

Future Generations

Commissioner for Wales

Annual Report 2020-2021

We have produced this document to be read as an interactive presentation.

We've been working fully remotely since March 2020, all pictures featuring in-person activity were taken before the COVID-19 pandemic.

Where you see these signs:

Find out more

[Read more](#)

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Foreword

Sophie Howe

Future Generations Commissioner for Wales

The '2010's will surely be remembered as the decade of global disruption. And if 2020 is anything to go by, living in a fast-changing, uncertain world looks sure to become our new reality. COVID has affected every aspect of our lives.



It has exposed huge inequalities, the precarious nature of work, the challenges of a demand-centric healthcare system and refocused the minds of politicians and the public on the need to anticipate, mitigate and prepare for future risks. But there have also been many positives: a newly developing social contract between communities and public services which has emerged during the pandemic, the reduction in unnecessary travel and people connecting more with their communities and with nature. It is also notable that governments across the world are talking of 'building back better' and ensuring that investment post COVID is targeted towards tackling the climate and nature emergencies.

Many countries are looking to improve the lives of future generations and are exploring the ideas of Ombudsmen, Commissions and well-being budgets. In the last year, Gibraltar has passed legislation which mirrors ours, the new Scottish Government has pledged to pass Future Generations legislation and a private members Bill is being taken through the UK Parliament. But it's still the case that Wales has the most progressive and comprehensive approach to the well-being of future generations.

We need to ensure we are preventing problems while seizing all the opportunities our changing world presents us with as Wales has also inherited some of the highest rates of inter-generational poverty, childhood obesity and inequalities



throughout the whole of the UK. The Well-being of Future Generations Act provides an opportunity to change that – and to leave behind a legacy we are proud of. It was the passing of the Act in 2015 that led the United Nations to say, *'what Wales is doing today, we hope the world will do tomorrow'*, recognising the ways in which Wales' legislative framework complements international initiatives like the United Nations [Sustainable Development Goals](#).

Our ground-breaking legislation is having an impact. I can see that there is a growing movement of change, with people who believe in improving the social, cultural, environmental and economic well-being of Wales daring to work differently within their own organisations and wider, often amidst a backdrop of political uncertainty, continued austerity and of course now the seismic disruption caused by COVID-19. I am seeing individual champions of the Act, and its ways of working, change the way transport planning is being done in our capital city, reforming the way we think about keeping older people well and shifting beyond delivering 'services' to focusing on what matters to them.

I'm seeing politicians reject the status quo of addressing congestion through building more roads, instead looking for solutions which are better for the well-being of people and planet.

“When politicians fail to look beyond the next election – or even the latest tweet – they are neglecting the rights of future generations.”

Roman Krznic

We are off to a solid start but now, more than ever, is the time for our government and all public bodies in Wales to demonstrate how they are using the Act to frame everything they do and how they are acting today for a better tomorrow.

Personal highlights for me this year have been:

- The publication of the New Transport Strategy – [Llwybr Newydd – New Path](#). This is a landmark moment for Wales’ transport system and testament to the change that the Act is bringing about. Similarly, the recommendations and proposals from the South East Wales Transport Commission are exactly the sort of vision set out by the Act.
- Influencing Wales’ recovery from COVID leading to a focus on a prosperous, green and equal recovery, instead of business as usual that exacerbates environmental and social problems.
- Participants in my Future Generations Leadership Academy reverse mentoring high profile decision-makers such as the Auditor General for Wales.

But there are still challenges for my role, in particular I am not resourced sufficiently for the task in hand. There are many important and pressing areas for action. I have to cut my cloth and make difficult decisions about what to take action on and I have had to turn people down who want and need help. The scope of the Act is vast. Providing support and challenge over broad policy areas with a wide range of public services is challenging. Every decision can potentially affect future generations. More than 300 well-being objectives have been designed and my office does not have enough time to follow-up in enough detail with public bodies to check progress.

I constantly need to find new and creative ways to communicate and involve people to cut through all the other priorities public bodies are barraged with. Promoting and implementing the Act requires finding a delicate balance between providing a positive vision to win hearts and minds, with detailed technical analysis.

Building the movement for change needed for Wales to achieve the national goals requires everyone to be onboard, beyond the public sector. Whilst the Act focuses on public bodies, it’s important to keep connecting with business, education and the voluntary sector as they are important parts of the jigsaw.

The Act is driving change and it’s important to reflect on the new approaches to governing Wales which have come from it – from a new school curriculum with more emphasis on children’s well-being to a well-being focused economic strategy and an increase in funding on the climate emergency. The Act has also provided a framework for how our public services have responded to the challenges of COVID-19 by collaborating with others. For example, Amgueddfa Cymru working with local health boards; an increase in public services working to keep people healthy as well as treating them when they’re ill; and a focus on creating green jobs for the future.

After five years, we need to quicken the pace of change and support the change to happen. Welsh Government showed a progressive approach in passing this law – but has underestimated the scale of focus, support and reform needed to get it delivered in every layer of governance and public service delivery in Wales.

The Government now needs to ensure that the ambitious approach in passing legislation on the floor of the Senedd is matched with ambitious action on implementing it on the ground.



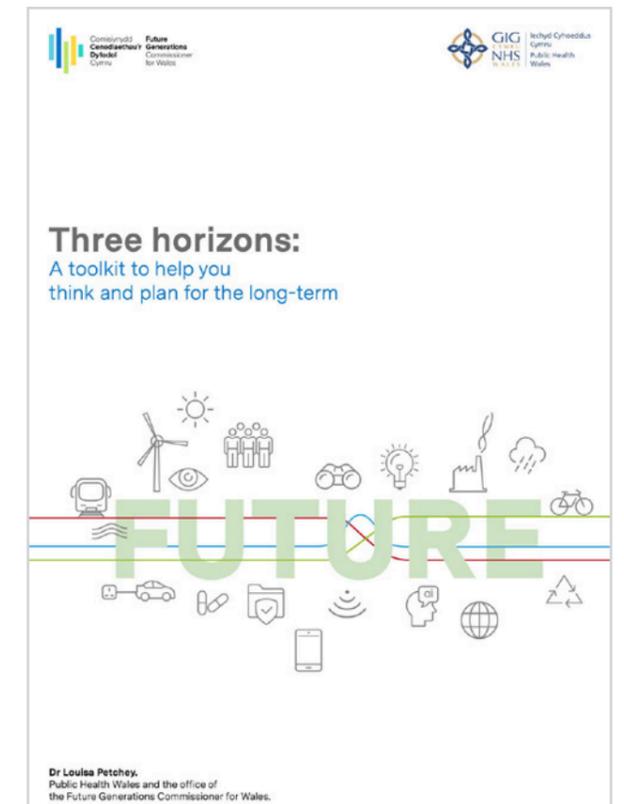
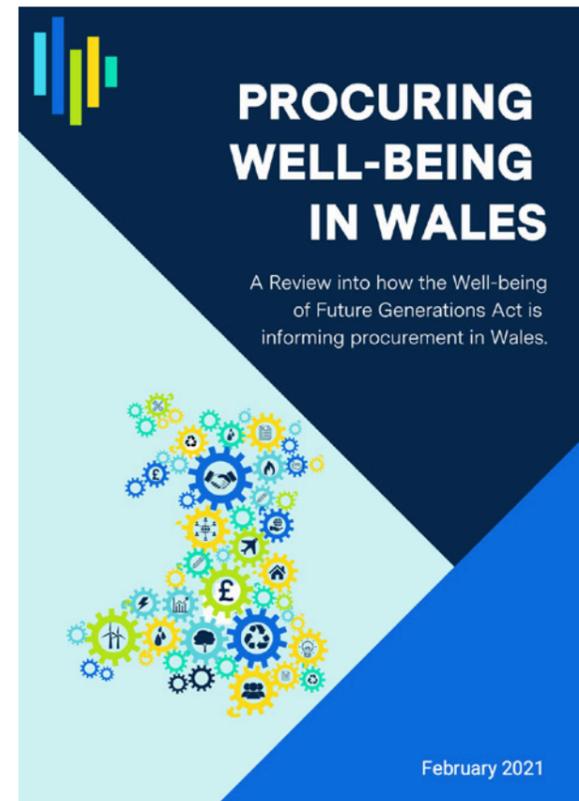
Summary of what I did in 2020-21

- **Published my [Future Generations Report](#)** in May 2020, which contains my assessment of progress and advice to all 44 public bodies in Wales covered by the Act; and a suite of targeted and accessible products.
- **Published a [5-point plan](#)** to influence the Government's first Supplementary Budget detailing how funding will be allocated during and after the pandemic. Secured an increase in Welsh Government funding towards tackling the climate, nature emergency and active travel in the budget.
- **Shaped the Government's proposed recovery plan** from the COVID pandemic, with a greater focus on a prosperous, green and equal recovery.
- **Secured the creation of the Welsh Government [Freelancers Pledge](#)** – a £7 million fund to support freelancers working in the cultural and creative sectors in Wales hit hardest by the COVID-19 pandemic.
- **Put [Universal Basic Income](#)** on the new government's agenda. Welsh Government signalling basic income as a priority for the new government in May 2021, is an incredibly significant commitment by the First Minister to tackling Wales' poverty and health inequalities. It's a huge moment for the campaign, which I've been proud to be a part of.
- **Advised on the implementation** of the new *Curriculum for Wales 2022*, so that it now aligns to the principles.
- **Secured a radically new approach for mobility** set out in the new Transport Strategy [Llwybr Newydd – New Path](#). Welsh Government has pledged to move Wales away from an over-reliance on private car use and instead create more space for cycling and walking; a reliable network of bus routes; and better trains, services and stations to connect people with employment, health and leisure.
- **Involved a wide range of stakeholders and people** with lived experience to find shared ground and build a movement for change around these issues.
- **Gave evidence to four Senedd Committees on issues** ranging from the COVID recovery, skills for the future, the curriculum and the Welsh Government's strategic budget.
- **Also gave evidence to the Public Accounts Committee's** Inquiry into the barriers facing the implementation of the Well-being of Future Generations Act. This was well received with the Committee's [Report](#) echoing many of my recommendations.

- **Undertook my first [Section 20 Review](#)** into procurement in nine public bodies and published [Procuring Well-being in Wales](#) Report, with ideas, recommendations and examples for how procurement could be a driver for positive change.

embed a 20-minute neighbourhood approach into their Local Development Plan.

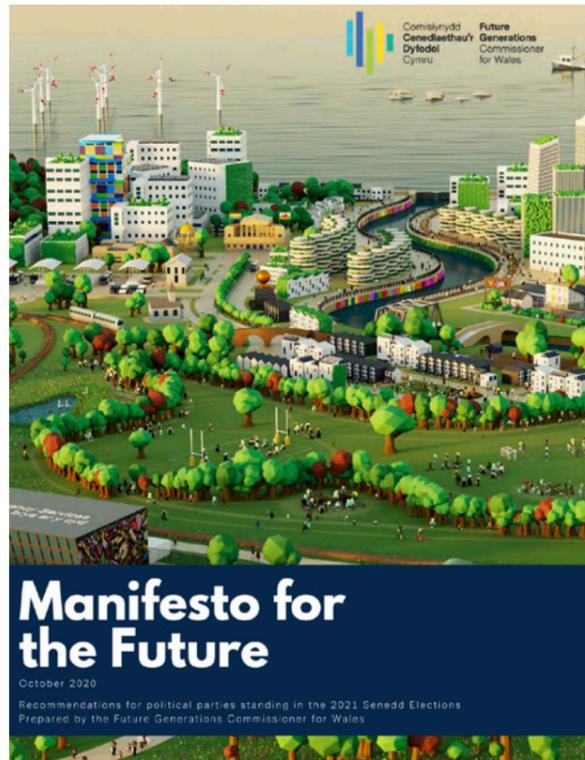
- **Promoted guidance and resources** for public bodies and anyone who wants to help achieve the well-being goals. I continued to increase awareness and capacity around long-term thinking in particular, through my [Three Horizons training and Toolkit](#).



- **Helped and advised over 260 organisations** who've requested support on implementing the Act. Enabled change within public bodies and community groups by providing advice, support, contacts and unlocking barriers. For example with Hywel Dda University Health Board supporting them to look more broadly at how the potential environmental and community benefits of their estates and a new hospital; and helping Brecon Beacons National Park Authority



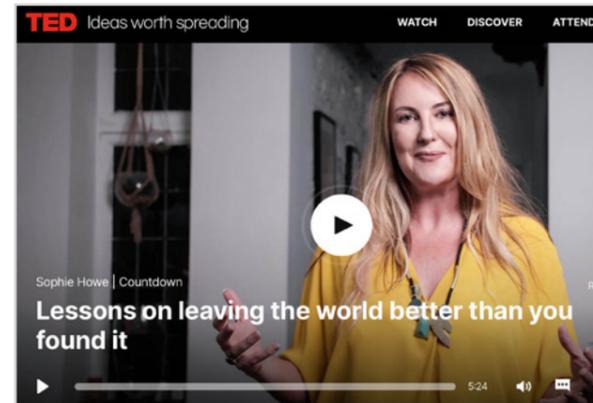
- **Helped hundreds** of members of the public, action groups, community groups and elected representatives to improve their communities and challenge the status quo. For example, in the Vale of Glamorgan to overturn a decision on the proposed J35 – A48 link road which was not in line with the new Welsh Transport Appraisal Guidance.
- **Launched my [Manifesto for the Future](#)** with 11- to 17-year-olds urging politicians to act now on climate change and inequality.



- **Trained and developed 20 future leaders via my [Future Generations Leadership Academy](#)**
 The participants reverse mentored chief executives across Wales, provided constructive challenge on the Government's COVID recovery and represented Wales on the world stage. An independent evaluation revealed that the participants had improved their understanding of the Act and the leadership skills required to implement the seven well-being goals.



- **Took Wales to the World** through a partnership with the International Relations Team to promote the well-being for future generations through the International Relations Strategy.
- **Continued to raise awareness** of the Act and my role through events such as the National Social Value conference, Blaenau Gwent Climate Assembly, Welsh NHS Confederation's national conference, 4theRegion transport conference, the TiE Global Entrepreneurship Summit, Finnsight 2020 and the TED [Countdown](#) in October 2020.



- **Continued to 'walk the talk'** to be the change that I want to see in others, including a new [policy](#) that will allow staff suffering domestic abuse access to a grant or loan to 'alleviate financial barriers' to leaving the perpetrator.

- **Recruited our second Poet in Residence**, Taylor Edmonds (below).



Building profile in Wales and the world:

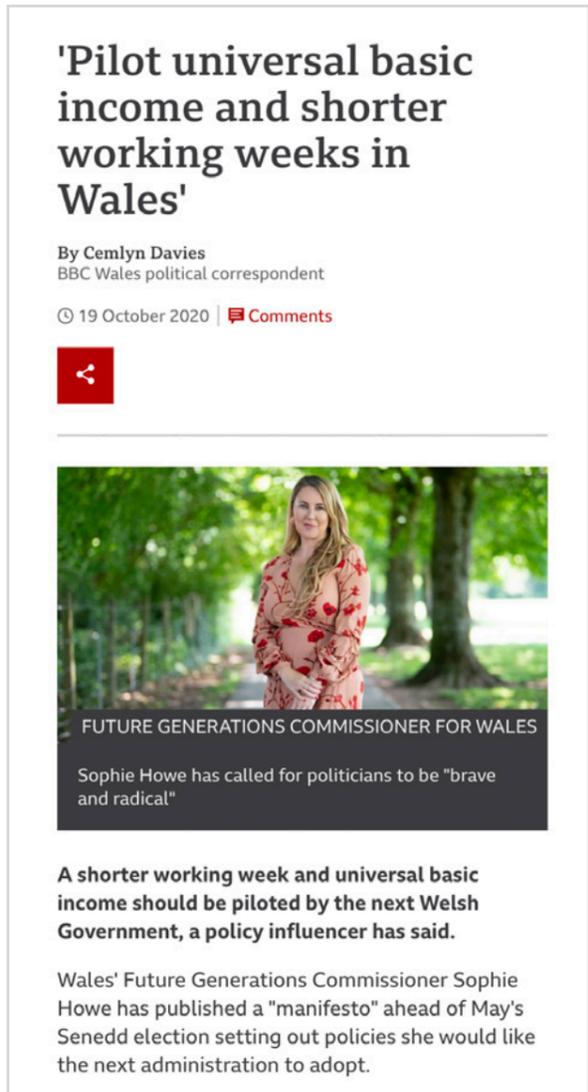
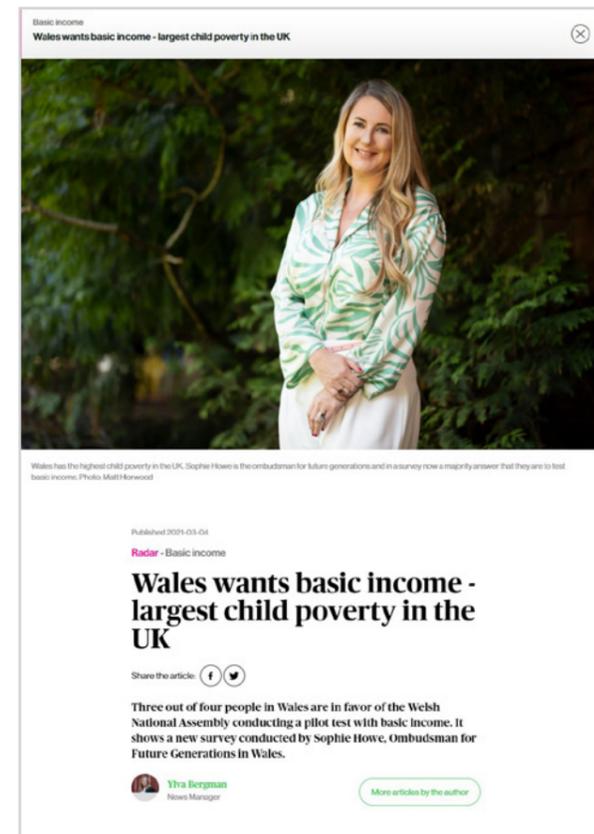
- **Joined Prince William, Pope Francis, Al Gore,** and over 50 notable speakers at the first ever free TED conference [Countdown](#).
- **Took the Well-being of Future Generations Act to other countries.** Supported stakeholders to introduce well-being and future generations legislation. A Bill has been introduced in the UK Parliament, while plans have been put forward for a Bill in Scotland by the Scottish National Party.
- **Advised governments** in Italy and Germany on the development of future generations legislation. I have also advised the UN Secretary General's Office around the development of a UN Future Generations Commissioner.
- **Represented Wales at the United Nation's** High Level Political Forum, the UN Commission on the Status of Women and One Young World Summit.
- **Advised the Youth 7 (Y7)** on their communique for the G7 leaders which is centred around 'future generations and long-term policy development'.
- **Named as #5** in the [BBC Women's Hour Powerlist 2020](#).



■ **My work has been referenced by world renowned economist Mariana Mazzucato** in the New York Times, featured in The Guardian, The Daily Mirror, The Ecologist, iNews, Positive News, on Radio Four's Woman's Hour and on Biosfera TV in Portugal, and Syre magazine in Sweden. It also appeared in the OECD Global Innovations Report and several books including Roman Kznaric's The Good Ancestor.



“The proposals have been shaped by pioneering legislation in Wales protecting the needs of future generations, including tackling the climate emergency. The future generations commissioner for Wales, Sophie Howe, said it could be “a landmark moment... and testament to the change that the act is bringing about”, adding “This must be the first of many redesigns of how we build the communities and the future with transport which is clean, affordable and accessible.””



“We shouldn't be trying to adapt and adjust everything to fit GDP as a measurement. There are evaluation components and metrics that are far more dynamic than GDP. In Wales planned public sector projects are evaluated and appraised by the Future Generations Commissioner who is mandated to make recommendations based on the impacts of those yet to be born.”

Mariana Mazzucato

Most significant achievements to date

Although we have some way to go, I am seeing a marked change in political commitment in relation to the implementation of the Well-being of Future Generations Act.

Leadership from the Welsh Government is particularly important because they are a major public body covered by the Act themselves and because whether or not they demonstrate the principles of the Act has a significant impact on what other public bodies do.

I am also seeing excellent practice emerging from other public bodies. The partnership working, engagement with the private sector to find innovative solutions, new ways of working and increased use of technology in delivering services, the decrease in carbon emissions, and the programmes which are working with communities to provide services, are particularly notable.



Credit: Amy Newcomb



Credit: Senior Airman Rachael E. Watson

What we've done:

How the Act is already making a difference:

Skills for a life well lived

I made the following recommendations on skills in my [Future Generations Report](#) and Manifesto for the Future.

- **Welsh Government should bring all sectors together as part of a co-ordinated national approach to deliver education fit for the future.**
- **Radically re-think qualifications at age 16, towards assessment that focuses on diversity and is centred on pupils not testing.**
- **Prioritise mental health and well-being in the delivery of the new Curriculum.**
- **New Commission for Tertiary Education and Research to produce national vision lifelong learning, set up with Act at its centre.**
- **Create a vision and plan for Wales to be the most eco-literate country.**
- **Invest in skills and training to support the transition to a better future, creating new greener jobs and set out a plan for responding to future trends in ways that reduce inequalities rather than perpetuating them.**

This year, I advised on the implementation of the new curriculum to ensure people of all ages (including those yet to be born) have the skills needed to cope with opportunities and challenges like automation and climate change.

