.
- [Coleg Cambria](#) has a Future Generations Plan underpinned by the seven well-being goals. Jack Sargeant, Assembly Member for Alyn and Deeside has said “They clearly recognise the importance of the Act and the opportunities it presents.”
- [Welsh Health Specialised Services Committee](#), the [NHS Wales Shared Services Partnership](#) and [Welsh Ambulance Service NHS Trust](#) don’t fall under the Act but have shown tremendous enthusiasm for applying its principles.
- [Liverpool University](#) said that: “We found the idea of the Well-being of Future Generations Act and its implementation through the Commissioner particularly thought-provoking. Looking at internal issues through this lens will provide new insights as we develop our own policies and procedures”.
- [Kingspan Insulated Panels](#) has set itself a target of becoming a [Net Zero Energy company by 2020](#). It has already reached 75% of its target and its Holywell manufacturing site runs on 100% renewable energy. Supporting their contribution towards A Resilient Wales goal are other initiatives to maximise resource efficiency and send zero waste to landfill, all of which is also helping to increase manufacturing efficiency and profitability.
- Two Private Members bills mirroring our Act have been introduced in the Houses of Commons and Lords for a Well-being of Future Generations Act for the UK



International impact

The Well-being of Future Generations Act remains the only legislation of its type in the world by setting out a legal obligation to carry out sustainable development. It is regarded as a leading example for others by the United Nations.

I have been truly amazed and proud at the reaction of organisations, governments and individuals across the world towards the Well-being of Future Generations Act. It continues to inspire and impact change internationally.

Over the reporting period, my team and I have met with many government officials and international organisations to highlight the work Wales is doing in relation to well-being and sustainable development. I have learnt from others and shared our work to better assist public bodies here in Wales.

These are some of the examples of how I have raised the international profile of the Well-being of Future Generations Act:

Taking Wales to the World...

- Chaired (since 2017) the [Network of Institutions for Future Generations](#) - a body of similar commissioners or bodies with responsibilities for representing the needs of future generations across the globe.
- Addressed the [High-Level Political Forum](#) at the [United Nations](#) annually since 2018 to discuss the lessons we have learnt in Wales about 'leaving no one behind,' which I believe is a crucial principle to the Welsh legislation.
- Shared our unique approach with the [United Nations Special Envoy on Climate Change](#) and the [UN Special Youth Envoy](#).

- Delivered a key-note speech at the [World Government Summit](#) in [Dubai, United Arab Emirates](#) in 2019.
- Delivered a key-note speech via video to [The Fifth Global Conference of Young Parliamentarians](#) in [Azerbaijan](#) by invitation of the [Inter-Parliamentary Union](#)
- Taken a group of delegates from Wales for the first time to the [One Young World global forum](#). Our message was that we are the only country in the world to have legislated on behalf of future generations and that Wales values the views and ideas of our young leaders.
- In 2019, I addressed the [Organisation for Economic Cooperation and Development](#) 'Putting Well-being Metrics into Policy Action' conference in [Paris](#) to reflect on the various techniques and approaches on measuring well-being.
- Supported Welsh Government to prepare the Welsh response to the [UK's National Voluntary Review](#) highlighting the progress the UK is making toward achieving the Sustainable Development Goals. My office arranged and facilitated two successful [summits](#) in January in North and South Wales. The final document was presented to the [High-level Political Forum](#) in [New York](#) in July 2019 and we also worked with Welsh Government to produce a [Welsh Supplementary Report](#).



- In 2019, I addressed the [National Assembly Futures Institute](#) in South Korea to share the importance of thinking long-term. As a result of this engagement, I have furthered develop the foresight capacity in my office.
- [The Welsh Government International Relations Department](#) funded my office to enable participants of my Future Generations Leadership Academy to take part in [Wales Week Berlin](#) and [Wales Week Dublin](#) – to showcase the Well-being of Future Generations Act.
- My Director for Policy, Legislation and Innovation, Marie Brousseau-Navarro conducted a workshop for the Office of the Prime Minister and representatives of the [New Zealand Government](#) sharing our experience on futures and long-term thinking in the Act.