I worked with Ministerial Advisory Groups, Wales TUC, and others to build evidence around a green recovery, particularly to increase the numbers of teachers, apprenticeships, college and university courses in the industries that we need for a greener future.

Welsh Government are taking a long-term and integrated approach to education and skills in the curriculum, digital infrastructure, re-thinking qualifications and seeing skills as a wider driver to well-being. There has been an increase in funding for professional development and increased teachers; during 2020-21, examinations were replaced by teacher assessment; and the Independent Review suggested longer term change.

In **Cardiff, Swansea, Bridgend and Neath Port Talbot**, there are outdoor learning classrooms and Forest Schools.

Smaller organisations like **Cymgrog Futures in Pembrokeshire, Permaculture 39 in Powys and Black Mountains College** are basing learning on ecosystems and environmental resilience.

In **Gwent, Digital Communities Wales** and **Aneurin Bevan Health Board** are bringing young and old together over shared use of technology. Children are trained as 'Digital Heroes' spend time with older people to understand their histories, using virtual reality, iPads and personal tech assistants to also teach the older people what's possible. It's also proven to have a positive effect on falls prevention.

Swansea Bay City Deal has a portfolio of major projects totalling £58.7m, aimed at tackling climate change and regional excellence in renewable energies e.g. an energy positive **Swansea Bay Tech Centre**; decarbonisation projects including electric vehicle charging and air quality modelling.

Wales' Economic Resilience and Reconstruction Mission (Recovery Plan) and Manufacturing Strategy has a focus on the well-being economy and uses the national indicators to measure progress.

What we've done:

How the Act is already making a difference:

More low carbon homes

I made the following recommendations to public bodies on housing in my [Future Generations Report](#).

- **Housing as a basic human right.**
- **Encourage innovation in developing intergenerational housing and communities.**
- **Require all publicly funded housing developments to be carbon neutral.**
- **I also want to see Welsh Government implement the recommendations of the Decarbonising Existing Homes and Affordable Housing Reviews.**

This year, my advice has been focused on the need to decarbonise our homes and ensure our homes are adaptable to changing demographics.

I have worked with the [New Economics Foundation](#) and Community Housing Cymru to explore financial options to achieve this.

The fresh, challenging and forward-thinking approach for housing within **Welsh Government** which helps realise the ambitions of the Act is exactly what Wales needs.

My advice and challenge through schemes such as the Housing Innovation Grant has meant more high quality, low carbon homes are being locally manufactured and built across Wales.

Welsh Government's Optimised Retrofit Programme will fund energy efficiency measures in up to 1,000 existing homes owned by registered social landlords and councils to help tackle fuel poverty and contribute to decarbonisation.

The City and County of Swansea have built 18 homes for social rent designed to the low energy Passivhaus standards, meaning they need very little energy for heating and cooling, helping to keep fuel bills low and help the environment. Construction created jobs, provided opportunities for apprentices and used local suppliers.

Swansea has also found long-term homes for hundreds of homeless people during the pandemic. The Council is working on all issues holistically through its well-being objectives and additional work is being placed on improving residents' mental health.



Swansea's approach to housing

COVID-19 has prompted urgent action to tackle homelessness across Wales. Swansea Council has found long-term homes for hundreds of people during the pandemic and they plan to develop this work further post-COVID-19. Because solving homelessness, reducing carbon emissions and fuel poverty are linked - the Council is working on all issues holistically through its well-being objectives. Energy efficient technology is being integrated in affordable housing projects. Additional work is being placed on improving residents' mental and physical health, thus contributing to multiple well-being objectives.

What we've done:

How the Act is already making a difference:

More low carbon homes

Cartrefi Conwy housing association have a property and training subsidiary called Creating Enterprise which has started a 'modular house' factory in Holyhead, which uses timber to build homes in less than two weeks. The homes are low energy, which can save residents up to 90% in energy costs and through reducing heat loss there is a minimal environmental impact.

Pobl Group has launched the [Pobl Academy](#), a two-year 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 a workforce that better reflects and understands the communities it serves and is helping young people into quality employment.

From within the business community, **Sero Homes** are now a certified B Corp. Their mission is to accelerate the transition to Net Zero, focusing on the homes in which we already live.



Credit: Coastal Housing

What we've done:

How the Act is already making a difference:

Modal shift

I made the following recommendations on transport and mobility in [my Future Generations Report](#):

- Invest in better ways to connect and move people through improving digital connectivity, active travel and public transport.
- Set a national target for modal shift to enable people to adopt low carbon modes of travel.
- Introduce free public transport for young people in Wales.
- Allocate at least 50% of capital transport spend on improving bus and train services.

In 2017, I gave evidence to the M4 local public enquiry that the proposed M4 relief road was not in line with the Act. I also published the report [Transport Fit for Future Generations](#) to show how Wales could transform its transport system by investing in public transport and active travel.

My evidence 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.

This year, I challenged the implementation of the new [WelTAG Guidance](#) by writing to Ken Skates, MS (Minister for Economy, Transport and North Wales at the time) in November 2020 to flag the needs for more capacity and training. I also provided advice and challenge on the Transport Strategy.

The decision from the **Welsh Government** in June 2019 on the M4 shows a marked shift in policy with the First Minister, Mark Drakeford MS, placing substantial weight on the impact the scheme would have on a Resilient Wales.

Welsh Government's new 20-year Transport Strategy - 'Llwybr Newydd – New Path' aims to reshape transport in Wales, including a new sustainable transport hierarchy. The strategy has been informed by years of work by my team. These proposals are exciting and exactly the sort of vision required by Well-being of Future Generations Act. [Media release](#).

The decision to move ahead with the proposed **J34 – A48 link road** has been overturned because it was not in line with the new Welsh Transport Appraisal Guidance, which I helped to design.

The South East Wales Transport Commission's Report published in 2020 is a move away from a focus on car travel and is a vision of an integrated and properly funded public transport system which would make huge improvements to communities in Newport, Cardiff and beyond. I provided advice, ideas and challenge that fed into this decision. [Media release](#).

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.



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.

Powys Public Services Board have been working with partners to set up strategically placed electric vehicle charging points, including in Powys County Council car parks.

Blaenau Gwent's Ebbw Fawr trail which combines active travel, integration with nature and appreciation of culture with unique art installations being designed across the trail.

What we've done:

How the Act is already making a difference:

Towards net zero

I made the following recommendations to public bodies on decarbonisation in my [Future Generations Report](#):

- Develop an economic stimulus package that leads to job creation and supports the decarbonisation of homes.
- Support for businesses that will help Wales to lead the low carbon revolution.
- Be transparent in showing the carbon impact of all policies and spending decisions.
- Invest in responding to the Climate and Nature Emergency. Commit to increasing spend year on year.

In 2019, my assessment of the budget showed that only around **1% of the Welsh Government's Budget** was being spent on decarbonisation which is way off in terms of meeting carbon reduction targets.

In June 2019, I published a [10-point plan to fund Wales' Climate Emergency](#) to highlight areas for investment in the 2020-21 budget.

I recommended that the budget should articulate how the actions set out in the Low Carbon Delivery Plan will be funded and the level of cross Government investment needed in relation to transport and buildings, for example.

Government have also acted on my [10-point plan](#) which set out the funding commitments needed to contribute towards decarbonisation and tackling the climate emergency in areas like housing, active travel and public transport.

In the 2020/21 budget **Welsh Government** allocated an additional £140 million in new capital funding for climate and environment which is welcome but not sufficient.

Welsh Government is beginning to take action to **address the climate and nature crisis together**. For example, their recent commitment to develop a National Forest for Wales and the Plant! scheme set up in 2008.

The links between **climate change and public health** are becoming increasingly clear and are being recognised by some health bodies. For example, Public Health Wales and Welsh Government are considering the impact of climate change on health.

Policies that support the move towards net zero are now finally trickling through to policy areas like transport, housing, business support and planning.

The UK Committee on Climate Change has estimated it will cost Wales £30 billion up to 2050, although this should not all be borne by government - it should be a mix of spending by government, private and other sectors.

What we've done:

How the Act is already making a difference:

Improving our places and spaces

I've made the following recommendations to public bodies on land use planning in my [Future Generations Report](#):

- **Adopt a placemaking approach for all community policy and funding decisions.**

I have advised on [Planning Policy Wales 10](#), the [National Development Framework](#) and [Local Development Plans Manual](#) to ensure that they are aligned with the Act.

While I still have some concerns there is a significant change between the drafts I comment on and the current version of the documents. For example, they:

- **Place a stronger emphasis on digital connectivity.**
- **Promote nature-based solutions.**
- **Have a stronger focus on biodiversity and nature and moves away from prioritising airports in favour of policies that align with the declaration of a climate emergency and decarbonisation efforts.**

I have echoed planning matters raised with me through correspondence with the Welsh Government's planning department.

Welsh Government's Placemaking Charter aims to provide a common understanding of the range of considerations that go into placemaking. The Charter comes with a guide to help public bodies and other organisations embed placemaking.

Planning inspectorate decisions have used the Act (well-being objectives and goals) both to refuse or grant appeals.

The Act is at the heart of the work of **Royal Town Planning Institute Cymru** and the **Design Commission for Wales** and Consultancy firms such as **Mott MacDonald** and **Arup** have designed specific tools to ensure their work contributes to the Act.

Brecon Beacons National Park Authority have addressed the challenges of poor connectivity and health inequalities in an integrated way through their revised Local Development Plan, based around the 20-minute neighbourhood concept. To ensure that people are involved in the design of their future places, the planning authority are undertaking multiple involvement methods and exercises. This work will help meet several of Brecon Beacons' well-being objectives and contributes to multiple of the national well-being goals.

Public Health Wales and **Natural Resources Wales** have worked together to provide a guide on using the built environment to improve health and well-being. *The Creating Healthier Places and Spaces for Our Present and Future Generations Guide* explains how greenspace, access to healthy food, opportunities to be active, clean air, well designed buildings, and supportive local facilities can help people and communities thrive in Wales.



People shaping their future communities
 Brecon Beacons is 835 km² of some of Wales' most beautiful and richest in natural resources land. Despite the natural beauty of the land, the national park is also characterised by poor connectivity, less and health inequalities. The planning authority serving the 35,000 people living in Brecon Beacons has chosen to address these challenges in an integrated way through their revised Local Development Plan, which will be based around the 20-minute neighbourhood concept. To ensure that people are involved in the design of their future places, the planning authority have undertaken multiple involvement methods and exercises. This work will help meet several of Brecon Beacons' well-being objectives and contributes to multiple of the national well-being goals.

What we've done:

How the Act is already making a difference:

Improving the health of our nation

I made the following recommendation to public bodies on health and wellness in my [Future Generations Report](#):

- **Establish a National Wellness System to improve the nation's health and reduce demand on services.**
- **Appoint a Minister for Prevention and top slice budgets to spend on preventative policies.**

My focus has been to encourage a shift in investment and for public bodies to prioritise to the prevention of ill health, considering the wider determinants of health.

COVID aside, many services that support people's health are seeing disinvestment, for example, housing, community facilities, youth support employment and skills support and support for a healthy natural environment.

Welsh Government's approach to measuring and managing the performance of the NHS is frequently cited as a barrier to change, not just for health bodies but for wider public services.

There have been some positive shifts to more preventative approaches. Some health boards like **Hywel Dda** and **Cwm Taf Morgannwg** are starting to think of moving from a medical model to a model based on wider determinants of health.

Hywel Dda University Health Board have set a 20-year strategy for their work: 'A Healthier Mid & West Wales: our future generations living well.' A video is [here](#).



Powys Public Services Board have set a [vision and well-being plan](#) in the context of what they'd like Powys to look like in 2040. Having used their future trends data and information of the well-being assessment, members of the Board decided to set a longer-term plan for how they'd like the county to serve future generations. A video is [here](#):



The **Gwent Regional Partnership Board** are delivering a programme of transformation of health, social care and well-being support. Integrated Well-being Networks aim to develop a placebased approach to well-being, bringing together a range of well-being assets in communities.

The new **I CAN Community Hubs in Llandudno, Rhyl and Prestatyn** offer people a chance to talk through their problems and access the services and support they need on issues relating to mental health, drug or alcohol problems, employment difficulties, debt, housing and loneliness.

What we've done:

How the Act is already making a difference:

Making the public purse deliver the widest benefits for Wales

I have advised and challenged Government on its strategic budget over several years, focusing on the extent to which the budget delivers against specific elements of the Act such as prevention and decarbonisation.

This year, the focus of my work was on a prosperous, green and equal COVID recovery:

- I published a statement on how the first Supplementary Budget must signal a change in direction to reset our economy.
- I advised the Minister for Finance and the Counsel General (in his capacity as Cabinet Lead for Recovery at the time) about priorities for investment in a green and just recovery.
- I provided further detail on priorities for capital funding, in response to a request from officials.
- I analysed the draft budget and gave evidence to the Senedd Finance Committee, including areas where I consider progress has been made as well as key areas I think should be prioritised for increased investment.

I also undertook my first Section 20 Review into the procurement practices of nine public bodies in Wales to help ensure that the way they order goods and services, maximises their contribution to the well-being goals.

I welcome the political commitment in changes to how Welsh Government are considering their finance and budget process. As a result of my advice and recommendations, Welsh Government have developed a Budget Improvement Plan to improve the budget process using the Act and the five ways of working to drive continuous improvement. There are some ambitious actions including:

- Embedding an approach where spending proposals consider long-term benefits.
- How a whole Budget approach to preventative activity could be best supported.

My advice on COVID recovery has informed Cabinet discussions about priorities and investment decisions and ensuring a focus on a prosperous, green and equal recovery.

For example, the creation of the Freelancers pledge, the commitment by the First Minister to trial a basic income, and the new [Economic Reconstruction and Resilience Mission](#) which uses the principles of the Act to set out efforts towards a 'Well-being Economy.'

The focus on procurement is helping public bodies strengthen the local economy, reduce carbon emissions of buildings and support Wales role as a globally responsible nation.

[The Valleys Regional Park](#) set up by the Valleys Taskforce, invests in and celebrates the Valleys' vast and beautiful landscape by combining nature with community spirit and economic development. Using the natural landscape to educate people about climate issues, while ensuring livelihoods are maintained and skills are taught across the area, the project has helped those on the ground in Wales think long-term, collaborate with stakeholders and involve communities to get the most out of the unique and valuable Welsh landscape.



Rediscovering our valleys
 The Valleys is an area rich with natural assets and community spirit, but this has been consistently overshadowed by its industrial heritage and the deprivation that this left behind. The Valleys Regional Park initiative, set up by the Valleys Taskforce, celebrates the Valleys' vast and beautiful landscape by combining nature with community spirit and economic development. Using the natural landscape to educate people about climate issues, while ensuring livelihoods are maintained and skills are taught across the area, the project has helped those on the ground in Wales think long-term, collaborate with stakeholders and involve communities to get the most out of the unique and valuable Welsh landscape.

“The sort of Wales we want is the one set out in the Well-being of Future Generations Act. And [the Act’s] first and most important message is that we have to find a way of balancing our ability to make decisions that are important in the here and now and to protect and defend the interests of today’s citizens. But to do it in a way that does not compromise the well-being of those who come after us.”

Mark Drakeford in his opening address to the civil service in March 2019

There is more to be done to demonstrate political leadership, so I have recommended to Welsh Government that they:

- Provide trusting leadership to public bodies and Public Services Boards and incentivise adoption of the Act.
 - Lead the way in instilling values of kindness at every level.
 - Work to bring outside expertise into Government - the brightest and the best from public services, business and the voluntary sector, to help develop and implement innovative solutions to the challenges we face.
 - Introduce a 'Real Life Fast Track' programme within the Civil Service and public sector to involve broader perspectives and experiences in policy development.
 - Establish a cross-party, cross-sectoral Commission to create a long-term vision and strategy for the Welsh public sector of 2050.
- Close the implementation gap by applying the ways of working in policy and legislation.
 - Top-slice budgets for specific spending on prevention and appoint a Minister for Prevention, with the responsibility for taking a whole-government approach to investment in prevention.

You can find more examples in the new case study section of my [website](#) and are featured throughout my [Future Generations Report](#).

Future Generations Report 2020

About the report

Producing a Future Generations Report every five years is a legal duty on the Commissioner created by Section 23 of the Well-being of Future Generations (Wales) Act (2015).

Legal requirements

The report must include:

- An assessment of how public bodies can better safeguard the ability of future generations to meet their own needs; and take greater account of the long-term impact of the things they do.
- 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.
- Any other information the Commissioner considers appropriate.

Once published, Welsh Ministers, public bodies and Public Services Boards (PSBs) must take into account the report in setting, or revising, their well-being objectives.

I produced the first [Future Generations Report](#) in May 2020 and more than just meeting a 'duty', the report was designed to explain clearly and in many different ways what improving our collective well-being in accordance with the Act is all about. I wanted to make recommendations about how the different elements of the Act such as the five ways of working, the well-being goals should be used.

I was required to provide (for the first time) an assessment of the improvements that public bodies should make in relation to setting and meeting their well-being objectives. I also intended for it to inspire action by showcasing big and small actions that are taking in place in Wales and across the world. I wanted to celebrate our achievements, but I also called out where progress is falling short and pointed at all the opportunities which we should not miss in the present or immediate future.

The Future Generations Report brought together all of the streams of work that my team and I have undertaken in the last few years. It gave me the perfect opportunity to take stock of what had been achieved so far, compiling the information, the conversations and the intelligence my office and I had gathered.

Going forward the report will be a platform to drive change in future years. I also see it as an opportunity to develop a collective manifesto for the future generations of Wales – a movement for change around its vision and recommendations.



Structure of the report

- Chapter 1** - 'Tomorrow' provides information about global context for our national vision for the future and of the importance of well-being.
- Chapter 2** - Looks at culture change within public bodies and the use of the statutory ways of working.
- Chapter 3** - Looks at progress against the seven well-being goals.
- Chapter 4** - Sets out a series of actions public bodies and Public Services Boards can take when setting their well-being objectives and steps.
- Chapter 5** - Looks in more detail at my areas of focus (the areas I consider to be my own well-being objectives).
- Chapter 6** - Looks at my actions to help us reach the vision and 'what next' in taking this report forward, and how I can continue to work with other sectors to advocate for and deliver the Wales we want.
- Chapter 7** - Looks at my plans taking the report forward.

For each element of report, I set out clearly the vision, ambition and offered tools and recommendations to achieve this.

To make this comprehensive report more accessible and easier to read, I have produced an [interactive online website](#), accessible versions (Easy Read and British Sign Language versions) and executive summaries of each chapter. And I am working with public body networks to pull together bite-sized and targeted versions for corporate areas.

“ Reading the Well-being of Future Generations report by Sophie Howe I was so pleased to discover all you are doing in Wales to bring people together to work toward the Well-being goals. **”**

Public correspondence

“ As an optimistic, positive thinking, growth mindset person, the Executive Summary for the Future Generations Report impresses me- it is an uplifting document! However, the considerable challenges for you/ your team are far from fair. **”**

Public correspondence

“ Thank you for informing us of your first Future Generations Report 2020. We ... found the sections relating to Procurement and the Globally Responsible Wales goal very useful. **”**

Public correspondence

“ We appreciate the enormous ambition and scope of the report which draws on many and varied examples from around Wales, the United Kingdom and overseas – and are pleased to see that some of your examples are from our own work in Natural Resources Wales, such as our Carbon Positive Project – which continues apace. We are pleased to be categorised as ‘a believer and achiever’, a position we intend to maintain in the years ahead. Whilst we acknowledge that NRW has by no means fully met the requirements of the Act, our enthusiasm and ambition are undiminished. **”**

Clare Pillman,
CEO Natural Resources Wales

This report was a major piece of work drawing on my statutory monitoring and assessing work in 2019, and insights from more than 5,000 people and organisations from Wales, the UK and further afield. Walking the talk, using the 5 ways of working, in particular I sought to involve people far and beyond the statutory requirements, and I sincerely thank the many organisations and individuals who contributed.



Involvement

To produce the report, I involved public bodies, the voluntary sector, business, local community representatives, academics, my Advisory Panel and many others. I held regional meetings; themed roundtables; launched the People's Platform, a live platform; I led community conversations; convened expert panels; attended many events to talk and listen carefully to the ideas and views expressed.

My report was published at the same time as Audit Wales' own 5 year report [Findings from the Auditor General's Sustainable Development Principle Examinations](#) on the results of his sustainable development principle examinations and we have worked closely to ensure that our set of reports complemented each other.

Conclusions and recommendations

Because it is a once every five years exercise and because the report covers every area of policy as well as how public services should be delivered, it was necessarily a big document and producing the report gave me an opportunity to take stock of what had been achieved so far, reflecting the conversations and intelligence that I had gathered.

My conclusions were that public services in Wales are at the start of the journey. Public bodies and Public Services Boards have found their feet; all the elements of the legislation are now in place and we now need to work together to increase the pace of change.

And it's fair to say that good things are happening and that things are changing because of the Act.

The report includes recommendations on areas which I consider to be the most significant things that should be done in the next five years to help Wales reach the well-being goals – *and recover from COVID-19*. The Well-being of Future Generations Act provides a guiding framework for how we should seek to respond to this crisis. It will allow us to make the right decisions, to help us shift towards a longer-term and preventative outlook on how we run our society and public services. I am encouraging Welsh Government, public bodies and other stakeholders to use the Report as we work towards a recovery plan for Wales.

The report also contains a number of 'Big Ideas' of how Wales could change for the better, taken from some of the best examples from Wales and across the world.

The report which covers each of the seven well-being goals, the five ways of working, corporate governance for Welsh Government and for public bodies, and my areas of priority includes 390 recommendations in total.

The recommendations cover both policy and process. They are directed at Government and other bodies covered by the Act on what I consider to be the most significant things that should be done.

250 policy recommendations are addressed to Welsh Government as they have a key role to play as a leader in implementing the Act and because they make national policies.

10 Policy recommendations

1. **Pilot a basic income** and work towards implementing a shorter working week.
2. **Introduce the 20-minute neighbourhood concept** for all towns and cities in Wales, make broadband a critical service and ensure people can access natural green space within 300 metres of their home.
3. **Invest in responding to the Climate and Nature Emergency.** Commit to increasing spend year on year.
4. **Decrease spending on road infrastructure** and increase spending on public transport and active travel including the introduction of free public transport for young people in Wales.
5. **Establish a National Wellness System** to improve the nation's health and reduce demand on services.
6. **Invest in skills and training** to support the transition to a better future, creating new green jobs and set out a plan for responding to future trends in ways that reduce inequalities rather than perpetuating them.
7. **Make housing a human right,** support intergenerational living and require all publicly funded housing developments (and public buildings) to be carbon neutral.
8. **Commit to making Wales** the most eco-literate nation in the world.

9. **Establish a nationwide approach** to involving business, charities and creative professionals and entrepreneurs in the delivery of education and re-think qualifications at age 16.

10. **Appoint a Minister for Prevention** and top slice budgets to spend on preventative policies.



Skills



A Wales of Cohesive Communities



A Healthier Wales



Housing



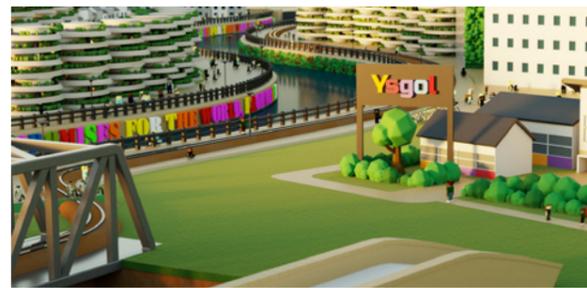
A Resilient Wales

10 Process recommendations

1. **Test everything** according to the Act's 'double test' of the 'what' and the 'how'.
2. **Top-slice budgets** for spending on prevention, overseen by the Minister for Prevention.
3. **Assess the carbon impact of spend**, especially capital spend such as major investment / infrastructure decisions.
4. **Ensure that criteria for public funding** is required to demonstrate how the Well-being of Future Generations Act has been applied.
5. **Introduce a 'Real Life Fast Track' programme** within the Civil Service and public sector to involve broader perspectives and experiences in policy development.
6. **Make knowledge and expertise** on the interests of future generations a key requirement of at least one post on every public sector board.
7. **Set out clearer steps** to meet well-being objectives – reflecting what contribution each department will be taking to these steps.
8. **Create a long-term vision and strategy** for the Welsh public sector of the future and promote kindness at every level.
9. **Establish a 'Ministry of Possibilities'** and engage the brightest and the best from all levels of government and public service to collaborate alongside private sector and voluntary sector together, to create innovative solutions to current or future challenges.
10. **Public Services Boards and public bodies** should collaborate with town and community councils and national public bodies, registered social landlords, the private sector, trade union representatives and further and higher education in delivering their well-being objectives and steps.



Transport and Active Travel



A Wales of Vibrant Culture and Thriving Welsh Language



Planning



A Wales of Cohesive Communities

25 Recommendations specific to the well-being goals



A Prosperous Wales

1. **Invest in better ways to connect** and move people through improving digital connectivity, active travel and public transport.
2. **Develop an economic stimulus package** that leads to job creation and supports the decarbonisation of homes.
3. **Pilot a Basic Income** and explore opportunities for a shorter working week.
4. **Establish a national vision** for lifelong learning and a shared national mission for education bringing in the skills of business, voluntary sector, community activists, older people and the youth services sector to be a core part of delivering the requirements of the new curriculum.



A Resilient Wales

5. **Rapidly accelerate** the scale and pace of change to help tackle the climate emergency.
6. **Seek to maintain and enhance** the natural environment through managing land and sea appropriately to create healthy functioning biodiverse ecosystems.
7. **Ensure people can access** natural green space within 300 metres of their home.
8. **Deliver 20% tree canopy** cover in every town and city in Wales by 2030.



A Healthier Wales

9. **Recognise and address** the wider determinants of health.
10. **Apply the Welsh Government definition** of prevention and explore the most significant opportunities to shift spend to activities that support primary and secondary prevention.
11. **Build a national wellness system.**
12. **Support people to act with compassion** to facilitate understanding of mental well-being.
13. **Enable an active nation**, increasing the benefits of physical activity for everyone.



A More Equal Wales

- 14. **Set out a plan** for responding to future trends (such as increasing automation, our ageing population and climate change) in ways that reduce inequalities rather than perpetuating them.
- 15. **Set challenging targets** for recruitment of women, Black, Asian and minority ethnic communities and disabled people across the public sector.
- 16. **Make tackling childhood adversity** a priority and set out a national strategy to empower all key public services to deliver effective, sustainable and evidence-based early intervention.



A Wales of Cohesive Communities

- 17. **Building on the Nation of Sanctuary**, recognise people who are displaced in the context of disasters and climate change as refugees and advocate for them to be offered the same protections offered to refugees.
- 18. **Adopt a placemaking approach** for all community policy and funding decisions.
- 19. **Make broadband a critical public service.**
- 20. **Make housing a human right.**



A Wales of Vibrant Culture & Thriving Welsh Language

- 21. **Ensure Wales' cultural agencies** collaborate and act to address the climate and nature emergencies.
- 22. **Establish a Creative Participation Income.**
- 23. **Develop and fund 'cultural corridors'** across Wales that encourage public, private and voluntary sectors to connect cultural and creative sites, programmes and institutions.



A Globally Responsible Wales

- 24. **Establish a national vision for Wales** to become the most eco-literate and globally responsible nation in the world.
- 25. **Set clear ethical guidelines for public sector pensions** in Wales including commitments to divest from all sources of harm (fossil fuels, pollutants, goods driving, deforestation overseas and arms).

After the publication of the report

The publication of this Report is not an end in itself. It is an important legacy on which the work of my office is based going forward - for the rest of my term of office and beyond.

Due to the COVID-19 crisis, I did not expect public bodies to respond to it in the short-term but will take stock with the Auditor General when we can reasonably expect public bodies to be in a position to respond fully. In the meantime, I will be making it clear to government that they must put in place arrangements to ensure that the advice contained in this report is taken into account where new policies are being taken forward.

I will use the contents of this report as a benchmark in the exercise of my monitoring and assessing duty, looking in particular at how my recommendations will be implemented. The key findings will be used to focus the advice I will give public bodies and Public Services Boards as well as help me select the areas for potential review under my Section 20 powers.

In the immediate months following publication of this report, I:

- **Shared its findings** with the many organisations and champions who I have engaged with, to develop a movement for change around the Act and seek the support of organisations big and small, voluntary, private and public across Wales.
- **Helped public bodies embed my advice.**
- **Used the findings to bring together people** from across Wales to provide ideas and leadership on how we can reform policy and services in light of the outbreak of COVID-19.
- **Worked with political parties** to secure adoption of the recommendations in this report in their manifestos for the Senedd Election in May 2021.



How I measure performance

The Act is about bringing change to people's lives and changing behaviours. This is complex, takes time and is a real organisational and human challenge. I have chosen performance indicators that allow me and those who want to scrutinise my work to see how my Office is influencing this evolution toward a more sustainable Wales.

The strategic performance measures for my office are to:

- **Frame debate** and get issues on the agenda
- **Encourage** discursive commitments from ministers, government and others
- **Secure procedural change** in how public bodies go about their work
- **Affect** policy content and commitments
- **Influence** practical behaviour change in others

My role

As Future Generations Commissioner for Wales, my general duty is to promote the sustainable development principle. I am a coach and a critical friend for public bodies, public services boards and anyone who can help contribute to the achievement of the national well-being goals. I am both supporting and challenging public bodies so that they embrace their duty and improve all aspects of economic, social, environmental and cultural well-being for the whole population of Wales.



What does my duty include?

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

To carry out my general duty, I have a range of specific functions and powers:

- **Section 18 (a) General duty** – Promote the Sustainable Development principle
- **Section 18 (b) General duty** – Monitor and assess the extent to which well-being objectives set by public bodies are being met
- **Section 19 (a) Power** - Provide advice or assistance to public bodies (which includes providing advice on climate change)
- **Section 19 (b) Power** - Provide advice to the Auditor General for Wales on the Sustainable Development principle
- **Section 19 (c) Power** - Provide advice to a public services board in relation to the preparation of its local well-being plan
- **Section 19 (d) Power** - Provide any other advice or assistance to any other person who the Commissioner considers is taking steps that may contribute to the achievement of the well-being goals
- **Section 19 (e) Power** - Encourage best practice in public bodies in taking steps to meet their well-being objectives in accordance with the Sustainable Development principle
- **Section 19 (f) Power** - Promote awareness amongst public bodies of the need to take steps to meet their well-being objectives in accordance with the Sustainable Development principle
- **Section 19 (g) Power** - Encourage public bodies to work with each other and with other persons if this could assist them to meet their well-being objectives
- **Section 19 (h) Power** - Seek the advice of an advisory panel in relation to the exercise of the Commissioner's functions

- **Section 20 to 22** - Power to conduct reviews and to make recommendations. I also have a duty to provide advice to Public Services Boards on their well-being assessments and draft plans and powers to receive copies of reports and to be consulted on different occasions

I have distilled these functions and powers into four Strategic Purposes:

Purpose 1

Highlighting and acting upon the big issues and challenges facing future generations.

Purpose 2

Supporting and challenging public bodies to use the Well-being of Future Generations Act.

Purpose 3

Creating a movement for change.

Purpose 4

Walking the talk – being the change that we want to see in others.

My Performance Report is structured around these four purposes.

The financial statements show breakdown of expenditure, year on year the bulk is on paying our people and costs associated with premises. The Performance Report as a whole is an account of what we have used this funding for – to work on our four strategic purposes, the things we have done, the progress we have made, the outputs and impact. The Accountability Report together with the Financial Statements explain the corporate governance arrangements for my office and how I have used the available resources to meet my aims and discharge my statutory functions.

Purpose 1

Highlighting and acting upon the big issues and challenges facing future generations

In 2017, 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.

Places and infrastructure

1. Transport
2. Land use planning
3. Housing

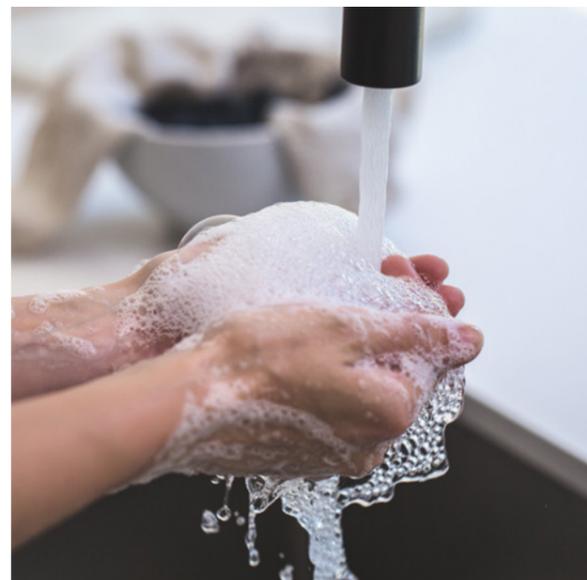
People and their Resilience

4. Prevention of adverse childhood experiences (ACEs)
5. Skills for the future
6. Health and wellness system

Decarbonisation, budgeting and procurement have been cross-cutting themes.

As anticipated, my work on these issues changes year-by-year depending on opportunities which are often outside my control. I regularly reflect on the impact we're having as a team and where that could be best focused.

The publication of the [Future Generations Report](#) was a key milestone – a point at which to take stock. The COVID pandemic and recovery planning process also presented an opportunity to look at where I can best make an intervention.



COVID - A Prosperous, Green and Equal Recovery

COVID has brought incredible challenges over the past year and we have lived through difficult circumstances. From the devastating loss of lives, isolation from loved ones, pressure on public services, and the potential for long-term damage to the economy, jobs and livelihoods. How we recover gives us a once-in-a-generation opportunity to 'build back better'.

In Wales, the Well-being of Future Generations Act must provide the framework for the bold, collaborative and inclusive thinking that is needed.



I adapted my work programme and in May 2020 published a [5-point plan](#) with proposals for where it should be focused in Wales.

It is on these policy issues that I have focused my efforts this year.

While I have given public bodies the space to deal with the current emergency, what I think is becoming clearer, day by day, is that although we must respond to the urgent matters at hand, long-term thinking has never been more vital.

Wales' response to COVID must reflect political courage around longer-term challenges such as climate change and the loss of nature. This needs

to be done in a way that ensures multiple benefits for our communities and the most effective use of public (and private) investment.

My advice to public bodies (including within my [Future Generations Report](#) and across my [Art of the Possible Journeys](#)) was aimed to address the policy implementation gaps, inequalities and broken systems across society, which have been further exacerbated by the recent crisis.



My advice prior to COVID included:

- **Establish shared outcomes with health organisations** including through exploring preventative options and pooling budgets to invest in expansion of outdoor activities.
- **Run joint initiatives** with ethnic minority community groups in order to build trust and understanding.
- **Encourage the use** of Community Mapping tools to help you focus on where best to make a difference.
- **Ensure you understand** the value of local residents coming together, and use the spaces created by these opportunities to listen and understand what's important and co-produce solutions.
- **Encourage more GP practices** to take part in social prescribing projects.
- **Support and encourage** intergenerational activities such as Ffrind i Mi (Friend of Mine), an initiative in Gwent ensuring people of all ages who feel lonely or isolated are supported to reconnect with their communities.
- **Support the communities** to redesign their streets to improve their health and well-being.



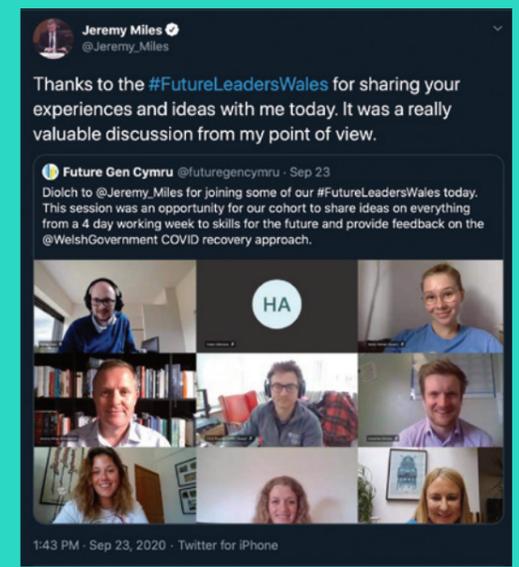
“The issues that led to the problem ‘we’ve known about for years,’ and this result could have been foreseen. It is fundamentally about poverty and health inequalities. If someone had pulled any one of us up in February 2020 and said, “there’s a pandemic coming, can you fast forward one year and assess which communities would have the most severe hit from this pandemic?”, you could almost predict the picture we’re seeing now with a reasonable degree of accuracy.”

Kelechi Nnoaham, Director for Public Health at Cwm Taf Morgannwg University Health Board



How I've adapted my work in response to COVID

- **Published a 5-point plan** urging Welsh Government to invest in a prosperous, green and equal recovery. I gave evidence on this to the Economy, Infrastructure and Skills Committee in November 2020.
- **Commissioned the New Economics Foundation** to progress some of these areas and have started a new area of work to make sure that the recovery plans don't inadvertently worsen existing inequalities.
- **Contributed to** various Ministerial Advisory Boards, forums, partnership council and other groups. The broad scope of the Act has given me a unique insight across several Ministerial portfolios, and on various themes.
- **Worked with** Natural Resources Wales, Public Health Wales, Wales TUC, businesses, Community Housing Cymru, Wales Council for Voluntary Action, EYST, the Arts Council for Wales, other Commissioners and others.
- **Advised Welsh Government** on the content of the [Economic Reconstruction and Resilience Mission](#), encouraging integration with other parts of government and a focus on a “well-being economy.”
- **Outlined what I believe** are key opportunities for investment and delivery. I submitted a paper to Rebecca Evans MS and Jeremy Miles MS highlighting the areas where we must do more in relation to ‘how’ we work in Wales.
- **Facilitated integration** between the various groups and networks focused on response and recovery, including:
 - **Natural Resources Wales' Green Recovery** group reporting to Lesley Griffiths MS.
 - **Ffenics** - an advisory group led by Chris Nott reporting to Ken Skates MS bringing together representatives from the business community to advise on the recovery.
- **Other groups including** the new Construction Forum, Foundational Economy and the Wales Council for Voluntary Action's Better Futures Wales
- **Arranged a roundtable** for the Chairs of all groups in September 2020 to encourage integration between various workstreams.
- **Shared my insights across government** and beyond, and potential solutions to how we can help address the short and longer-term challenges.



- **Paused my Section 20 Review** into procurement. While being mindful of the many challenges public bodies are currently facing, ensured they are effectively using the power of their public spend to support a prosperous, green and equal recovery.
- **Allowed flexibility** regarding reporting duties on public bodies following the publication of the Future Generations Report. I did not expect them to respond immediately, or to produce annual reports on their progress while they're dealing with this crisis.
- **Shared views** and ideas at meetings of statutory Advisory Panel.

“It's been good to see everyone, thanks for the great ideas which are surfacing as part of the COVID recovery.”

Dr Frank Atherton,
Chief Medical Officer for Wales
in November 2020.



Green Recovery Task and Finish Group

The Green Recovery Task and Finish Group was established in summer 2020. It is led by Sir David Henshaw, Chairman of Natural Resources Wales, and I contributed along with a range of other partners.

Following a call for ideas on a green recovery in Wales, 168 proposals were submitted by individuals, groups and organisations. My office worked with partners on the Task and Finish Group to help select a range of proposals to be taken forward with urgency. The Task and Finish Group wants to demonstrate that change can happen at pace and projects and schemes can act as beacons, to show what can be achieved for others to emulate.

I committed resource from my office to be part of the Green Recovery Delivery Partnership, a small programme office to help provide direct support to those who have submitted proposals, and enable them to drive forward implementation.

National Nature Service

One of the key proposals was the proposed 'National Nature Service'. This is a framework to rapidly establish new and future focussed opportunities around skills, jobs and the restoration of Wales' natural environment, whilst also better aligning the existing mechanisms in place.

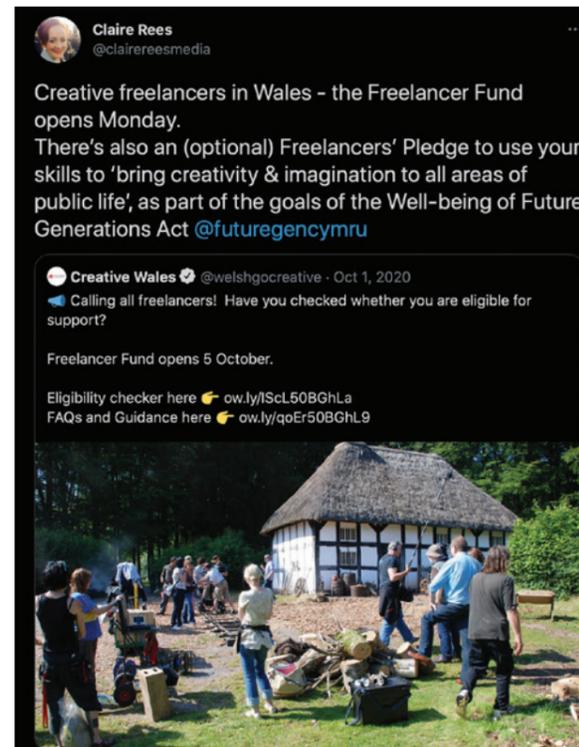
It seeks to respond to the nature and climate emergencies and help address the economic and social (justice) fallout of the pandemic. It will do this by upskilling and expanding the workforce with good quality livelihoods in a sector shown to have significant job creation potential.

My office continues to play a key role with both the development of the proposal and involvement at the co-design meetings held.