“The legislation is remarkable in terms of its breadth, its coverage and ambition. There’s nothing quite like it anywhere else in the world at this point. I am enormously impressed with the amount of work the Commissioner has done in a very short space of time to seek to give expression to the legislation and to make it work. I’m sure that Wales is going to be one of the lighthouses on the horizon that will be shining a beacon that will be of relevance to many other jurisdictions...”

Professor Jonathan Boston, Victoria University New Zealand



... And the World to Wales

- Welcomed organisations and individuals from several countries to Wales to share their learnings with me and my office, including [Olivier Cadic](#) (French Government Senator), [Peter McKinlay](#) (New Zealand Local Government Think Tank), [a delegation of Chinese Mayors](#), [Mark Ruskell](#) (MSP Scottish Green Party), [Joint Standing Committee on the Commissioner for Children and Young People](#) (Western Australian Parliamentary Committee).
- Presented to a selection of Foreign and Commonwealth Office Diplomats.
- My Director for Policy, Legislation and Innovation met with officials from the [French Parliament](#), the [French Ministry for Agriculture](#) and from the [Ministry from Ecological Transition](#), and [Les Futuribles](#) (a future thinktank advising public bodies and governments on futures methodology and research) in [Paris](#) to discuss and learn from their practices in relation to futures and future trends and to share our practice from Wales.

A summary of the impact of my international activities can be read [here](#). My international engagements are constantly reviewed. Where possible, I request virtual or digital attendance and I have successfully participated in a range of conferences and events this way.

I also explore sustainable transport and accommodation options when I travel. My carbon emissions are offset annually.





Monitoring progress towards public bodies' well-being objectives

An important part of my duty as Future Generations Commissioner is to “monitor and assess the extent to which well-being objectives set by public bodies are being met” (section 18 of the Act).

This duty seeks to ensure public bodies are moving closer to their objectives and in turn the well-being goals. Following the five ways of working and in order to promote change within the public bodies I set out a methodology which combined self-assessment and peer reviews. I worked with contractors and partners to develop my approach to statutory monitoring and assessing using [a self-reflection tool](#).

My assessment was followed by advice on how to improve both the content of the objectives and to meet them quicker and better. This advice underpins my findings and recommendations in all the chapters of this report.

As required by the Act, I have monitored and assessed how public bodies have been working towards a collective 345 objectives and many more steps under them. I analysed all of these objectives and countless steps and looked for common themes emerging. By December 2019, the number of objectives had reduced to 295 within public bodies. Monitoring and assessing progress and providing individual feedback to public bodies is no small task and I do not think Welsh Government or the Assembly anticipated this number of objectives and steps to be monitored when they set up my office and my budget. assessing using a self-reflection tool.

The result of my assessment of the year 2017-18, has shown for example that the majority of public bodies had stuck to their core business and not yet considered how they could maximise their contribution to the seven well-being goals (alone or with others).

Overwhelmingly, objectives had the tone of improving the economic and social well-being of localities, with little emphasis on the environment or culture. (See Chapters 2 and 3 for more information and recommendations).

My reflections on the purpose, progress and pace of meeting well-being objectives and my recommendations on what I expected to see in annual reports was set out in the report [Well-being in Wales: the journey so far](#), which was published in 2018 in parallel with a [commentary](#) from Audit Wales. Both reports collectively provided a snapshot in time and where we need to go.

My report set out 9 expectations for the annual reports, relating to:

1. Well-being objectives and goals
2. The Sustainable development principle
3. Looking ahead
4. Tracking progress
5. Applying and implementing the Act
6. Self-reflecting
7. Collaboration
8. Accountability
9. Making the annual reports clear



The result of many months of analysis was detailed, individualised feedback to each of the 44 public bodies and structured additional findings and ideas for change for each of the sectors subject to the duties of the Act (i.e. national public bodies covering Wales, local government, health sector, fire and rescue services and national Parks).

The overall findings were published in December 2019 in a report '[Progress towards the Well-being of Future Generations Act](#)' and can be summarised as:

- There are some excellent examples of innovation that the Act is bringing about across Wales. However, public bodies need to consider and present a more coherent picture of how the organisation is collectively maximising its contribution to the seven national well-being goals
- The Welsh Government has not sufficiently resourced the implementation of the Act
- Progress is being made towards meeting well-being objectives in some areas, but there is variation in how public bodies apply the Act
- More progress and pace are needed in the corporate areas for change
- The quality of objectives and steps set in 2017-18 did not always meet the aspirations and the requirements of the Act.



In discharging these duties, I have worked closely with the Auditor General for Wales. The current Auditor General, Adrian Crompton, is charged by the Act with examining how the five ways of working are being used by public bodies. The complementary nature of our duties, in addition to the ethos of the legislation have led us to collaborate and develop parallel and complementary strategies to discharge our functions.

"In broad terms, the Auditor General must look at the way public bodies have planned and carried out their work, while the Commissioner must look at what they have achieved. The Commissioner and Auditor General can help by focusing on the right things, setting consistent expectations and not over-burdening public bodies with monitoring requirements. Both also have a role in promoting good practice and supporting improvement. Our two offices have worked together closely to try to achieve this, but we recognise more can be done. We will continue to strengthen the coordination of our work in the next period."

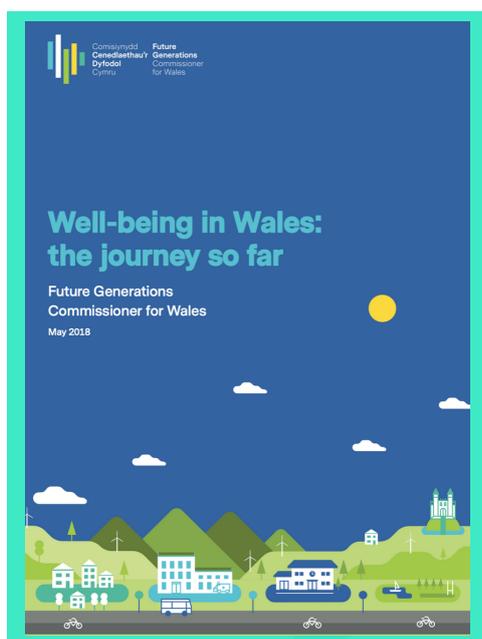
Audit Wales



It is paramount to us both that we do not send conflicting messages to public bodies and that we drive the consistent, deep and right changes towards the Wales we want. To this end, my Future Generations Report is published in parallel alongside "So, what's different? Findings from the Auditor General's Sustainable Development Principle Examinations.

Over time I, Audit Wales and the people of Wales will expect public bodies to be able to demonstrate how the Act is shaping everything they do. As we are now entering the fifth year of the legislation, we expect to see more public bodies adopting our advice and recommendations, moving towards making transformational change happen. The COVID-19 outbreak will prove challenging but also demonstrates the importance of having long-term strategies and a focus on prevention. As both our reports will be produced during the pandemic, we have both clearly set out that we did not expect an immediate response to these reports from public bodies and Public Services Boards until the crisis has passed.

Going forward, I will continue to work with the Auditor General for Wales to meet my duties and with the Audit Wales Good Practice Exchange to promote good practice and provide advice and assistance to public bodies.



How has my monitoring and assessing already made a difference?

- **South Wales Fire and Rescue Service** looked at strategic priorities and the goals, the five ways of working and seven corporate areas of change (outlined in the Statutory Guidance to the Act) in a different way this year. “The self-reflection tool has really helped us with this – with thinking differently.”
- **Ceredigion County Council** are putting the questions from the self-reflection tool in their business planning processes. “The way we’re setting up our annual report this year will be different because we’ve had this tool. It’s been real learning”
- **Hywel Dda University Health Board** – said that the tool was initially viewed as 'another thing to do' but has actually “provided a really useful framework for looking at things”.
- **Betsi Cadwaladr Health University Health Board** said that there was value in doing something like this again next year as it helped them to see where they were, and they can look back.
- **Sport Wales** said that “it prompted us to have honest discussions across the organisation about the progress that we’ve made. It provides a baseline that we can consider future progress against. We plan to use the tool on an ongoing basis as part of our quarterly business planning reporting”.
- **Merthyr Tydfil County Borough Council's** corporate planning team said: “The expectations reframed our approach to our own annual report. For example, the style of reporting, including case-studies that cut across goals and demonstrate the five ways of working; the fact you’ve spelt out ‘what you will need to do and what I expect to see;’ and generally the provision of the advice and expectations.”