Cultural Recovery Fund and the Freelancers and Public Bodies Pledge

In August 2020, I called for a creative basic income to pay freelancers working in this sector a basic living allowance and help Wales recover from the pandemic. Wales' artists, writers, poets, musicians, performers and more – will be vital in getting the country back on its feet – but they need to be better supported.



Wales could be 'world-leading' in providing a safety net for the sector as artists use their talents and skills to support different types of responses to the pandemic. For example helping to rebuild town and city centres, supporting vulnerable people by getting them involved in arts and music and helping to bring "unique creative thinking" to how we solve post-pandemic problems.

In October 2020, the Government announced a £7 million fund open to freelancers involved in the arts, creative industries, arts and heritage events, culture and heritage, whose work has direct creative / cultural outcomes.

The then Deputy Minister for Culture, Sport and Tourism, Lord Elis-Thomas MS, said:

“I'm delighted that we're able to provide support – to sustain our freelancers during this difficult period and acknowledge the contribution made by these individuals to the economy, our communities and the cultural and creative sectors in Wales.”

Graeme Farrow, artistic director at the Wales Millennium Centre said:

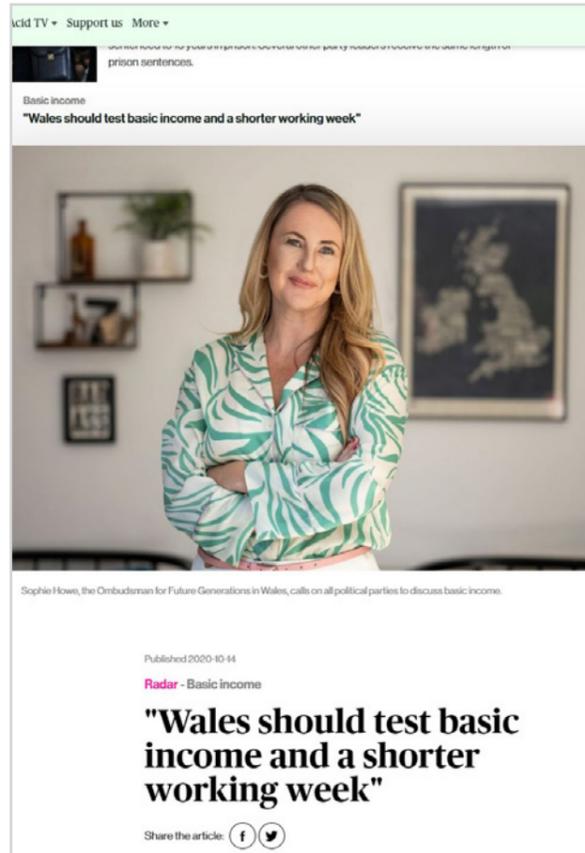
“The more creative thinking and action that goes into the recovery in Wales, the better and more resilient it will be. Artists in Wales have demonstrated how valuable their work is in health, education and other areas across the economy.”

My office has advised Welsh Government on the development of its Freelancers and Public Bodies Pledge. This culture-led approach to the recovery will seek to partner freelancers with public bodies to help support the sector and tackle issues such as loneliness and isolation, town and city and community regeneration, mental health, heritage and active travel etc. This approach will be launched this year and will encourage new, innovative and creative solutions in Wales' recovery.



Universal basic income

Wales could be the test ground for a pioneering initiative to provide citizens with a basic income from the government and implement a shorter working week.



These two recommendations from my Future Generations Report have become particularly critical since the pandemic has exposed both vast societal inequalities and the precarious nature of modern working arrangements for so many. A basic income could significantly change lives across the UK at a time when people's earnings have become increasingly unsteady through improving mental well-being, giving more freedom of choice, improving educational attainment, reducing crime and addiction rates, and relieving pressure on public services like healthcare.

I commissioned Autonomy to undertake research into the practicalities of these policies and how necessary a dramatic change to how we live, and work might be. As part of this research [a poll](#) carried out by Survation found that almost

'Pilot universal basic income and shorter working weeks in Wales'

By Cemlyn Davies
 BBC Wales political correspondent

19 October 2020 | Comments



A shorter working week and universal basic income should be piloted by the next Welsh Government, a policy influencer has said.

Wales' Future Generations Commissioner Sophie Howe has published a "manifesto" ahead of May's Senedd election setting out policies she would like the next administration to adopt.

three quarters of people in Wales would support Welsh Government piloting a basic income scheme, which has been described as 'this generation's NHS'. Political support for a basic income has also grown recently, with members of Wales' Senedd giving overwhelming backing to start a pilot scheme in a debate tabled by the Alyn and Deeside MS Jack Sargeant. Scotland's First Minister Nicola Sturgeon is another advocate.



...with more and more European countries announcing the commencement of similar schemes (notably today with Germany hopping on-board) I believe it is the prime time to strike and set the example within the British Isles that Welsh citizens' will not be neglected and left alone in these times of turmoil, fear and exclusion.

From public correspondence

This week we look at the future post #COVID19. And who better to talk to about the future than Wales' very own guardian of #FutureGenerations @sophiehowe

We talk about #UBI & a #4DayWeek, creating more spaces, greener spaces & why it's time to think longterm! #BuildBackBetter

Signalling basic income as a priority for the new government is an incredibly significant commitment by the First Minister Mark Drakeford to tackle Wales' poverty and health inequalities – the lasting damage of these inequalities could be greatly reduced by both a UBI and a shorter working week. It's a huge moment for the campaign, which I've been proud to be a part of, recognising the growing support for a fairer way of allowing people to meet their basic needs.

I have a report coming out that will provide further analysis of how a basic income could improve the lives of people in Wales for generations to come.

Wales' commitment to exploring a basic income once again proves it's often the small countries that can be world-leading and make the biggest changes.

Impact – How the Act and our work has made a difference Wales' recovery from COVID

Examples of impact include:

- **Framed debate and got issues on the agenda** with Ministers, government and others in relation to ensuring the focus is on a prosperous, green and equal recovery.
- **Secured procedural change** in investment decisions as evidenced in Welsh Government's strategic budget and Natural Resources Wales's Green Recovery Task and Finish Group.
- **Affected policy content and commitments** such as the Freelancers pledge, the commitment by the First Minister to trial a basic income and the new [Economic Reconstruction and Resilience Mission](#) (Feb 2021) which uses the principles of the Act to set out efforts towards a 'Well-being Economy' with post-16 education, training and learning focused on prosperity, equality and green industries.
- **Influenced practical behaviour change** including integration between government recovery initiatives.

Skills for the Future

As Welsh Government, Senedd Cymru and public bodies develop their plans for recovery from the COVID pandemic, the long-term and integrated focus of the Well-being of Future Generations Act has never been more essential.

A key part of this is how we invest in skills and training – both from the perspective of our approach to education and the national curriculum and the skills our workforce will need.

National Curriculum and a national mission for education

Providing people with education and the opportunity to develop the right set of skills for their future is widely accepted as a significant determinant of life outcomes such as health, socio-economic position and life expectancy. This has always been an important area of work for my team, but even more so now as a result of COVID-19.

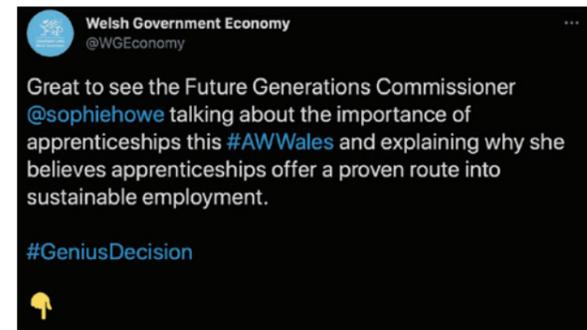
However, there is a mismatch between what people learn, what employers need and what the future of Wales and the world will need.

A new national Curriculum for Wales provides a once-in-a-generation opportunity to place well-being at the heart of schools and learning and the Commission for Tertiary Education and Research is an opportunity to help the people of Wales keep learning through life.

I first made the call that we should replace GCSEs in [October 2019](#) and asked the then Minister for Education, Kirsty Williams MS, for a “radical rethink” on qualifications at age 16, towards assessments which focus on diversity and are centred around pupils, not testing.

Building on my report [Education fit for the Future in Wales](#), I have written to Ministers, worked with Qualifications Wales, Welsh Government, other Commissioners and many other organisations on the [future of assessments like GCSEs](#) and related issues. In October 2020, I gave [evidence](#) to Senedd Cymru’s Children, Young People and Education Committee alongside the Children’s Commissioner for Wales and called for a national mission for education that is fit for the future, bringing business, the education sector and civic society together to deliver skills in a co-ordinated way.

I’m pleased that Welsh Government responded to calls for exams to be cancelled as a result of the COVID pandemic. But I urge them to ensure that this isn’t a one-off solution. [New ways of thinking](#) need to be applied to ensure that in the longer-term, qualifications align with the new curriculum, and address challenges like automation, climate change and the skills implementation gap.



Now more than ever, we need to be educating young people not just for work, but for a life well-lived. I look forward to continuing to support and challenge the government’s plans to deliver an education that’s fair, child-centred, well-being focused and fit for the future.

“ I was delighted to see Sophie’s intervention on online learning. I totally agree. The consequences of the inconsistency of approach by schools to teaching during lockdown will mean that some children are going to be disadvantaged: 1. Despite the Welsh Government setting up broadband Wales over 10 years ago, the standard of broadband is appalling in many areas. 2. Not every parent can provide a laptop for each of their children. Trying to learn on their phone is just not acceptable. 3. Those students who have a learning disability who have found remote learning difficult are also likely to be disadvantaged. ”

Public correspondence regarding digital learning during lockdown.

The skills needed for a prosperous, green and equal recovery

Whilst the COVID pandemic has been challenging, the situation provides an opportunity to focus the economic stimulus package that can deliver a wide range of benefits – such as good quality livelihoods improving biodiversity whilst supporting rapid decarbonisation.

Over 60,000 jobs could be created in the green and blue economies over the next two years with infrastructure investment, but this relies on having the right skills and training in place.

We must act now to create the right skills pathways for the people of Wales to take advantage of this. This means investing in industries and sectors that help us meet our zero-carbon targets, increase equality and improve our well-being.



Working with the New Economics Foundation and the Wales TUC, in 2020 I undertook in-depth analysis to help move Wales in this direction. This has showed that:

- **There is a mismatch** between the skillset of our population in Wales and what is required to drive this green transition. Put simply, there aren't enough teachers, pupils being taught, apprenticeships being secured, college and university courses being taught or learnt in the industries of the future that we need for a cleaner, greener and wealthier Wales.
- **Funding to deal** with this shortfall is also insufficient to cope with demand and scale. For example, there has been only a 10% uplift in funding, against a predicted doubling of unemployment rates by the end of 2021, compared to pre-crisis levels.
- **Targeted and sustained action** is needed to ensure green growth industries provide entry for Black, Asian and minority ethnic people; women; disabled people; and those furthest from the labour market.
- **At a local level**, well-being objectives and steps set by public bodies do not focus on improving wider social, cultural and environmental well-being. This limits the scope of what can be achieved, missing opportunities to improve skills in low-carbon industries and make sure available opportunities are equal to all.

On the basis of these findings, I contributed to Ministerial Advisory Groups; attended internal challenge sessions with Welsh Government civil servants; provided reports, evidence and advice to Welsh Government officials on economic policy, budget provision; skills and post-16 education; presented at industry forums like Learning & Work Unit, Community Housing Cymru, Construction Forum; written to the First Minister and Cabinet Members; worked with Wales TUC, environmental groups and others to build evidence and a narrative around a green recovery. We are collectively calling for investment in areas that need rapid investment and scaling up of current skills offers, training and education. The [research](#) was published in May 2021.



For a prosperous, green, and equal recovery, I recommended that Senedd Cymru and Welsh Government should:

- **Improve alignment and action** towards the climate and nature emergencies with their investment in skills, training and sectors that will provide a green and just recovery.
- **Invest in the industries and technologies** of the future, and support businesses that will help Wales to lead the low carbon revolution and lock wealth and jobs into local areas with investment in the foundational economy.
- **Set out a plan** for responding to current crises and future trends in ways that reduce inequalities rather than perpetuating them.
- **Establish and fund** a shared national mission for education and training bringing in the skills of business, third sector, community activists, older people and the youth services sector.
- **Establish a national vision for Wales** to become the most eco-literate and globally responsible nation in the world.
- **Create a Race Equality Strategy** to tackle the inequalities experienced by Black, Asian and minority ethnic communities in Wales.
- **Invest in a 'care-led recovery'** - a low carbon industry where investment would provide at least 2.7 times the jobs the same investment in construction could provide, and providing proper financial and social recognition to care workers to grow the wider economy.

“ I read the [A Fit for the Future Programme for Government](#) report yesterday with great interest. It's a very good report. I have sent to senior colleagues in SHELL and related areas and drawn out the skills section. I have also discussed and mentioned to other director colleagues, and I am aware that ministers are aware of it. Thanks again for all your help in preparing us for this and the underlying challenges that go with it. **”**

**Huw Morris, Director, Skills, Higher Education and Lifelong Learning,
Welsh Government**



Impact - How has the Act and our work made a difference on skills?

Framed the debate and got issues on the agenda

- **I supported a petition** submitted to the Senedd Cymru Petitions Committee recently calling for environmental awareness to be a key module in schools; Teach the Future campaign launching in Wales aligned with the Act and climate crisis. Smaller organisations like Cymgrog Futures in Pembrokeshire, Permaculture 39 in Powys; Black Mountains College all basing learning on ecosystems and climate / nature resilience.

Affected policy content and commitments

- **The new Curriculum for Wales 2022** has been designed to align with the Well-being of Future Generations Act. 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.
- **For post 16 learning**, the draft Tertiary Education and Research Bill includes civic mission duty (based on the Act) and includes working more with wider society on learning and teaching.
- **The Economic Reconstruction and Resilience Mission (Feb 2021)** uses the principles of the Act to set out efforts towards a 'Well-being Economy' with post-16 education, training and learning focused on prosperity, equality and green industries.

Secured procedural change in how public bodies go about things

- **Curriculum implementation** has seen an uplift in funding for professional development and increased teachers (600 additional assistants, 300 additional teachers), which is something I called for in 2019.

- **Examinations** have now been replaced by teacher assessments during 2020 and 2021. And the Independent Review suggested longer-term change to qualifications. There was broad support for reform in the 2021 manifestos and Qualifications Wales are actively considering right balance of exams / other methods for future assessment.
- **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.

Influenced practical behaviour change

- **In Cardiff, Bridgend, Swansea and Neath Port Talbot**, there are outdoor learning classrooms and Forest Schools.
- **In Denbighshire**, children have been given access by the Council to land adjacent to their school as an outdoor classroom where they will be monitoring endangered species and carrying out practical tasks to learn how to care for their environment.
- **Bridgend Food Recycling Mission** is teaching pupils how food is turned into electric power through a competition on online teaching resources.
- **In Gwent, Aneurin Bevan Health Board and Digital Communities Wales** children are trained as 'Digital Heroes' and spend time with older people to understand their histories, using virtual reality, iPads and personal tech assistants to also teach the older people what's possible. Children are becoming more ethically informed, older people are benefiting from using tech as an alternative to medication in dealing with anxiety and dementia and loneliness. It's also proven to have a positive effect on falls prevention.



Equalities – Don't white-wash the green recovery

The last year has highlighted huge inequalities in our society across the world and in Wales. COVID-19 is hitting women, and non-white women, hard, from economic pressures and financial insecurity following redundancies and furlough, to increased caring responsibilities.

Globally, 70 per cent of the health and social care workforce is female, and they are more likely to be front-line health workers, such as nurses, midwives and community health workers.

- **Infection rates** among female health-care workers are up to 3x higher than among their male counterparts.
- **Women's employment** is 19% more at risk compared to men's.
- **72% of domestic workers**, 80% of whom are women, lost their job as a result of COVID-19.

While not a specific area of focus under my original priorities, COVID-19 has exposed existing inequalities to such an extent they can no longer be ignored. Wales' recovery from the pandemic is an opportunity for change. How Wales chooses to respond to pandemics and other future trends could have positive and negative impacts on inequality.

In partnership with Public Health Wales, in February 2021 I commissioned further work to identify trends likely to impact most greatly on inequality (for example increasing automation, our ageing population and climate change), drawing out specific opportunities and challenges for particular protected characteristics and groups in society.

The next step is to use these findings to work in collaboration with equality organisations and people with lived experience to improve policy making, give a voice to the most vulnerable and help develop a new blueprint for decision makers to adopt this approach in future. Instead of focusing attention solely on the here and now, we must be bold and develop policies which will not replicate or reinforce existing inequalities.

This research will be published in September 2021, but initial findings are already usefully informing other areas of my work around skills, housing and the government budget.

The path to net zero holds opportunities, from jobs to healthier and better connected and greener communities. But as we respond to the immediate needs of the pandemic, we have to stop inequalities worsening in the future, or the green recovery will be a whitewash.

Challenging the structural barriers currently in place for people already disadvantaged means creating an equal skills pipeline and doing more to actively target under-represented people such as women and non-white people.

Action is needed to link those disproportionately affected by existing inequalities, the COVID-19 pandemic and climate change to new jobs, skills and opportunities that will come from the transition to net zero. I have asked government to set out a plan for responding to future trends, in ways that reduce inequalities rather than perpetuating them.

Housing Stock

Poor-quality housing is strongly associated with inequality, poverty and limited life chances.

The buildings we live in typically exist for a century or more and so, the decisions we make today will have a profound impact on the well-being of future generations – both directly on their living conditions and more broadly, on Wales's carbon emissions, our landscape, economy and communities.

My vision for communities fit for future generations where housing is a basic human right is [here](#).

Investing in building new low carbon affordable housing and a national programme to improve the energy efficiency of existing homes will help Wales meet its climate change targets while creating jobs and improving people's health and well-being.

Wales has made world-leading pledges to significantly decarbonise housing stock by 2030 to support our goal to be net zero by 2050. But Wales' housing stock is amongst the worst in Europe in terms of energy efficiency so decarbonising our housing stock at the scale needed will require significant investment along with increased coordination of all people in the system. In 2020, I commissioned the New Economics Foundation to explore financial options – specifically to estimate the total funding needed for the decarbonisation of homes in Wales, identify funding gaps and suggest approaches to addressing these.

I worked closely with a number of organisations and stakeholders, building on previous work including 'Better Homes, Better Wales, Better World' report, the work of the Welsh School of Architecture (WSA), the Altair report commissioned by Community Housing Cymru and Welsh Government's Optimised Retrofit Programme which is testing approaches to decarbonising homes in Wales. Initial findings from this work, which will be published in July 2021, are that:

- **A housing decarbonisation programme** based on optimised retrofit has the potential to contribute to many of our national well-being goals as well as generating significant benefits to our environment and economy (potentially 26,500 new jobs by 2030).
- **Welsh Government** needs to lead the way but will be unable to 100% grant fund the programme. The challenge of funding this shift must be balanced across the UK Government, Welsh Government, housing associations, landlords and homeowners, with many other organisations playing their part.

Green Housing Needs to be Wales' Priority

🕒 10th September 2020 📍 Politics and Policy
climate emergency, coronavirus, covid19, future generations, housing



Our green recovery from the Covid recession should focus on house-building and retrofitting, argues Sophie Howe.

Wales' recovery from the pandemic is an opportunity to enact change and build back a better and fairer economy, and the way the Welsh Government allocates its budget will send important messages about whether we are taking this opportunity.

- **There needs to be a longer-term plan** for funding. And the scale of the challenge means new institutions are needed and there will be new roles for existing organisations.
- **Finance is key** but is only one piece of the puzzle; alone it will not deliver change at the pace and scale needed, with other policy areas such strategy, engagement, collaboration and delivery, regulation, skills, supply chain and standards, integrated business models and fiscal incentives all crucial to success.

- **There is a significant** gap both in terms of numbers qualified to undertake this work and programmes to train and upskill a future workforce, as current numbers of apprenticeships / training opportunities are far lower than what is needed.
- **While our ambition** to decarbonise must be strengthened, it is important that fuel poverty is also addressed as part of an integrated, holistic approach. The worst homes should be targeted first.

“I have just read your article ‘Green Housing Needs to be Wales’ Priority’. I agree entirely”

Public correspondence



Housing as a basic human right

In my [Manifesto for the Future](#), I challenged Welsh Government to enshrine in Welsh law that housing is a human right, and to translate this right into policy and practice. A legal right to housing is one of the biggest gifts we could give to future generations.

Affordable, safe, connected, energy-efficient homes help keep people well, and a right to housing in law would help us meet the goals set by our unique Well-being of Future Generations Act, preventing homelessness, lowering the cost of running a home, taking action on the climate emergency and allowing us to plan better for looking after people in old age.

I support [Back the Bill](#), a joint campaign by housing charities Tai Pawb, Chartered Institute for Housing Cymru and Shelter Cymru to end Wales’ housing and homelessness crises and urge all political parties in Wales to commit to a legal right to adequate housing in their 2021 Welsh Parliament Election manifestos.