Part 3 - Walking the talk and being the change that I want to see in others

This section is about my own organisational approach and how I have designed it to contribute to the achievement of the goals and use the ways of working in everything I do. Providing inspiration has been a focus for me in the setting up of my office and developing understanding amongst public bodies and others of the requirements of the Act.



To walk the talk on a **Prosperous Wales**, I have:

- Become a [real Living Wage](#) employer
- Committed to always have an apprentice. I have already supported two apprentices and provided opportunities to students through paid placements
- Given people opportunities to share and learn new skills through over 20 inward and outward secondments
- Worked with young people's homelessness charity to provide short-term experience sessions with young people furthest from employment
- Supported the development of skills within my organisation. 50 percent of my current staff team have now become ILM accredited coaches. In the past three years I have enabled the provision of more than ten group training opportunities and supported the majority of staff members and secondees with a variety of personal development opportunities
- Supported independent businesses to provide our digital contents or our catering for example, [Yogi Communications](#), [Celf Creative](#), [Cater Nature](#), [Bigmoose](#), [Women Connect First](#) and [Green Shoots Catering](#)
- Looked for ethical supply chains when sourcing goods and services for our office such as for my electricity supply and office cleaning contract
- Sourced our personal hygiene soaps from an independent business [Cole and Co](#) who makes it in their Cardiff site with Welsh ingredients
- Proposed an enhanced pay deal for lower paid staff and salaries of the people earning above £40k were top sliced and paid into a well-being pot
- Established a baseline for reporting travel, waste, electricity, water and gas in line with the UK Government's advice on measuring greenhouse gas emissions
- Encouraged the use of public transport and active travel - over three quarters of my team routinely travel to work by public transport or active travel
- Offset my emissions by making donations to relevant charities



- Purchased a refurbished pool bike, providing space for cycle storage and establishing a scheme to support staff to lease **Ultra Low Emissions Vehicles** and loans for season tickets for public transport. In 2018-19 Car mileage decreased by 44% while business mileage from public transportation increased by 41%
- Had an 'Anytime Anywhere working' policy in place since day 1. This reduces team need to travel unnecessarily and supports work life balance
- 89% of my staff who responded to our internal survey used public transport (bus and train) and active travel (bike and walking) as their main mode of transport commuting to the office
- Switched to **Ecotricity**, to provide us with 100% renewable energy
- Repurposed second-hand video conferencing equipment and regularly hold meetings via Skype, FaceTime and Microsoft Teams
- Composted and recycling office waste and encouraging paperless working
- Obtained most of my office furniture second hand from Welsh Government and local social enterprises. Any procured furniture was purchased in line with our policy value which is to 'consider value for money as the optimum combination of whole-of-life costs in terms of not only generating efficiency savings and good quality outcomes for the organisation, but also a benefit to society, the economy, and the environment, both now and in the future.'





To walk the talk on a **Resilient Wales**, I have:

- I have no outdoor space but I have established a green wall in the office space through a small independent local company, [Eartha](#)
- Written a foreword in the Wildlife Trusts Wales' report on '[Green Infrastructure: a catalyst for the well-being of future generations of Wales](#)' which is hosted on my resources' webpage, and which my team regularly use, share and promote
- Provided detailed feedback on the environment and biodiversity to all 44 public bodies as part of my monitoring and assessing work
- Held outdoor and walking meetings. They keep us active, help our well-being and our connection to nature
- Introduced a volunteering policy where staff are able to take time out to share their skills with the community and bring understanding back into the office to inform our work. This includes involvement in local environmental initiatives. A member of my team also organises weekend walks with [bigmoose](#), using public transport to visit some of Wales' beautiful landscapes, learn about the natural environment and boost physical and mental health
- Promoted the '[Seismic Wales](#)' podcast of which a member of my team is one of the hosts. This focusses on local, community-based initiatives with a strong focus on the environment, e.g. episode 14 with '[Wildly Pip and dipping your toe in nature](#)'.