Credit: iCreate and Sero Homes

“ Mae ail gartrefi yn gwthio prisiau tai allan o gyrraedd ein bobl ifanc. Mae hyn yn arwain at ddiboblogi, drwy fod ein bobl ifanc yn cael eu gorfodi i symud allan o'u cynefin. Gwelir yma fygythiad difrifol i gynaliadwyedd ein cymunedau. Rhaid mynd i'r afael â'r broblem yma ar frys er mwyn sicrhau ein diwylliant, ein ffordd o fyw, ein hiaith, ein heconomi a'n bodolaeth. ”

Public correspondence

“ I am particularly excited to announce funding for a collaborative bid, from a consortium of social landlords to provide over 100 much needed new social homes across four sites in north Wales. This bid meets our ambition for a green housing led recovery, using Welsh timber and a Welsh MMC manufacturer; opening up opportunities for local job creation and business expansion. This is a perfect example on how this government's desire to 'build back greener', will provide guaranteed work for businesses, create new skilled jobs in parts of rural Wales and contribute towards our Well-being of Future Generations ambitions. ”

Statement from Julie James MS, November 2020

Impact - How has the Act and our work made a difference on housing?

Affected policy content and commitments

- **Welsh Government's Optimised Retrofit Programme** is funding energy efficiency measures in up to 1,000 existing homes owned by registered social landlords and councils to help tackle fuel poverty and contribute to decarbonisation.

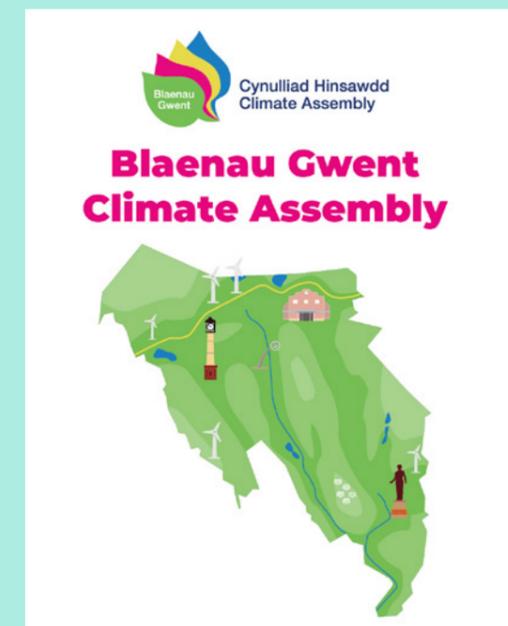
Secured procedural change in how public bodies go about things

- **The City and County of Swansea** recently completed its retrofit project in Craig Cefn Parc, where solar panels, battery storage and ground source heating have been retrofitted to six council-owned bungalows. They have also built 18 homes for social rent designed to the low energy Passivhaus standards, meaning they need very little energy for heating and cooling, helping to keep fuel bills low and help the environment. Construction created jobs, providing opportunities for apprentices and using local suppliers.
- **Swansea council** have also been working with a £5.6m Government grant to provide 100 one-bedroom properties to support rough sleeps post-COVID and ensuring that their shelter is not just a reactionary project but a long-term transition.
- **Cartref Conwy housing association** have a property and training subsidiary called Creating Enterprise which has started a 'modular house' factory in Holyhead, which uses timber to build homes in less than two weeks. The homes are low energy, which can save residents up to 90% in energy costs and through reducing heat loss there is a minimal environmental impact.

- **Vale of Glamorgan Council** have worked with partners to refurbish a council owned railway building into an area epitomising the 'live-work' model of planning called the Goodsheds. Junction House was refurbished into 24 social rented and then 18 market rented apartments, and these are co-located with restaurants, commercial units and offices along with a gym.
- **ClwydAlyn** are building 63 timber frame homes to be whole life zero carbon, built by a Welsh MMC firm. The firm will be offering training opportunities for groups that struggle to secure employment opportunities.
- **Tai Tarian** will build 55 new homes and retrofit 72 existing ones in Port Talbot, increasing energy efficiency and reducing fuel bills for tenants. The new homes will be built in Neath Port Talbot by a local family-run firm.

Influenced practical behaviour change

- **Blaenau Gwent Climate Assembly** have engaged with tenants to ask their views on actions needed to tackle the climate crisis.



Climate change and decarbonisation

[The World Economic Forum Global Risks Report 2020](#) shows that climate change is the stand-out long-term risk the world faces, with failure to mitigate and adapt to climate change as the key concern.

Since the start of my term, I have advised public bodies that we need to see clear action and allocation of resources to match the new targets introduced by the Environment (Wales) Act. I have supported, challenged and provided forums for practical sharing of good practice to assist public bodies.

My vision for a low carbon future is [here](#).



Over the past year, I have worked in partnership with the [New Economics Foundation](#) on the decarbonisation of housing and Welsh Government's budget. I have also worked with [The Climate Change Committee](#), stakeholders representing community energy, environmental groups, the [Centre for Alternative Technology](#), the Welsh Local Government Association and academics.

Wales has made world-leading pledges to be net-zero by 2050 with new, more ambitious targets announced earlier this year. I was pleased to see an allocation of £140 million to support action on climate and nature in Welsh Government's 2020-21 budget, in line with what I proposed, and also an increase in funding for sustainable transport and active travel.

The Welsh Local Government Association established a Local Government Decarbonisation Strategy Panel in 2020-21 to increase ambition and intent, which is focussed on procurement, buildings, transport and land-use.

I welcome Welsh Government's new Ministry for Climate Change that now covers all these key policy areas to ensure action can be accelerated in the coming decade. Welsh Government will be publishing their second Low Carbon Plan later in 2021 and this will need to include ambitious actions if we are to achieve our climate change targets of a 63% reduction in emissions by 2030 and 89% reduction by 2040, with most progress required in the next 15 years.

Climate change: Wales 'must take advantage of COP26'

By Steffan Messenger
BBC Wales environment correspondent

3 February 2021



Wales must take advantage of the major UN climate change conference set to take place on its doorstep, a top government advisor says.

Glasgow is due to host the global gathering - known as COP26 - in November.

Future Generations Commissioner Sophie Howe said it should motivate Wales' efforts to cut emissions.

These actions will be necessary if Wales is to play a global and UK leadership role on climate change at the COP26 Climate Summit. I look forward to supporting the 'Team Wales' approach and presence in Glasgow – and I urge Welsh Government to meet the ambition of the moment.

Impact - How has the Act and our work made a difference in tackling climate change?

Affected policy content and commitments

- **£140 million** on climate and nature in the Welsh Government budget; with a 63% increase in funding for sustainable travel in the last 2 years.
- **Establishment** of the new Climate Ministry in May 2021.

Secured procedural change in how public bodies go about things

- **Natural Resources Wales** should be commended on their efforts to be a carbon positive organisation which is being rolled out to other public bodies.
- **South Wales Fire and Rescue** have pledged to reduce their carbon footprint by 25% in just three years. Their new Carbon Reduction Plan will focus on fleet and travel management, innovative technology, procurement and finance processes, waste reduction, supplies and equipment and water usage. This includes solar panels fitted at stations and implementing sensor driven kit-drying rooms.
- **Climate Ready Gwent** helps public bodies to share best practice on climate action. They have led collaborative educational workshops and 220 public servants in the area have now received accreditation in carbon literacy. Sixty-two new dual electric vehicle 22kw fast charging units have also been installed at thirty-four sites across Gwent.
- **Rhondda Cynon Taf County Borough Council** are in the process of developing their Decarbonisation Strategy and have launched an involvement platform to enable communities to get information on climate change, and feed their views, ideas and lived experiences in the development of the strategy.

Influenced practical behaviour change

- **Riversimple** are preparing to run a 12-month trial of 20 hydrogen-fuel cell cars in Monmouthshire.
- **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.
- **Caerphilly, Swansea, Pembrokeshire and Conwy councils** have rolled out solar paneling on their own buildings and community buildings like schools.
- **Pembrokeshire County Council** has been successful in leading a bid under a UK energy fund for the Milford Haven: Energy Kingdom project. £2 million has been awarded for the project in the Milford Haven waterway area to trial a smart energy hydrogen feasibility project, which could become a blueprint for greener localised energy generation on the road to net zero.
- **Almost 50%** of the Brecon Beacons National Park Authority fleet is now electric.



credit to Riversimple

Welsh Government budget

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.

This year, I focused on opportunities for a green and just recovery making the links with other areas of my work such as housing, decarbonisation and skills:

1. Advice on priorities for a green and just recovery:

- **In May 2020**, I published a statement on how the first Supplementary Budget must signal a change in direction to reset our economy.
- **In October 2020**, I provided detailed advice to the Minister for Finance and the Counsel General (in his capacity as Cabinet Lead for Recovery at the time) about priorities for investment in a green and just recovery. I understand that this advice has informed Cabinet discussions about priorities.
- **In November 2020**, I provided further detail on priorities for capital funding, in response to a request from officials.
- **In January 2021**, I provided written [evidence](#) on the draft budget.



Future Gen Cymru @fut... · 24/02/2021 ...
 "Interestingly, what this does have is well-being at the centre of our economy plans and that is new."

Did you see Sarah Dickens' analysis of @WelshGovernment Economic Policy last night, reflecting on conversations with @sophiehowe and how the "devil is in the detail".

Sophie Howe @sop... · 24/02/2021
 New @WelshGovernment Economic policy - marked shift in thinking and approach with well...

2. Research into requirements for investment in two high priority areas for a green and just recovery, in partnership with the New Economics Foundation:

- a. *Briefing: skills and training for a green recovery in Wales.*

Greater investment in skills for a green recovery is one of the key opportunities highlighted in my work on the budget process. [This briefing](#), published in May 2021, highlights the poor state of adult skills development in Wales prior to the pandemic, including the lack of any planned pipelines for green skills development, and identifies key sectors such as construction, heating, electrical installation, areas of manufacturing and engineering, and nature restoration that are likely to have significant job creation potential for a green recovery.

'Wales should use M4 relief capital to build eco recovery'

WALES needs a significant uplift in borrowing powers from Westminster to build a green recovery, says the Future Generations Commissioner, Sophie Howe.

Ms Howe wants the Welsh Government to use capital it could have borrowed for the scrapped £1.2bn M4 Relief Road to invest in green housing, jobs and infrastructure.

The UK Government had ring-fenced an £800m borrowing facility for the Welsh Government to help fund the M4 project and has currently no plans to make it available for other projects.

"The Welsh Government currently has a borrowing facility for capital of £1bn over a five-year period. It continues to press the Treasury for that ceiling to be increased and flexibility also to use its revenue budget for capital projects.

Ms Howe said that funding should be put into projects such as improving the quality of existing homes, the expansion and upgrade of Wales' bus and rail networks and innovative industries including electric vehicles and recycling.

She said: "Wales didn't need a £1.2bn motorway a year ago and it doesn't need one now. We need green jobs, industries and infrastructure to recover from the pandemic, and protect ourselves against the uncertainties of another crisis in the form of the climate and nature emergency."

A TUC report suggests 1.24 million jobs across the UK could be created through a two-year emergency clean infrastructure stimulus, via fast-tracking spending on projects such as broadband, green technology, transport and housing.

The unions body said a "massive economic stimulus" was needed to deliver on good-quality jobs, decarbonisation and investment to support industries like steel to transition to lower-carbon models and to develop new and emerging green industries like tidal, marine and hydrogen energy.

Ms Howe, whose role is to protect future generations from the political actions of today, said Wales has a once-in-a-generation opportunity to reset its economy.

She added: "Everyone in Wales deserves the health equality that comes from clean air and a commitment to a greener economy.

"To make the changes needed and transition to a net-zero economy, we need visionary ideas and transformative investment.

"Welsh Government needs full borrowing powers to deliver this shift to a green economy. With that investment, we can be UK-leading, and move from an economy built on consumption to one which safeguards jobs and protects the planet for our children."

The commissioner has also called for a Universal Basic Income and a four-day working week to help reduce emissions.

► Sophie Howe, the Future Generations Commissioner for Wales
 Mark Griffiths

- b. *Report: financing Wales' net zero housing transition.*

This report focuses on the challenges and solutions for financing low carbon retrofit of the existing Welsh housing stock. This will include evaluation of funding options across tenures with an explicit focus on social housing.

The budget for 2021-22 was published in March 2021. I recognise the significant challenges that Welsh Government has faced in the past year, and it is positive that the budget emphasises the importance of a green and just recovery.

While the pandemic has been devastating and challenging in many ways, it has also brought benefits, including new ways of working innovatively, digitally and collaboratively, which have the potential to change the culture of how we do things in Wales. Government should ensure that investment across portfolios 'sustains the good' through supporting new positive ways of working when we move into recovery mode and the temptation might be to fall back to the 'old normal'.

Greater investment is needed in:

- **Skills and employability** for a zero-carbon economy, particularly through enhancing access to sectors well placed for a green recovery.
- **Town centres and local hubs** to enable greater remote working and a better work-life balance.
- **Better ways** to connect and move people through improving digital connectivity, active travel and public transport.
- **Cultural and creative industries**, involving them in building back better and enabling them to become a core part of communities and public services.
- **Nature** to help achieve a biodiverse natural environment and ensure people have access to a wildlife rich natural world.
- **Allocations must** keep pace with both rising demand and the rapidly changing labour market and investment should achieve benefits in relation to as many of the well-being goals as possible.

Impact – How the Act and our work has made a difference to the Government's budget

Encouraged discursive commitments by Ministers, Government and others

- **Following my advice**, government have committed to a programme of work to better understand the level of carbon emissions that result from budgetary decisions.

Affected policy content and commitments

- **Spending** on sustainable travel has increased by 63% since 2019-20, alongside increases in investment in active travel, Metro and rail schemes and Electric Vehicle Infrastructure.
- **Increased funding** in relation to the decarbonisation of homes, building on the Optimised Retrofit Programme

Secured procedural change in how public bodies go about things

- **Welsh Government** have committed to a budget improvement improve the budget process using the Act and the five ways of working to drive continuous improvement.



Other ongoing policy issues

Transport Planning

New ways of planning for transport are fundamental to the achievement of the well-being goals. Whether that's providing travel options that are low or zero carbon; reducing air pollution; equalising opportunities for all; supporting healthy lifestyles; improving community cohesion and creating a well-connected Wales.

Over the past four years, I have invested significant resource in advising Welsh Government and public bodies on transport planning, to help achieve a [vision](#) for connected, low carbon and active communities. This work has included:

- **Evidence to the local public enquiry** on the proposed M4 Relief Road.

- **Input into the [South East Wales Transport Commission](#).** My office engaged with the Commission through ongoing dialogue, by attending workshops and I provided feedback on the Commission's interim report in summer 2020. I welcome the Commission's plans to improve public transport to reduce traffic on the M4 but more needs to be done to retain the numbers of people working remotely. My statement on the Commission's final report is [here](#).
- **Advice on the implementation** of the new Welsh Transport Appraisal Guidance (WelTAG). I wrote to Ken Skates, MS (Minister for Economy, Transport and North Wales at the time) twice - July 2019 & November 2020 to flag concerns along with the needs for improved capacity and training.
- **Detailed advice** on the development of a new 20-year transport strategy for Wales.



In my [Future Generations Report](#) and [Manifesto for the Future](#), I recommended that public bodies:

- **Invest in better ways** to connect and move people through improving digital connectivity, active travel and public transport.
- **Set a national target** for modal shift to enable people to adopt low carbon modes of travel.
- **Introduce free public transport** for young people in Wales.
- **Allocate at least 50%** of capital transport spend on improving bus and train services.
- **Money allocated** for the scrapped M4 relief road should be used to fund a green [recovery](#) and invest in green housing, jobs and infrastructure (see sections above).

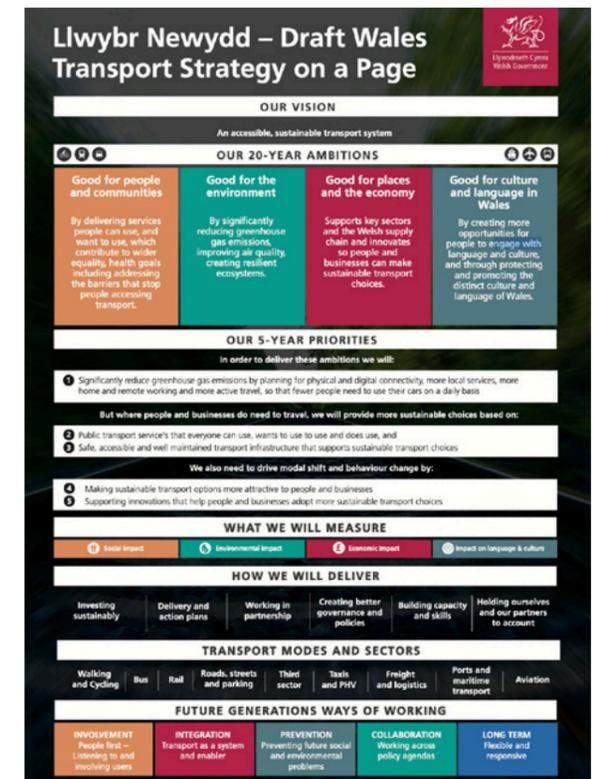
I am starting to see this advice pay off with the publication of exciting plans and proposals that are testament to the change that the Act is bringing about.

'[Llwybr Newydd – New Path](#),' Wales' new 20-year transport strategy, is a radically new approach for mobility in Wales with a huge focus on shifting to sustainable modes of transport in order to address climate change. It has been informed by the advice and challenge that my team and I have provided over many years and sets out 'ambitions' to reshape transport in Wales. These include a new sustainable transport hierarchy to move Wales away from an over-reliance on private car use to 'an active travel nation.'

Welsh Government has pledged to create more space for walking and cycling, a faster, more reliable network of bus routes, more trains, services and stations to connect people with employment, health and leisure.

Transport currently makes up 17% of our carbon emissions and a national effort to change behaviours, in response to my recommendation for 'modal shift', will see Welsh Government improve sustainable choices for people and businesses, including growing public transport and reprioritising spending.

I'm pleased that Welsh Government has accepted my Future Generations Report and Manifesto for the Future recommendation and set a target for a modal shift to sustainable transport. As we move to 45% of journeys to be made by public transport, walking and cycling by 2040, we need to remove social barriers and address equality issues so everyone in Wales can enjoy the benefits of this change, particularly those without access to a car.



WeITAG

It is frustrating to see from my own analysis and the evidence submitted to me by communities that in respect of the **Welsh Transport Appraisal guidance (WeITAG)** - which is used in all decisions on transport interventions - there is still a significant implementation gap. Having worked alongside Welsh Government to produce the guidance, 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.

However, I welcomed announcements by Welsh Government in March refusing funding for a road scheme based on the incorrect application of WeITAG, which aligns with the advice we have previously provided to Welsh Government to stop funding WeITAG schemes which have not used the guidance correctly.

Impact - How has the Act and our work made a difference on transport?

Affected policy content and commitments

- **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.
- **Informed a radically new approach** for mobility set out in the new Transport Strategy [Llwybr Newydd – New Path](#).

- **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 (Next bike) which has become the most successful in UK.

Secured procedural change in how public bodies go about things

- **Welsh Government** has refused funding for the Pendoylan road scheme in the Vale of Glamorgan connecting J34 of the M4 with the A4.

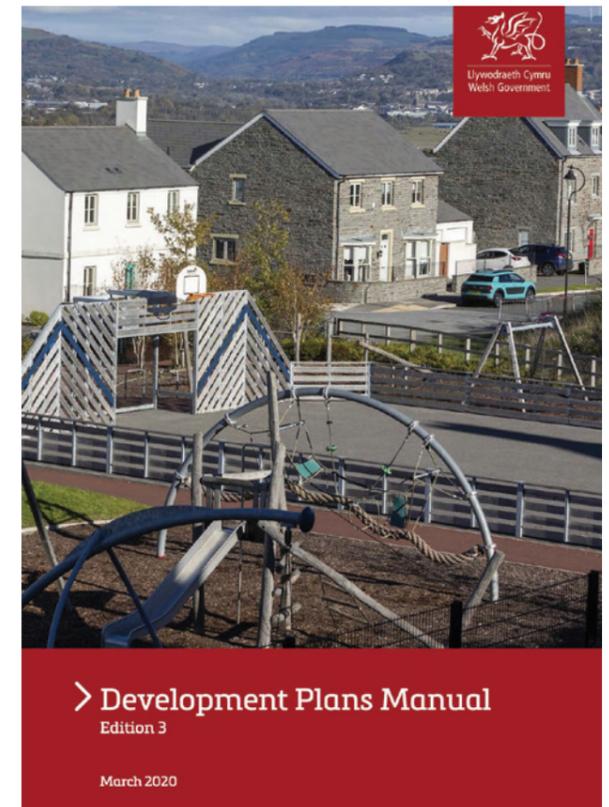
Influenced practical behaviour change in others

- **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.
- **Powys Public Services Board** have been working with partners to set up strategically placed EV charging points and registering them on Zap-Map to ensure ease of use for residents. From 17 August EV charging points became available in a number of Powys County Council car parks.
- **Blaenau Gwent's Ebbw Fawr trail** which combines active travel, integration with nature and appreciation of culture with unique art installations being designed across the trail.
- **Expansion of Healthy Travel Charters** – up to five public services boards plus business Healthy Travel Charters launched in 2020.

Land use planning and placemaking

My vision and recommendations for how we should plan, design and build our communities and infrastructure for the future is set out [here](#).

Building on my advice to [Planning Policy Wales 10](#) and the [Local Development Manual](#), this year I challenged Welsh Government on its new [National Development Framework](#), which was sent to Senedd Cymru for scrutiny in Summer 2020.



The Framework is a key document working alongside Planning Policy Wales 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 it is designed to drive progress towards the well-being goals and that it reinforces the policy set out in Planning Policy Wales 10.

While I still have some concerns around firm actions and commitments around biodiversity and nature, the focus on onshore wind energy and the need to encourage remote working where possible, there is a significant change between the draft. I commented on in 2019 and the final Plan.

For example, it:

- **Places a stronger emphasis on digital connectivity.**
- **Promotes nature-based solutions.**
- **Has a stronger focus on biodiversity and nature** (which was lacking before) and moves away from prioritising airports in favour of policies that align with the declaration of climate emergency and decarbonisation efforts.

- **Provides more clarity** around Strategic Development Plans and relevant considerations prior to their adoption.

- **Lacks** the previous emphasis on growth of airports.



In my Future Generations Report I recommended that Welsh Government and public bodies:

- **Refuse developments** which are not fully aligned with Planning Policy Wales and the Well-being of Future Generations Act, and do not enhance or maintain biodiversity.
- **Take every step to integrate work** between agencies affecting placemaking and the built environment, and synchronise and align all infrastructure plans.
- **Change mindsets** from consultation to involvement and make every effort to involve people in plan design.
- **Undertake a comprehensive** Equality Impact Assessment at the development of Local Development Plans.
- **Require green infrastructure** to be delivered as part of every new development and Welsh Government funded schemes such as school improvement, community and health facilities etc.
- **Create 20-minute neighbourhoods** to ensure people can access key services closer to home; creating healthier, greener & happier communities.

To ensure that the relevant stakeholders and professional networks involved in planning are aware of and able to draw on the ideas and recommendations in my Future Generations Report, I have worked with the Royal Town Planning Institute Cymru, Planning Aid Wales, One Voice Wales, the Young Planners Cymru Network, and Welsh Local Government Association to develop and disseminate 'bite-sized and targeted' resources.

My office has met with the Young Planners Cymru Network in relation to this product – a network of young planners who were excited to work with us and learn more about the implementation of the Act.

Placemaking

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

Placemaking is a theme that underpins my Future Generations Report and runs through my advice on transport, skills, adverse childhood experiences and housing.

I would like to see public bodies adopt a placemaking approach for all community policy and funding decisions. In that vein, I joined a cross-sectoral group to help design a Placemaking Charter which aims to provide a common understanding of the range of considerations that go into placemaking.

The Charter builds on the strengthening focus on placemaking in policy and practice in Wales and aims to provide a common understanding of the range of considerations that go into placemaking. The guidance that was launched with the charter includes practical actions for those involved in planning. Over 80 organisations have already signed up to the charter.





Placemaking Wales Charter

The Placemaking Wales Charter has been developed in collaboration with the Placemaking Wales Partnership which is made up of stakeholders representing a wide range of interests. The Charter reflects the collective and individual commitment of these organisations to support the development of high-quality places across Wales for the benefit of communities.

In signing the Placemaking Wales Charter I/my organisation agree to support placemaking in all relevant areas of my/our work and promote the following principles in the planning, design and management of new and existing places:

<p>People and community</p> <p>The local community are involved in the development of proposals. The needs, aspirations, health and well-being of all people are considered at the outset. Proposals are shaped to help to meet these needs as well as create, integrate, protect and/or enhance a sense of community and promote equality.</p>	<p>Movement</p> <p>Walking, cycling and public transport are prioritised to provide a choice of transport modes and avoid dependence on private vehicles. Well designed and safe active travel routes connect to the wider active travel and public transport network and public transport stations and stops are positively integrated.</p>	<p>Public realm</p> <p>Streets and public spaces are well defined, welcoming, safe and inclusive with a distinct identity. They are designed to be robust and adaptable with landscape, green infrastructure and sustainable drainage well integrated. They are well connected to existing places and promote opportunities for social interaction and a range of activities for all people.</p>
<p>Location</p> <p>Places grow and develop in a way that uses land efficiently, supports and enhances existing places and is well connected. The location of housing, employment and leisure and other facilities are planned to help reduce the need to travel.</p>	<p>Mix of uses</p> <p>Places have a range of purposes which provide opportunities for community development, local business growth and access jobs, services and facilities via walking, cycling or public transport. Development density and a mix of uses and tenures helps to support a diverse community and vibrant public realm.</p>	<p>Identity</p> <p>The positive, distinctive qualities of existing places are valued and respected. The unique features and opportunities of a location including heritage, culture, language, built and natural physical attributes are identified and responded to.</p>

Impact - How has the Act and our work made a difference on land use planning and placemaking

Affected policy content and commitments

■ **Planning Policy Wales**, the National Development Framework and Local Development Plan Manual have all been recast around the Well-being of Future Generations Act.

Secured procedural change in how public bodies go about things

■ **Planning inspectorate decisions** have used the Act (well-being objectives and goals) both to refuse or grant appeals.

■ **Public Health Wales and Natural Resources Wales** have worked together to provide a guide for Public Services Boards and public bodies on using the built environment to improve health and well-being. *The Creating Healthier Places and Spaces for Our Present and Future Generations Guide* explains how greenspace, access to healthy food, opportunities to be active, clean air, well designed buildings, and supportive local facilities can help people and communities thrive in Wales.

■ **Shape my Brecon Beacons** is a practical guide developed in collaboration with Brecon Beacons National Park Authority and the Design Commission for Wales. It is aimed at helping people play a part in shaping the places that matter to them, giving tools, resources and ideas to explore, change and improve towns, villages or neighbourhoods.

■ **Swansea Council** are including green infrastructure and active travel provisions in new social housing developments and are looking to ensure regeneration projects across the city include mixed-used developments.

Influenced practical behaviour change in others

■ **The Act** is at the heart of the work of Royal Town Planning Institute Cymru and the Design Commission for Wales and consultancy firms such as Mott MacDonald and Arup have

designed specific tools to ensure their work contributes to the Act.

■ **The Goodsheds** was a railway building owned by the Vale of Glamorgan Council that has been repurposed to accommodate restaurants, commercial units and offices etc. This has been done in conjunction with the refurbishment of Junction House into 24 social rented and 18 market rented apartments (Newydd Housing Association). The project aim was to deliver a flexible 'live-work' model, moving away from traditional single use zoned developments that lose the benefits of co-location. It offers a perfect place for residents to live and work or try a new venture.



Health system change - Shifting health spend towards prevention and keeping people well

The high proportion of our population in ill health has been brought into sharp focus by the COVID-19 pandemic, with older and less healthy people being the most at risk. I am interested in new ways of working that have come about as a result of the pandemic and could pave the way to longer term change. Examples of this include:

- **Tackling Social Isolation and Loneliness (Hafod Housing Association):** Exploring technological solutions to combat loneliness and isolation amongst those aged under 35 and over 60 in single occupancy household. Solutions being considered include smart speaker technology and improving profiling data.
- **Ask a Dementia Expert:** Video consultation (through Attend Anywhere) providing support and guidance on dementia care from dementia expert clinicians to clinicians across health and social care. Pilot to offer sessions on speech and language therapy. Additional sessions will include occupational therapists, physiotherapists, dementia specialist nurse, dementia trainers and medical colleagues. Clinicians will also provide family carers with support, advice and signposting.
- **App to provide specialist advice to GPs:** Consultant Connect enables all GPs, paramedics and other healthcare professionals to get immediate specialist advice when reviewing or treating patients. Core services include: respiratory medicine; cardiology; diabetes; palliative care and; acute medicine for COVID-19.
- **Video Consultation Service:** Enables people to maintain key medical appointments, whilst maintaining social separation for services like outpatients diabetes clinics.

Secondary care has seen over 3000 consultations held (7 June 2020), 97% patients who have received virtual care and (across all health sectors – primary, secondary and community) and 85% of clinicians (TEC Cymru) have rated the new way of working as excellent, really good or good.

COVID aside however, many services that support people's health are seeing disinvestment like housing, community facilities, youth support employment and skills support and support for a healthy natural environment.





Last year, one of my main areas of work was advocating a higher proportion of investment into prevention and wider determinants of health. This work culminated in the recommendation for a National Wellness System which was included in my [Future Generations Report](#) and [Manifesto for the Future](#). This is an approach that recognises the wider determinants of health and puts in place funding and management arrangements with organisations in a way that recognises their different role in preventing ill health.

Before the pandemic, there was compelling evidence that government was not investing in the best balance of services to keep people well and the NHS was struggling to prevent illness. The current approach to funding means the NHS must prioritise treating those who are ill because there is a high demand, and it is performance managed

as such by government. The adage of “what gets measured, gets done” is significant because health bodies struggle to implement the Act with these pressures.

In terms of where we are now, this picture has not changed and has probably worsened due to the understandable focus of both government and the NHS on the crisis management of the pandemic. I considered using my Section 20 Review powers in relation to the extent to which the current system of performance management, Integrated Medium-Term Plans or the Transformation Fund has enabled and encouraged health bodies to embed the requirements of the Act.

The actions I took to scope the Review were:

- **Formed a steering group** to guide my work on health and wellness and provide advice on the use of my Review powers. This included active engagement from Health Foundation, Public Health Wales, the Welsh Local Government Association, Social Care Wales, the NHS Confederation and a number of other key organisations.
- **Developed the concept of a ‘National Wellness System’** as an alternative model for services based on the wider determinants of health and investment in prevention.

- **Played an active role in Public Health Wales’ ‘Building a Healthier Wales’ group**, encouraging them to enable transformational change towards prevention.

There was some positive support for these ideas from local government, some parts of health boards (Directors of public health) as well as other organisations. However, I have paused this work as NHS bodies have understandably been prioritising their response to the pandemic.



“ Here is the feedback from Next Generation GP Wales event. As you will see, you had huge impact on those in the room by telling your story and we really do appreciate you giving up your time for this. It's amazing to read what gems people have taken away from just one evening and we are sure that you will leave a lasting and very positive impression on all attendees. ”

“ Hearing such positivity about influencing change - be a constructive disrupter! I feel very inspired and full of ideas and am keen to connect with others to make change. ”

It was lovely to hear about change and leadership from non-medical perspective. ”

Lovely to meet such an inspiring individual and fascinating to hear about her. ”

Next Gen GP Cymru/Wales

“ Your intervention has certainly speeded up our communication with the Health Board. Hoping it augers well for the future Thanks again. ”

Bronllys Well-being Park

Impact - How has the Act and our work made a difference on health:

Encouraged discursive commitments from ministers, Government and others

- **Welsh Government** creating a Minister for Mental Health, Well-being and Welsh Language during the pandemic. The role of Deputy Minister for Mental Health and Well-being has continued in the new [Cabinet](#).

Secured procedural change in how public bodies go about things

- **Welsh Government** are exploring how social prescribing could aid Wales' recovery from the COVID pandemic. A Ministerial Social Prescribing Task and Finish Group has been set up which reports directly to the Chief Medical Officer and Welsh Ministers which is looking at benefits, barriers and an all-Wales approach. Social prescribing encourages a focus on well-being, prevention, integration and delivering person-centred care in community settings. There are a wide range of social prescribing initiatives across Wales many being collaborations between public services and the voluntary sector.
- **The Gwent Regional Partnership Board** are delivering a programme of transformation of health, social care and well-being support. Integrated Well-being Networks aim to develop a place-based approach to well-being, bringing together a range of well-being assets in communities that contribute to positive health and well-being.
- **In Powys, the Regional Partnership Board** are developing a new approach to promoting well-being. They describe this as a “once in a lifetime opportunity to create an intergenerational multi-agency well-being campus which would include primary education, health, social care and supported accommodation”.

- **Hywel Dda University Health Board** set up the Aberaeron Integrated Care Centre which brings joined-up health and social care to local communities for the first time. The Centre will provide everything from GP appointments and clinical services (previously provided at Aberaeron hospital) to district nursing and social care teams, voluntary sector organisations and the Porth Gofal multi-disciplinary team.

- **I welcome the discussions** taking place in Hywel Dda and Cwm Taf University Health Boards on how they can move away from a medical model to a model based on addressing the wider determinants of health.

Influenced practical behaviour change in others

- **Community Care Collaborative in Wrexham** is contracted by the local health board to run three GP practices. It's recruited an emotional well-being team to provide well-being support for patients and has seen a 57% reduction in referrals to other mental health organisations.



Purpose 2

Supporting public bodies to use the Well-being of Future Generations Act

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

1. Respond to requests for support from public bodies, Public Services Boards and other sectors.
2. Provide detailed advice and challenge to public bodies via a Section 20 Review into procurement practices.
3. Work closely with the Auditor General for Wales on our respective statutory duties.
4. Provide evidence to Senedd Cymru Committees including the Public Accounts Committee's inquiry into the barriers to implementation of the Well-being of Future Generations Act.

Support to public bodies and public services boards

Responsive Advice

As well as proactively providing detailed advice to public bodies on my areas of focus (on issues such as transport, skills and land use planning for instance - see Purpose 1), I also respond to requests for support. These vary widely in scope but means I can help people where and when they need it.

I began recording requests for advice and assistance in 2018 and over the past three years, I've received a total of 642, from a wide range of organisations. This is a figure that has increased over the years. In addition to public bodies and Public Services Boards, there has been a lot of demand for my advice from other sectors, such as professional institutions, schools and universities.

In 2020-21, I received 263 requests, 91 of which came from public bodies covered by the Act. They covered things like:

- **Discussing** a specific policy area or attending board meetings.
- **Commenting** and feeding back on documents, such as corporate objectives.
- **Leading a workshop**, webinar or deliver training for them.
- **Responding** to a consultation.
- **Helping** them with information, ideas, resources and contacts.
- **Providing** detailed, tailored advice.

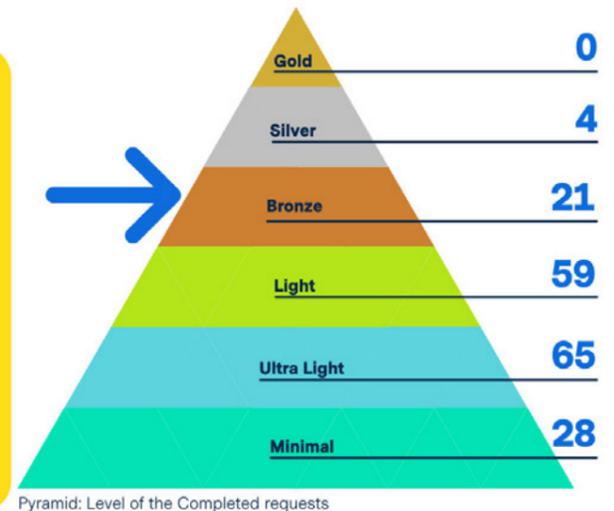
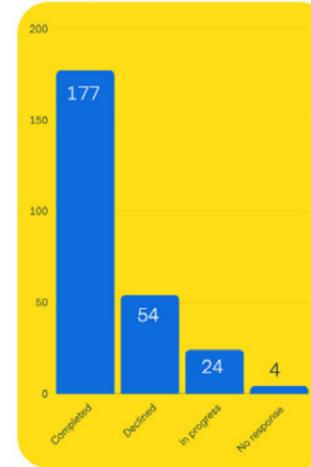


Requests for support 2020/21

263
requests for support in 2020/21

We have completed around 67% of those and are in the process of completing another 9%.

- Who did they come from?**
- Public bodies and PSBs (81)
 - Sponsored bodies or organisations commissioned by Welsh Government (11)
 - Voluntary sector (27)
 - Academia (24)
 - International or UK-wide organisations (25)
 - Senedd Committees (5)
 - Private organisations and consultancies (18)
 - Networks and partnership organisations (4)
 - Others (68)



Whilst I am able to fulfil most of these, due to the increasing number, I have to decline some. I have criteria to help me select who to advise within my limited resources to ensure I have maximum impact; stay within the boundaries of my statutory powers; and most efficiently drive the change that I want to see. My priority is 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.

I endeavour to find creative ways to communicate my advice which includes via the [Future Generations Leadership Academy](#), [newsletters](#), [Young People's versions](#) of my Manifesto for the Future and my second [Poet in Residence](#).

Examples of support provided in 2020-21 includes:

- **Amgueddfa Cymru** – advised them on their well-being strategy and objectives. We provided written advice, met with officers to expand on this and followed-up with a detailed email on where further integration between the goals and ways of working can be made within the strategy. Overall, the strategy is really good and

shows a very natural consideration of the Act, using the five ways of working and suggestions within my Future Generations Report from the start. Two case-studies were developed around the excellent work that Amgueddfa Cymru are doing to [maximise their contribution](#) to the goals and [widen their engagement with young people](#).

- **Brecon Beacons National Park Authority** – supported them to develop their revised Local Development Plan around the 20-minute neighbourhood concept. My team met with them to suggest links to the Act, possible contacts and integration with the cultural dimension of well-being. A [case study](#) was developed around this example, which we have also been promoting.
- **Natural Resources Wales** - delivered a 'Three Horizons Workshop', along with Bill Sharpe to help them develop a more long-term thinking and consider what their future aims and actions should be.



- **Hywel Dda University Health Board** - in February 2021, I gave a presentation to the Executive Board of Hywel Dda University Health Board. In 2019, I had advised them to broaden their well-being objectives beyond health. They now have objectives relating to the natural environment and climate emergency and are planning on a new hospital being carbon negative. I discussed my work on skills for the future and challenged the Board how the new hospital and services could upskill local people and create jobs; and how their estates could be used for remote working hubs or various different purposes. Their Director of Estates was in agreement and spoke about how they have to grasp this opportunity to better work with schools, colleges, universities and trainers to locally capitalise on this opportunity and bring multiple benefits. I could see that the Board were excited by the prospect of having several wins.

Welsh Government:

- I ensured that **Corporate Joint Committees** are subject to the Act and that their duty is taken forward in a way that simplifies rather than complicates the partnership landscape. This work has included several meetings, letters to the Minister, feedback and comments around financing and is still ongoing.
- I also reviewed their **Economic Recovery and Reconstruction Mission** before publication and sent back detailed comments and suggestions to Welsh Government on how they could best ensure the Act is embedded. The resulting published strategy places the 'well-being economy' at the centre of their approach; uses the national well-being indicators to measure progress; shows integration with other parts of Government like the Low Carbon Delivery Plan and Green Recovery Taskforce; and prioritises a 'green and just recovery', which I had been calling for.
- They asked for feedback on their second **Low Carbon Delivery Plan Sustainability Appraisal**. I sent detailed comments and suggestions on the strategy and their use of the Act. One thing to note is that a well-being assessment is not statutory and Welsh Government chose to do this, which is good.

- They got in touch on **environmental governance post-Brexit** following my response to their consultation last year. My team met with them, made suggestions and provided comments on their draft handbook.

In addition, I have also:

- Personally, carried out hundreds of engagements and meetings where I provided direct advice to 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.



- **Continued to promote my Art of the Possible Journeys** – the actions that public bodies and other organisations should be taking on their journey to meeting the well-being goals.
- **Published a Three Horizons Toolkit** - developed with Public Health Wales to help public bodies avoid making decisions that don't stand the test of time. It is based on a model developed by Bill Sharpe and the **International Futures Forum** and is for anyone that needs to consider the future and future generations. It helps decision-makers think about how and why the way things are currently done is not fit for purpose; emerging trends that might shape the future; what an ideal future should look like and the kinds of actions that are needed to get closer to that future.





- **Published 'bite-sized and targeted'** products. A summary of the ideas and recommendations contained in my Future Generations Report relevant to different sectors and professions within public bodies. The content is not new – it's drawn from the Future Generations Report but is presented in a targeted format that I hope will be easier to access.
- **Published case-studies** of what's changing as a result of the Act to inspire and encourage more widespread good practice.
- **Contributed to quarterly meetings** of the [Sustainable Development Co-ordinators Cymru](#) - a professional network of policy-makers and practitioners embedding sustainable development in the 44 public bodies covered by the Act.
- **Contributed to quarterly meetings** of the Public Services Board Co-ordinators Network.
- **Supported the Co-production Network** in Wales' successful National Lottery funding bid to improve involvement of citizens and co-



production of the next round of Public Services Boards' well-being assessments, well-being plans, objectives and steps. The bid draws heavily on my reports and recommendations over the years including the need to involve people in the decision-making process.

This is not an exhaustive list.

Feedback:

“ Many thanks for your prompt and comprehensive reply. I will go through the many suggested links and will then doubtless want to speak with you again. ”

Rhondda Cynon Taf County Borough Council.

“ Loved your presentation thank you Sophie and your rich compendium of great and maybe not so good examples- great to learn from, thank you for your time. ”

Member of the Executive Board of the Hywel Dda University Health Board.