To walk the talk on a **Healthier Wales**, I have:

- Recognised the importance of a good work/ life balance for physical and mental health and introduced an 'anytime anywhere' approach to working hours. This has reduced our need to travel unnecessarily, allows us to spend quality time with our family and is highly dependent on trust in each other to deliver
- Established a staff well-being fund whereby members of my team can access up to £400 per year to support their well-being (this is funded by a voluntary sacrifice of salary increases by senior staff)
- Organised training for most of my staff to become [Mental Health First Aiders](#)
- Giving access to the office for Yoga classes for my staff and keeping them open to those who have led the organisation
- Provided fresh fruit from the local market for the whole team on a daily basis
- Signed-up to [Cardiff's Healthy Travel Charter](#) led by Cardiff Public Services Board
- Provided a bike maintenance and safer cycling course to encourage cycling to work
- Worked with my team to describe our 'Well-being Promise', identifying and implementing well-being initiatives that are important to us. We hold a 'well-being huddle' to review progress and have a range of initiatives that are thriving include a running club, early morning yoga (funded by the participants), an office choir and outdoor meetings
- Taken time to design distinctive spaces in our office for different activities as I recognise that the office environment has the potential to have a significant impact on the health and well-being of my team. These spaces each have their personality reflected in the choice of comfortable chair, bright colours, plants and pictures
- Provided lockers for staff so they can store their sports equipment to take part in exercise as part of their working day. These were procured from the [Ministry of Furniture](#) in Neath
- Purchased a large second-hand dining table from a charity shop to use in our kitchen space which has brought much benefit and enjoyment to all my team and visitors, providing a place where we often come together in small or large gatherings to work or eat healthy lunch
- We regularly hold walking meetings or have meetings in Bute Park
- Installed carbon monoxide air quality monitors in the office.
- We have recently introduced female sanitation products for our teams through [Hey Girls](#) who donate an equivalent amount to help girls or women in need.





To walk the talk on a **A More Equal Wales**, I have:

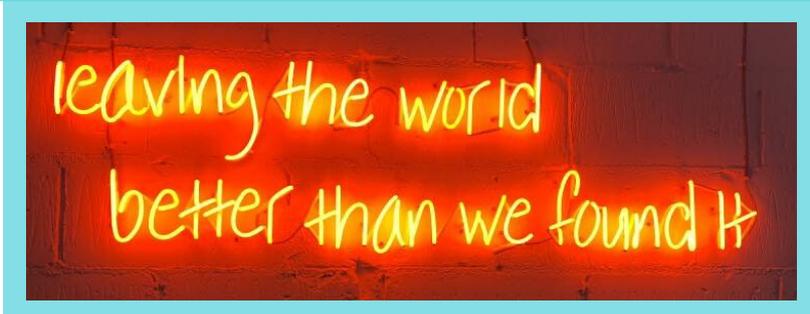
- Benchmarked my workforce diversity profile each year against the national statistics and I am proud of the diversity of my small Team. Whilst 76% of my current staff team describe themselves as White Welsh or White British, the remaining 24% represent four other distinct ethnicities including Black Asian and minority ethnic and other European Union countries
- Established an 'Anytime, Anywhere' working policy which not only helps to support the overall well-being of my team but also benefits working parents by helping them to meet work and caring responsibilities and reduce travelling costs
- Offered an enhanced package for maternity, paternity and adoption leave including six months full pay for maternity and adoption leave and 50% reduction of hours for full pay during the first month back.
- Involved under-represented groups through our newly developed People's Platform and events for Black Asian and minority ethnic stakeholders to ensure we capture the perspectives of people from all walks of life. [Diverse Cymru](#) and other under-represented groups have held events for us to feed into this report.
- Become a mentor for the [Women's Equality Network](#) mentoring two women – one of whom has gone on to work at No. 10 Downing Street and one who is now leading a national campaign to support homeless people and has just secured her first public appointment
- Created an accessibility fund for our [Future Generations Leadership Academy](#) to encourage participation from a wide range of backgrounds including those with disabilities or caring responsibilities.
- Worked with [Learning Disability Wales](#), [Royal National Institute for the Deaf](#) and [Royal National Institute of Blind People](#), I have sought to improve how we communicate my work and have used British Sign Language and Easy Read versions of my last two annual reports
- Arranged team training and development on [British Sign Language skills](#) and a [multi-faith tour](#)
- Held a programme of lunch-and-learns which offer my team knowledge and stories of lived experiences from initiatives such as [Hafal](#) (a mental health charity), [Purple Shoots](#) (provides funding to people who are excluded from other forms of finance apart from high cost options), the [British Deaf Association](#) and [Oasis Cardiff](#) (a charity that aims to help refugees and asylum seekers)
- Enhanced our special leave policy and our policy for supporting people experiencing domestic abuse
- I am trialling software to ensure my website is fully accessible for a range of impairments.