“ Thank you to you and your colleagues for taking the time to provide such detailed guidance in this busy time. I very much appreciate it! ”

Wales Centre for Public Policy.

In 2021 and beyond, my intention is to put more of a focus on working closely with public bodies to help them use these resources, working to inspire, advise and encourage them to get Wales closer and closer to the achievement of the goals.



“ Thank you for our meeting and your email below. I found it really helpful, and we will of course keep you in the loop. ”

Welsh Government following advice on the Economic Contract refresh.

Impact – How the Act and our work has made a difference to public bodies

- **Framed the debate and got issues on the agenda** through numerous presentations and contributions at events and workshops at international, national and local level.
- **Encouraged discursive commitments from ministers, government and others** such as the Hywel Dda Health board in relation to how its new hospital and estates could bring about wider benefits than just health.
- **Secured procedural change in how public bodies go about their work** including as a result of training on Three Horizons and helping to embed recommendations from my Future Generations Report into public bodies' policies and well-being objectives.
- **Affected policy content and commitments** including the Economic Recovery and Reconstruction Mission and government's Low Carbon Delivery Plan.
- **Influenced practical behaviour change** in others through the publication and promotion of resources and case-studies helping good practice to travel.

Detailed advice – Section 20 Procurement Review

Procurement is one of the seven corporate areas for change in the Act's [Statutory Guidance](#) and should be a key area of focus for public bodies in meeting their obligations under the Act, including setting, and taking all reasonable steps to meet their organisational well-being objectives.

But decisions by public bodies on how money is spent (on new building projects, goods and services) are systematically missing opportunities to achieve the well-being goals. From securing local jobs, skills and training opportunities, to reducing carbon emissions and being globally responsible.



In 2019, I undertook research to find out more from public bodies about their procurement processes. A number of issues were raised and as a result, in March 2020, working closely with Cardiff University, Audit Wales and others, I triggered a Section 20 Review to formally examine the procurement practices of nine public bodies. My aim was to understand:

- **How efforts to embed the Act** into procurement decisions are helping public bodies to meet (or take steps to meet) their well-being objectives.
- **How public bodies are taking account** of the statutory ways of working, particularly considering long-term impact, within their approach to procurement.

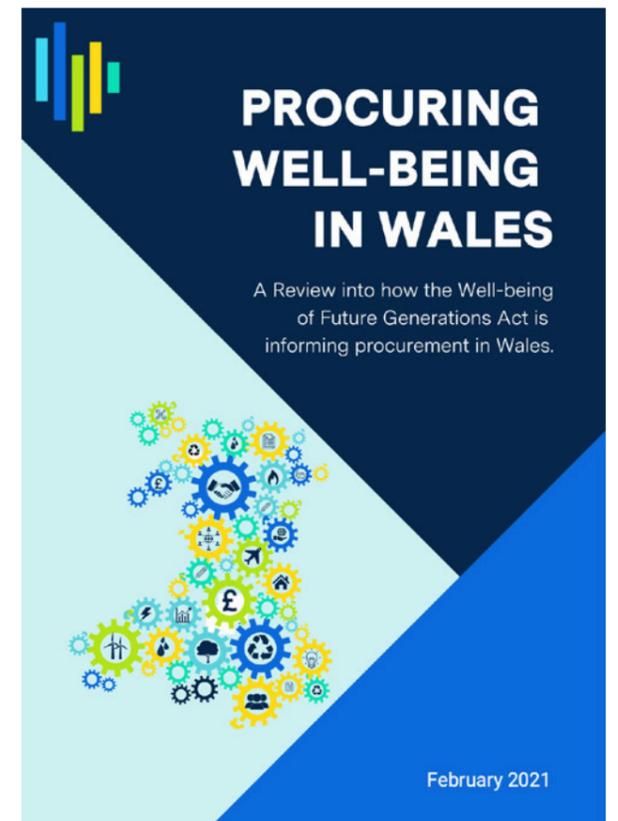
What is a Section 20 Review

[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.

The nine public bodies investigated under the review were:

- **Bridgend County Borough Council**
- **Cardiff and Vale University Health Board**
- **Denbighshire County Council**
- **Flintshire County Council**
- **National Library of Wales**
- **Velindre NHS Trust (as hosts of NHS Wales Shared Services)**
- **Wrexham County Council**
- **Ynys Môn / Anglesey Council**
- **Welsh Government, which was reviewed in its leadership role.**

Due to additional pressures on public bodies dealing with the impact of the COVID-19 crisis, the Review was paused in March 2020, resumed in October and published in February 2021.



The findings of my Review '[Procuring Well-being in Wales](#)' are that:

- **Welsh Government has failed** to show clear, joined-up leadership on the role of procurement in delivering Wales' national well-being goals (and public bodies well-being objectives).
- **There is poor communication** and integration between different Welsh Government priorities, alongside lack of support available for public bodies to ensure these are implemented effectively on the ground.
- **Opportunities for making** spend work harder are being missed due to lack of support for the procurement profession and lack of accountability at a leadership level.
- **There is no ongoing monitoring** of procurement approaches or outcomes either for the purposes of spotting where things are going wrong, and opportunities are being missed, or for identifying and sharing best practice.

We could be doing so much more to spend public funds in a way that creates healthier, prosperous and connected communities in Wales, in line with the Well-being of Future Generations Act. For most of the £6 billion spent, we simply have no idea of the outcomes that are being achieved or are being missed, for example opportunities to support local firms, reduce inequality, encourage a circular economy and protect biodiversity. An urgent shake-up of how public funds is spent in Wales is needed.

“The report is very positive with lots of good case studies.”

“Really welcome the emphasis on cross-sector working.”

“Any support in terms of practically implementing policy would be useful as this is where it can be challenging, i.e moving from the theoretical to operational.”

“Social value and carbon reduction will drive everything we do from now on.”

“I thought it was insightful and the recommendations hit the spot.”



Alongside the Review, other support that I have provided to public bodies on procurement includes:

- **Contributing to the Constructing Excellence in Wales** procurement steering group.
- **Advising WRAP** on the support provided to public bodies on resource efficiency and its new guidance.
- **Joined the taskforce** led by the Welsh Local Government Association that developed an agreed set of measurements to include in procurement contracts that incorporates the existing Community Benefits toolkit. These are called the 'TOMs' (Themes, Outcomes, and Measures). As a result of my team's contribution, they use the well-being goals as the seven main themes and our Art of the Possible Journey topics as the outcomes. We have developed a [case study](#) around this example.



- **Contributing to** the Foundational Economy Ministerial Advisory Board and Network.
- **Advising on** the Social Partnership & Public Procurement Bill - this is important because statutory guidance will take into account the Procurement Policy Statement and associated action plans, placing contracting authorities under a duty to deliver socially responsible outcomes through procurement.
- **Providing detailed advice** on the Wales Procurement Policy Statement (WPPS), published in March 2021 to share the evidence gathered during my Review. The WPPS is aligned to the recommendations outlined in our 'Procuring Well-being in Wales' report, and the WPPS action plan (when published) will need to be aligned to other Welsh Government initiatives and policy areas, with support to public bodies on implementation.

Rebecca Evans MS said that:

“The Wales Procurement Policy Statement will help to define our progress against the well-being goals we are pursuing for future generations putting the Well-being and Future Generations Act at the heart of all procurement decisions. We all have a responsibility to ensure we are preventing problems and thinking about the long-term, while maximising opportunities to deliver economic, social, environmental and cultural well-being.”

What Next

The nine organisations have a statutory duty (Section 22(4)) to publish their response to the recommendations made by the Commissioner in our Report within three months of publication (May 2021). We will be in a position to demonstrate the outcome of the Review in next years' Annual Report.

Many of the recommendations are equally relevant to all public bodies who should consider them as advice, and we will be following progress as part of the Commissioner's duty to provide advice and assistance and to monitor and assess how public bodies are making progress towards their well-being objectives.

I will continue to monitor progress this area within public bodies and advise on the further development of the Social Partnership and Public Procurement Bill, so that the whole system is joined up and the public purse is achieving maximum benefits for the people of Wales.



Impact - How has the Act and our work made a difference on procurement:

- **Framed the debate and got issues on the agenda** about the powerful role of procurement to deliver well-being to leaders of public bodies in Wales.
- **Encouraged discursive commitments from ministers, government and others** on issues such as the Social Partnership and Procurement Bill.
- **Secured procedural change in how public bodies go about things** such as the [TOMS framework](#). TOMS stands for Themes, Outcomes, Measures and it is a method of reporting and measuring social value to a consistent standard. The framework was developed by Social Value Portal and as a result of my involvement, has been specifically designed to reflect the priorities of the Well-being of Future Generations Act and to help organisations measure and maximise the social value they create. It aligns procurement policies with the seven well-being goals which means that the goods and services ordered by public bodies are more likely to result in environmental, social, economic and cultural benefits for the community. Further information is [here](#).
- **Affected policy content and commitments including** in Wales Procurement Policy Statement which is a step in the right direction to embed the Act in how we buy goods and services. Welsh Government have also invested £4.5m in a new Foundational Economy Challenge Fund in 2020. It's supporting projects testing new ways to make the everyday economy work better for all communities in Wales and has been used to drive the procurement of PPE used during the pandemic from Welsh businesses.
- **Influenced practical behaviour change in others** – for example Vale of Glamorgan's Llancarfan Primary School, set to become Wales' first Net Zero Carbon school, and Natural Resources Wales and the NHS Wales Shared Services Partnership who after calculating the carbon footprint of their activities, realised that procurement contributes nearly 60% and 49% respectively of their overall emissions, greater than emissions created by energy use in buildings and transport.

Collaborating with the Auditor General for Wales

I continued to work closely with the Auditor General for Wales in discharging my duties. 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. As Audit Wales explains:

“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.”

We have a [Memorandum of Understanding](#) which sets out the content and intent of our relationship. As we are now five years into the Act, we will be considering renewing this to ensure it is fit for purpose following Audit Wales' recent consultation with public bodies on the future of their examination approach.

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, the

Auditor General for Wales' report "[So, what's different? Findings from the Auditor General's Sustainable Development Principle Examinations](#)" was published in parallel alongside my Future Generations Report in May 2020. Chapter 2 of the Future Generations Report contains recommendations on the culture change needed in [government](#) and [public bodies](#) to implement the Act.



- **I drew on the evidence** gathered by Audit Wales to make my recommendations aimed at public bodies.
- **We communicated regularly** on our findings relating to how the Act is being implemented and understood, Welsh Government's leadership role and progress of various sectors.
- **We tried to ensure** that our messaging was consistent and helpful in advising public bodies on how to apply the sustainable development principle.

As both reports were produced during the COVID pandemic, we set out that we did not expect an immediate response from public bodies and Public Services Boards until the crisis has passed. In gathering the evidence for these reports, we both found that public services are not resourced sufficiently themselves to support the cultural change required by the Act, and this is limiting positive impacts being felt within communities. These were findings that we fed into the Public Accounts Committee Inquiry into the Act in December 2020 – February 2021.

Other areas where we have worked together this year include:

- **Audit Wales** attended the advisory panel in an observing role to inform my Section 20 Review into procurement.
- **Held joint events** based on our findings and recommendations – for Members of the Senedd and for leaders of the public sector in October 2020.
- **Collaborated with** the Good Practice Exchange to inform their events held during the year, which we contributed to.
- **Contributed to Audit Wales’** thinking on their new approach to examinations. My team advised on the way the Auditor General will undertake examination in this new reporting period of 2020-25. This includes how we will work together to discharge our duties, co-ordinate our approach and practically share information.
- **Discussed how** I take forward my statutory monitoring and assessing duties and our expectations on the Act’s implementation during 2020-25.
- **The Auditor General** was reverse mentored as part of the Future Generations Leadership Academy.

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.

Public Accounts Committee Inquiry

Between October 2020 and February 2021, Senedd Cymru’s Public Accounts Committee undertook an [Inquiry](#) into the barriers to the successful implementation of the Well-being of Future Generations Act. Their [report](#) was published in March 2021 and [debated in plenary](#) in the Senedd.



This was a significant milestone in the journey of the Act, and I welcome the report’s findings and recommendations. I’m grateful to the Committee for the opportunity to share [evidence](#) in writing and in person, which reflected the findings of my [statutory monitoring and assessing](#) and [Future Generations Report](#).

I fed back that in terms of general progress, over the past five years, there has been a marked change in political commitment to the Act and I am starting to see public bodies change the way they deliver and design services. The Act is providing a helpful tool for change makers to challenge the system and I am pleased to play a role in challenging blockers. The Act is the greatest cultural change programme the Welsh public sector has ever experienced and I’m proud of the work that is being done to meet its aspirations.

However, Welsh Government has underestimated the scale of focus, support and reform needed to get it delivered in every layer of governance and public service delivery in Wales. I do not have the resources to deal with all of these challenges however, and there needs to be greater funding for capacity, leadership development and support transformational change. The government now needs to ensure that the ambitious approach in passing legislation on the floor of the Senedd is matched with ambitious action on implementing it on the ground.

There were 62 official responses to the Inquiry, which are a useful source of insight:

- **97% of those who responded** declared their support for the Act (100% of public bodies and Public Services Boards).
- **58% of those that responded** believed there needed to be more cross-policy and strategic alignment from Welsh Government (67% of Public Bodies and Public Services Boards).
- **75% of the public bodies** and Public Services Boards who responded said that my team and I are helpful and supportive.
- **60% believed the frameworks,** guides, reports and tools from my office were useful (83% of Public Bodies and Public Services Boards).

Impact

In their Report, the Committee echoed my concerns about the systemic barriers to progress which need to be addressed:

Welsh Government continues to complicate an already complex landscape

Committee Conclusion 11 – The complex and bureaucratic landscape of partnership bodies and plethora of legislative and reporting requirements has made it more difficult for public bodies to adopt this Act and has, at times, actively disincentivised it.

Public Services Boards are not being given a high enough priority or resource by Welsh Government

Committee Conclusion 6 – The inconsistent funding arrangements for Public Services Boards limit their effectiveness. Requiring each Board to separately overcome the same fundamental resourcing challenge is inefficient, has no clear justification and has led to undesirable inconsistencies in what Boards do and how they work.

The short-term funding cycle are a barrier to long-term thinking

Committee Conclusion 5 – Short funding cycles and late funding announcements have made it more difficult for public bodies to collaborative effectively, plan for the future, and make the most out of the resources they have.

There needs to be better integration and join-up

PAC findings

There is an implementation gap

PAC findings

“I really don't feel that the Welsh Government is joined up on climate change. There is a disconnect between policies and what is happening on the ground, which is really disappointing. It is not what they say, it is what they do that matters to citizens.”

From public correspondence

Performance and regulatory frameworks drive progress and change in the wrong areas

Evidence to the Committee Powys County Council

“[...] we have to do our annual performance report; we have to do a Public Services Board annual performance report; we have to do a regional partnership board annual report; the director of social services has to do an annual council reporting framework report; we do an annual governance statement and there are others. And in each of those reports, there is an absolute alignment [...] if you did one assessment that you could align the public services to, one delivery plan and one set of reporting, with that, in itself, you'd have alignment of resource to a set of priorities that everyone could sign up to and deliver.”

What else did the Inquiry tell us?

- Recognition of the limited capacity and resourcing of my office.
- Resources that I have published are useful but perhaps 'too often' and 'too ambitious' – with a general nod for all resources to be simplified. This was contradicted by other comments that called for more detail on the 'how'.
- Recognition of capacity but overwhelming support for more contact from the Commissioner.
- Majority of non-Act respondents call for more accountability and more powers from Commissioner. Some respondents covered by the Act questioned whether both 'carrot and stick' were necessary / helpful.
- More emphasis needed on the seven corporate areas of change set out in the Core [Statutory Guidance](#) on the Act.

As Commissioner, one of the purposes of my office is to support the application of the Act. The level of support and advice requested by public bodies and Ministers has increased year on year. My current level of funding is insufficient to allow me to thoroughly monitor and assess all public body well-being objectives and provide the level of support needed to change public sector culture. This is a case I have repeatedly made to various Senedd Committees and to government.

The demand on the capacity of my office looks set to increase (for example, Corporate Joint Committees will soon also be subject to the Act and will, therefore, require monitoring, assessing and advice from me). Other areas include the possible impact of my functions as a result of the UK's exit from the EU and the subsequent changes to the remit of the Higher Education Funding Council for Wales' remit and establishment of a Commission for Tertiary Education and Research.

Evidence to the Committee Aneurin Bevan University Health Board

“We've found that the support and the input that we've had to date from the future generations commissioner's office has been very, very helpful [...] we were fortunate to have one of the officers come and deliver a session for us with respect to longer term decision making. Colleagues within the health board found that expertise and that input very useful indeed, and they were able to see how that applied to their day-to-day work”

Cardiff and Vale University Health Board

“The FGC Office publishes very accessible resources, using innovative ways of engaging people and organisations, often thought-provoking and challenging traditional ways of communicating”

Committee Conclusion 8

The Future Generations Commissioner's budget has not given her office sufficient capacity to provide public bodies with the levels of practical and sector-specific support that they have called for to implement the Act.

Committee report extract:

115. The commissioner's view was borne out by what we heard during our stakeholder event, the evidence we received from our written consultation, and during verbal evidence sessions. Overwhelmingly, we were told by public bodies that the Commissioner's office did not have the resources to be able to provide public bodies with the levels of support they wanted.

What next?

The evidence submitted by public bodies to the Inquiry about the support they need is timely, and chimes with conversations that I am having with representatives on where to focus my resources over the next two years.

The findings from the Public Accounts Committee report will influence my work programme for 2021 and beyond by:

1. Increasing the support I provide to public bodies – there is lots of useful intel contained within the Public Accounts Committee responses. I will spend April – September 2021 engaging further to better understand what support public bodies need and develop an approach for delivery that is within my current resource allocation.
2. Exploring a potential Section 20 Review on how Welsh Government are delivering their well-being objectives in the design and delivery of their 'Programme for Government' (through the lens of the skills policy area).
3. Continuing to provide evidence to Senedd committees to support their scrutiny around the Act and key policy issues facing future generations.

Impact - How has the Act and our work already made a difference?

- **Cardiff Council** plans to build a solar farm that would generate £21m of green energy over a 35-year period. It's also 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.
- **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 and a land use planning tool to look at opportunities for connectivity. They have also established an intergenerational forum the Pembrokeshire Youth Assembly and the Pembrokeshire 50+ Forum twice a year to discuss 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.
- **Amgueddfa Cymru** 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. They also have a link with the Molo Health District in Kenya focused on improving maternal and new-born health.
- **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. They are also delivering global citizenship training to Welsh health professionals in partnership with Oxfam Cymru.
- **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 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.
- **In Rhondda Cynon Taf**, Ferndale care home residents visit the school and share activities with children, who in turn visit the care home.
- **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.



Purpose 3

A Movement for Change

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

Nation-wide change needs to be cross-sectoral where a whole range of organisations and communities work together towards the vision in the Act. Different organisations are at different stages in their journeys and 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, finding shared ground with partners and enabling transformational change.

Manifesto for the Future

My Future Generations Report sets out the progress made by public bodies towards meeting their duties and my expectations under the Well-being of Future Generations Act. In terms of taking its ideas and recommendations forward, I sought to embed them into the manifestos of political parties in the run-up to the 2021 Senedd elections.

In October 2021 (200 days before the election), I published my [Manifesto for the Future](#). It included the main recommendations I believe political parties should adopt within their manifestos such as:

- **Investing** in nature and prioritise funding and support for large-scale habitat and wildlife restoration, creation and connectivity throughout Wales.
- **Establishing a National Wellness System** to improve the nation's health and reduce demand on services.

- **Setting out a plan** for responding to future trends* in ways that reduce inequalities rather than perpetuating them. *such as increasing automation, our ageing population and climate change.
- **Creating a Race Equality Strategy** to tackle the inequalities experienced by Black, Asian and minority ethnic communities in Wales.
- **Establishing a national vision for lifelong learning.**
- **Making broadband a critical public service.**
- **Setting a national target** for modal shift to enable people to adopt low carbon modes of travel.
- **Introducing free public transport** for young people in Wales.



Young People's Vision

To mark its launch, I asked young people in Wales to tell me what's important to them as they interpreted my Future Generations Report. Their ideas are exciting – and political parties should set an ambitious approach to match their expectations.

As the guardian for Future Generations, I have been keen to involve young people in my work. I believe their involvement is crucial to ensuring that young people's voices are heard and to ensure that the voices of future generations are represented. We acknowledge that the Future Generations Report in its current format is not the most easily accessible or engaging for young people so we have worked with a number of organisations including [Avant Cymru](#), [Disability Arts Cymru](#) and the [Wales Federation of Young Farmers Clubs](#) to develop a young person's interpretation, the key messages and what they need for their future Wales in a way that's relevant and engaging for other young people, and focusses the minds of decision makers.

We have been grateful to work with organisations that have appreciated the importance of this work including [Children in Wales](#), [Diverse Cymru](#), [EYST \(Ethnic Youth Support Team\)](#), [Urdd, Gypsies and Travellers Wales](#), who have used their networks to bring together a diverse group of 30 young people from across Wales.