To walk the talk on a A Wales of Cohesive Communities, I have:

- Supported our charity of the year – [bigmoose](#) - a social enterprise whose mission is to 'leave the world better than we found it'
- Raised money to donate to homelessness charities, including the 'Tenner for Good' initiative'
- Opened up our office to other organisations for hot-desking or for meeting spaces
- Established a staff volunteering policy – staff have volunteered with [Welsh Women's Aid](#), [Scouts Cymru](#), a homeless shelter park run, and set up a walking club
- Supported initiatives, such as [Beauty Bank](#) and [clothes swap](#), to raise funds for our charity and to provide toiletries for people who are homeless or fleeing abuse
- Established lunch-and-learn sessions to hear the real-life experiences of people for example domestic abuse victims and Fairtrade producers
- Become the first employer in Wales to offer paid domestic abuse leave to staff – [Welsh Government](#) and [Neath Port Talbot Council](#) and the [Children's Commissioner for Wales](#) have now followed our lead
- Established a clothing swap shop. We are in discussions with organisations on how we can work with them to provide clothing for people to help them into employment
- Developed a community engagement platform which set my areas of focus and led to a partnership with Interlink to establish a second version 'The People's Platform' which has continued to inform the work of the office and this report
- Worked with Welsh Government to diversify representation on my Advisory Panel to make it more representative of, and informed by, communities in Wales





To walk the talk on a **A Wales Vibrant Culture and Thriving Welsh Language, I have:**

- Encouraged Welsh to be spoken without inhibition in my office - about one third of my team are advanced or proficient in the Welsh language. Several team members attended a weekly advanced class to improve their written Welsh, vocabulary and confidence levels for two years and others are funded to undertake personal learning opportunities
- Appointed a Welsh Speaking Poet in Residence in 2019 in partnership with Literature Wales. **Rufus Mufasa** is an exciting up-and-coming bilingual performance poet who combines poetry with hip hop and rap
- The talented Welsh singer/song writer, **Kizzy Crawford**, wrote a song in Welsh for us which we use as the holding track for our phone line
- Supported my Team to share reviews and information about cultural activities through social media platforms. Culture and language offer the softer skills required for the creative thinking of the future
- Spoken annually at the **Hay Literary Festival, National** and **Urdd Eisteddfod** and have run activities with young people and other stakeholders
- Promoted Welsh culture and language on the global stage including the first to person to speak Welsh at the **United Nations High Level Political Forum, the World Government Summit and One Young World**.





To walk the talk on a **A Globally Responsible Wales**, I have:

- Introduced a Fairtrade honesty shop to the office to help staff and visitors learn about the vast array of goods that are available, and to support a local Fair Trade and ethical community interest company, [Fair Do's/Siopa Teg](#)
- Sourced toilet paper from [Who Gives a Crap](#) who help build toilets and improve sanitation in the developing world
- Banned single-use plastic cups from the office
- Used the diaspora community for catering for events for example [Women Connect First's World Cafe](#). Food brings cultures together.
- Used ethical suppliers where possible and minimised waste
- Supported [Public Health Wales](#) with the procurement of [Fairtrade](#) cotton t-Shirts for a conference on decarbonisation
- Sourced FGC branded bilingual Fairtrade organic cotton t-Shirts in partnership with [KoolSkools](#) who have been providing workshops to schools in Wales, including [Hafan Y Môr](#) and [Neyland](#) who have both switched to Fairtrade cotton school uniforms
- Encouraged others to contribute towards the United Nation's Sustainable Development Goals and worked with United Nations agencies and senior officials to promote Wales' unique approach.
- Welcomed [Jenipher Wettaka Sambazi](#) in 2020 from [Uganda](#), [Nimrod Wambette](#) in 2019 from [Uganda](#), [John Joseph](#) in 2018 from [India](#), who are [Fairtrade](#) producers to explain first-hand how Fairtrade works in practice and on the ground, with [Elen Jones](#) from Fair Trade Wales.





Comisiynydd
**Cenedlaethau'r
Dyfodol**
Cymru

**Future
Generations**
Commissioner
for Wales