I was overwhelmed by the response and dedication of the young people taking part. They have challenged me and the team on the content and the language we use which has made us consider the way we will communicate in future with all audiences.

Young people chose the method that they wish to have their voices heard, and composed their responses through song and poetry, which we are pleased to share with you. I am very excited to further develop their work and share their ideas with you over the coming months.



[Play Song](#)



[Play Poem](#)

Many of the recommendations in the Manifesto for the Future are echoed by others, many of whom have been campaigning on the issues for years. This is the bigger movement of change that we are part of.

Manifesto for the Future	Recommendations	Organisations
Introduce a 'Real Life Fast Track' programme within the Civil Service and public sector to involve broader perspectives and experiences in policy development.	Review criteria for public appointments and include a requirement for 'lived experience' of the issue to be addressed by the public body.	Race Alliance Wales
Make broadband a critical public service.	The next Welsh Government must expand access to public broadband.	Royal College of Nursing
	Put in place measures to end digital exclusion.	Community Housing Cymru

Manifesto for the Future	Recommendations	Organisations
Explore opportunities for a shorter working week and pilot a Basic Income.	The next Welsh Parliament should implement a Universal Basic Income, alongside implementing the Socio-Economic Duty in Wales.	Diverse Cymru
	Follow the Future Generations Commissioner's recommendation and pilot a universal basic income to ensure that no individual faces financial hardship and to tackle in-work poverty.	Youth Cymru
Establish a national vision for lifelong learning.	Improve the physical, social and digital infrastructure needed to support a right to lifelong learning.	Open University
Introduce the 20-minute neighbourhood concept for all towns and cities in Wales.	The next Welsh Government should ensure developments are located around pre-existing development and are accessible by public transport by incorporating 20-minute neighbourhoods as a central principle within the planning system.	Sustrans
Introduce free public transport for young people in Wales.	Free bus and train travel for under 18s.	Children's Commissioner for Wales
Ensure people can access natural green space within 300 metres of their home.	Good access to green space and nature which is used as part of the solution for tackling poor physical and mental health.	Children in Wales
Set a national target for modal shift to enable people to adopt low carbon modes of travel.	A strategy to create a modal shift away from dependency on cars as the main form of travel.	National Federation of Women's Institutes in Wales
Invest in skills and training to support the transition to a better future, creating new greener jobs.	Commit to net-zero carbon by 2030 and a green jobs revolution that drives a sustainable economic recovery from the COVID-19 crisis.	NUS Wales

Impact - How has the Act and our work made a difference:

I welcome the increased focus of long-term thinking across all main party manifestoes in this year's Senedd election. An increase of 75% in the use of the word 'future' across their manifestoes (compared to 2016) is a clear commitment across all political parties to tackle the climate and nature emergencies, to improve the quality of Welsh homes, to provide skills and job opportunities for young people, to improve digital connectivity and access to nature, regenerate our towns and cities and tackle mental health. I have seen genuine attempts to set out future focused policy and to bring forward new innovative ideas such as a basic income highlighted by three main political parties as a potential new solution to the unfinished business of tackling poverty.

“Thank you for a very reassuring response - I hope the Welsh Government fully supports the recommendations. I love that there is a department to protect future generations from the politicians of today. Good luck with everything that you are doing.”

Public correspondence

As a result, my team and the many other bodies that are active in these areas have collectively:

- **Framed debate** and got issues on the agenda
- **Encouraged** discursive commitments from Ministers, government and others
- **Affected policy** content and commitments

The next step is to translate these pledges into action – aligned with the Well-being of Future Generations Act. This will form part of the new Programme for Government.

The new Government has set out what it will do in its manifesto, but it must now be clear on 'how' it will achieve it in line with the Well-being of Future Generations Act. The Government must show:

- **How its programme** will prepare Wales for future shocks and long-term challenges and seize future opportunities;
- **How cross cutting issues** will be understood and tackled more effectively across government;
- **How it will maximise** the well-being value of each policy and programme, working beyond department budgets and siloes;

- **How it will build** on the good work already started in collaborating with key partners and;

- **How it will bring** new voices to the table.

Working with others on shared ground

The Manifesto for the Future is a good example, but not the only one of where I have continued to dedicate a lot of my time over the last year to building partnerships within the public, private and third sectors, where people champion Wales' approach to sustainable development and drive the changes needed.

Involvement

Involvement is at the heart of the Well-being of Future Generations Act. It is one of the statutory five ways of working. I want to lead by example and have sought to engage people in my work, and I have dedicated significant resource for this.

Involvement requires being open to influence from, rather than just being informed by, the views of people and stakeholders. Involvement approaches work most effectively with people when they're at earlier stages of policy design or decision-making, such as through helping to identify issues and potential solutions.

We have given experts, organisations, groups and individuals across all sectors in Wales the opportunity to get involved with my work and to debate the issues that matter to them. I have sought the views from the different communities who form the fabric of our society in Wales, and I have drawn on their views in my work and to develop this report. I look forward to continuing to work with many people in the future to achieve what we want for Our Future Wales.



Profiling my collaboration with the voluntary sector

I have continued to involve the voluntary and community sectors in my work over the year. In November 2020 I recruited an Involvement Artist to the team. This post will work across all of my priorities to embed voluntary sector involvement, lived experience and examples of best practice.



Key to this work is collaboration with networks across Wales, both sector specific and regional. We have begun the process of further strengthening our relationship with the Third Sector Partnership Council (including via our MoU with the Wales Council for Voluntary Action.), involving them more closely in our work as it develops.

We have met with the Third Sector Support Network, building a stronger relationship with County Voluntary Councils (CVCs) across Wales who are an important link into the diverse ecosystem of community practitioners who deliver well-being outcomes the length and breadth of Wales.

Examples of community practitioners we have met with to explore future closer working include [Benthyg Cymru](#), [Down to Earth](#) and [TCC \(Trefnu Cymunedol Cymru / Together Creating Communities\)](#); we have also met with networks of local activists to talk about the Act and hear their views and local priorities, for example [The Resilience Network](#), [Swansea XR Talks](#) and the [Bronllys Well-being Network](#).



Through this listening work we have heard about the concerns of local communities in rural Wales in particular around affordable housing, and the growing movement around locally produced sustainable food.

Our new 'Movement for Change' feature in our monthly newsletter, features up to four organisations each month in order to highlight their work and how they embed the Well-being of Future Generations Act. In April we highlighted the work



of the Marine Conservation Society on sustainable procurement and their new Good Fish Guide App, the new Mental Health Haven developed by TCC, and the Climate Cymru campaign. We hope to build on the success of this feature in order to demonstrate the diversity of the Movement for Change as it grows.

In 2021 we have met regularly with and collaborated with the [Wellbeing Economy Alliance](#), a network of over 80 well-being organisations across Wales, getting input to our work and collaborating on the development of their voting app in the run up to the Senedd election.

We have continued in our role as a core partner in the 6 Principles Coalition along with Extinction Rebellion, Coed Cadw, Centre for Alternative Technology, Whale and Dolphin Conservation Trust and Cafod. The campaign has attracted endorsement to the principles from 93 candidates in the Senedd election, of whom 21 were elected, and is continuing to influence Welsh Government's climate change response.

Profiling my collaboration with business

Business plays a vital role in the transition to a well-being and sustainable economy and to a green and just recovery from the pandemic. Businesses are innovators, employers, suppliers, purchasers, and community members. And they have the potential to be one of the most effective advocates for change in Wales.



This year I have taken stock of my engagement with business since the beginning of my term, in which I have worked with and drawn on the views of over 180 businesses across Wales. I have successfully advised 60 businesses to align their core business operations to the Act and engaged a further 120 businesses through a series of business roundtables over the last three years. My engagement has revealed: 1) the real potential of the private sector to deliver on the Act, especially through partnership with the Welsh public sector and 2) the need to build much greater awareness around the Act with the business community.



Based on my interaction to date I have been developing plans with business stakeholders to develop a longer-term engagement plan and I hope to use the next year to consult further and deliver on these plans.

Over the last twelve months I have:

- **Continued to work** with [Constructing Excellence in Wales \(CEWales\)](#) to develop their commitment to align their core strategy to the Act. CEWales has committed to becoming the 45th named body under the Act and have designed a directory on well-being and future generations to support public-private collaboration in construction.
- **Worked with** five private sector partners who supported my Future Generations Leadership Academy in 2019/2020; Arup, Costain, Celsa Steel, the Principality and the Wales Millennium Centre.
- **Collaborated with** business and employer networks such as CBI Wales and FSB.
- **Welcomed a new business representative** on my statutory Advisory Panel – Andy Jones from the Milford Haven Port Authority.
- **Supported the** Minister for Economy, Transport and North Wales' Ministerial Advisory Board to develop ideas to create a Movement of Change within the Welsh private sector around the Act.

- **liaised** with the Ffenics group as part of COVID recovery, providing detailed feedback to their 'Economic Recovery of Wales' interim report (published summer 2020) and their follow-up report in October 2020.
- **Supported the** South Wales Industrial Cluster (SWIC) to gain Welsh Government support for their successful bid for £20m from the UK government to develop a decarbonisation plan for industries in South Wales decarbonisation studies for. I am exploring options for SWIC to establish a future generations board of young people to develop and implement their strategy.

Common themes from my engagement with business have centred around:

- **The need to organise** business at a national level around the Act – to build awareness on the Act and how to support it. This includes developing strategies to engage large, small and medium enterprises. Addressing this will be a key part of developing the movement for change for the Act.
- **Concern as to** whether people will have the 'right skills' from new technology to communication. *Relevant to my work around skills for the future and a green and equal recovery.*
- **The challenges** of procurement systems such as inconsistency in tendering processes and that the lowest price is seen as driving decision-making and calendar-driven budgets. *Relevant to my work around procurement.*
- **The potential** for Welsh Government to further align its economic contract, finance, policy, procurement and business development services programmes to the Act – ensuring a greater consistency and coherence by Welsh Government in the promotion of sustainable development to the Welsh private sector.

The Future Generations Directory

Building on our partnership with Constructing Excellence in Wales (CEWales) over the past three years, this year we worked with CEWales and the Consortium of Local Authorities in Wales to support the use of CEWales's Future Generations Directory. This is a mechanism to demonstrate how the C21 Schools programme (and other projects) are delivering on the aspirations of the Well-being of Future Generations Act, which is embedded at the beginning and throughout the seven RIBA (Royal Institute of British Architects) stages. Because it encompasses different disciplines across the lifetime of a building project it becomes a useful central location to record project deliverables at key milestones. Monthly workshops were held with local authorities on 14 pilot projects – schools in Aberdare, Bridgend and Cardigan for instance. The Directory is looking like a helpful and practical way to support local authorities building the Act into their building projects. It is currently focused on building new schools, but we are considering how this could be extended to other buildings and infrastructure in due course.

Feedback includes:

“The format is very good and user friendly”

Profiling my collaboration with Wales TUC

The Wales TUC are a member of my statutory Advisory Panel – the Acting General Secretary is Shavanah Taj. Our teams have worked closely this year on a number of areas including:

- **A prosperous, green and equal recovery** - my skills report with the New Economics Foundation builds on their excellent research round the potential for jobs in the green economy!
- **The proposed** Social Partnership and Procurement Bill.
- **I supported** their proposals for 'green representatives'.
- **I have attended** the General Council to discuss this joint work.



Future Generations Leadership Academy

The need to inspire new, young and multi-stakeholder leadership for the Act has emerged as a clear theme in my work and several recommendations of my Future Generations Report relates to this. In 2020, I established a pilot [Future Generations Leadership Academy](#) to train young leaders from Wales' public, private and voluntary sector with the necessary skills to champion and implement the Act.

Participants were introduced to a range of inspirational speakers in Welsh public life and met with Welsh Ministers to discuss the Act. A reverse mentoring programme facilitated the exchange of advice on young leaders' perspectives on the Act to leaders of Welsh public bodies. Ten participants became Welsh ambassadors at the One Young World Summit 2020.



The ten-month programme was delivered between October 2019 and December 2020, over 80 hours through in-person workshops, and then virtually following the COVID-19 pandemic. Twenty participants between the ages of 18-30 were recruited in two ways 1) from 14 organisations which sponsored the programme and 2) through an open recruitment competition. A diverse set of participants for the programme were recruited and included:

- **20% of participants** from ethnic minority backgrounds – with 4 ethnic groups represented
- **70% of participants** were female, 25% male, 5% other
- **50% of participants** came from households where both parents had not attended University

Future Generations Leadership Academy partners 2020

- ARUP
- BBC Cymru Wales
- National Assembly for Wales (now Senedd Cymru)
- 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

I partnered with [UpRising](#), [Simply Do](#) and [Academi Wales](#) to deliver the programme. An independent evaluation in December 2020 concluded that the Leadership Academy successfully delivered on its objectives to build participants' understanding of the Act and their leadership skills (Table 1). The evaluation findings identified learning outcomes translating into behaviour change amongst the cohort. There were also examples of such change extending into partner organisations.

Intended participant outcome	Extent to which outcome achieved
Development of knowledge, skills and confidence to a high standard	Achieved to a significant extent
Development of social and professional networks to include a diverse range of leaders across Wales	Achieved to a significant extent, particularly within the Academy
Experience working with current leaders to understand future challenges and trends	Achieved to a limited extent
Understanding the wider power landscape and levers to influence future policy	Achieved to a good extent
Development of a deep understanding and appreciation of the Well-being of Future Generations Act and confidence working through it	Achieved to a significant extent

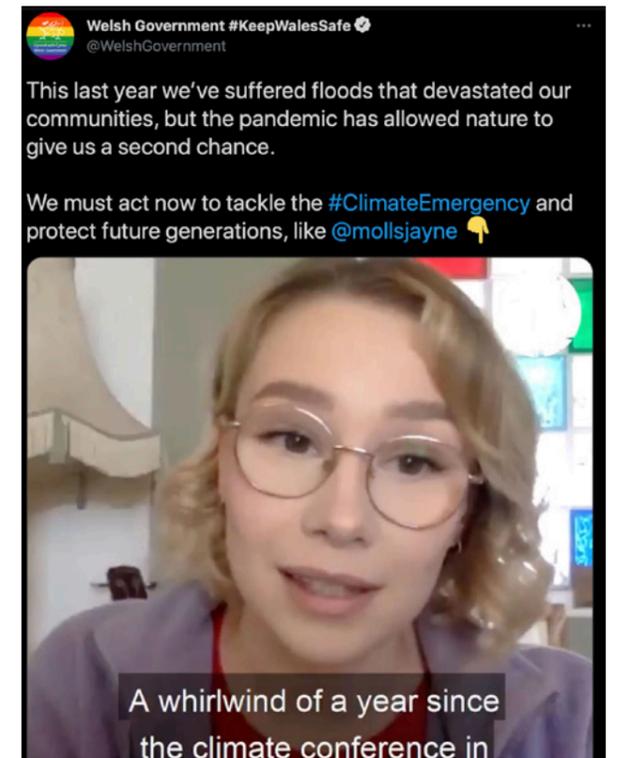
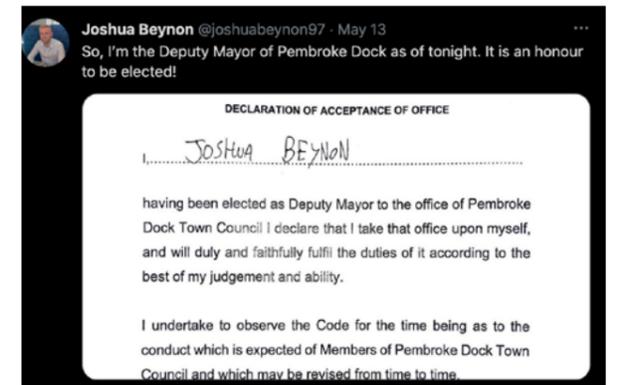
It was always the expectation that the pilot programme would generate learning to inform any future iterations of the Academy's programme. This proved to be the case. Learning ranged from the need to provide a consistent starting point for all participants through an induction module to greater practice in reverse mentoring skills before working with senior figures beyond the Academy.

What's happened since?

The participants graduated in December 2020 and in January 2021, I created an Alumni Network in order to maintain a relationship with the graduates of our pilot programme – and to create a community of practice for young leaders and champions of the Act. I have supported our alumni to:

- **Represent Wales** at a UK Embassy in Germany COP26 Dialogue
- **Become a member** of the Welsh Government's Well-Being of Future Generations Stakeholder Fora
- **Work with Renew Wales' Prosiect 15**
- **Speak at the UN** Youth Environment Assembly 2021
- **Represent Wales** at the One Young World Summit 2020 and 2021
- **Feed into my own work** programme plans for 2021

Following our academy, our alum Josh Beynon has been elected as a Deputy Mayor for Pembroke Dock and Kirsty James has been nominated for the [2020 Womenspire Rising Star Awards](#).



Over the next 12 months, drawing on the findings from the evaluation, I aim to launch the second Future Generations Leadership Academy under a new five-year programme.

Raising awareness

My media work accelerated at the height of the pandemic, as recommendations from my Future Generations Report and the Act's aims became even more relevant.

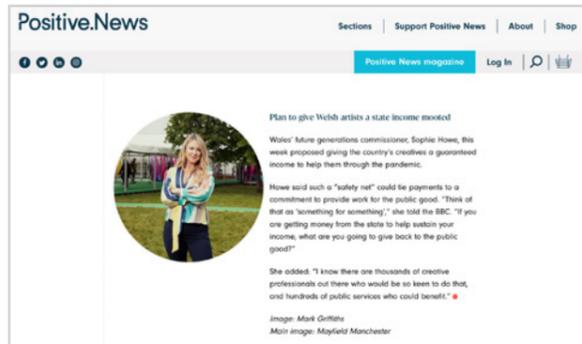
Phase One (the period May-September 2020) saw my team secure several media stories on the report as journalists were keen to hear about new ideas for approaches to a life post-Covid. For the report's media launch, we received several pieces of Welsh media coverage as well as a wide-ranging interview with UK national newspaper [iNews](#). In the article, I talked about the opportunity to reimagine how we work and travel and shared my vision for a post-COVID Wales with new ways of living such as a four-day week, 20-minute neighbourhoods and a universal basic income. My call that summer for a basic income trial for creatives attracted attention from industry titles such as [The Stage](#), [Positive News](#) and Syre magazine in Sweden.

A four-day week and universal basic income: the post-coronavirus world Wales's future tsar wants to see UK-wide

Sophie Howe said we have an opportunity now to reimagine how we work and travel and that 'we may never get this chance again'

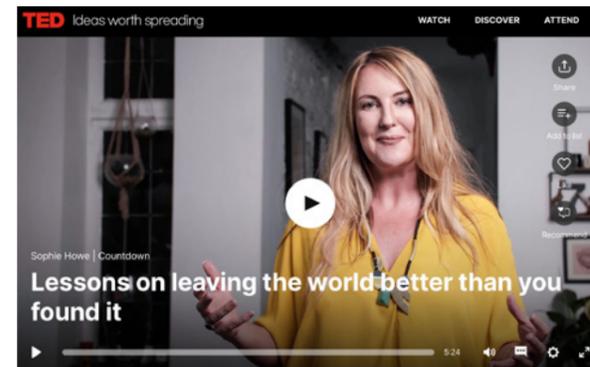


Sophie Howe is the world's first – and only – future generations commissioner (Photo: Sophie Howe)



Phase Two (October-March) saw our work move into promoting my Manifesto for the Future, ahead of the Senedd 2021 elections.

In October, [my talk](#) for TED Countdown was published. Countdown is a global initiative to champion and accelerate solutions to the climate crisis and the online event saw me join more than 50 speakers including Prince William, Pope Francis and Al Gore. Recorded remotely, Lessons on Leaving the World Better Than You Found It, shares Wales' work with the world – as I explain some of how the Act has changed policy, and encourage other nations to follow our lead and embed future-focused thinking into how they govern. Views to date are more than 1.5 million and I continue to receive comments and requests from all over the world in response to my five-minute overview of the Act and lessons for policymakers seeking to safeguard future generations.



Just two days later, I trailed the Manifesto – with the news that I was working on a feasibility study into a basic income and a shorter working week, which ran in several titles including [The Daily Mirror](#) and [The Ecologist](#). The Manifesto for the Future was then officially launched with a TV piece fronted by the young people with whom I'd collaborated, on S4C's Ffeil.

I also appeared on BBC Radio Four's Woman's Hour after being named number five on the Power List, which was themed Our Planet; was featured in the Guardian twice – [first](#) for my domestic abuse employee policy and [second](#) where I reacted to the findings of the South East Wales Transport Commission, praising the plans for investment in active travel and public transport as a "a landmark moment ... and testament to the change that the Act is bringing about." I was also speaking to podcasts and TV broadcasts about the need for Welsh Government to do better than 'build back better' as we carve a new way for Wales and be realistic about the hard work needed to meet our carbon targets as we look ahead to COP26. On BBC Wales' Politics Wales, I said: "I think if political parties are not putting addressing the climate and nature emergencies right at the top of their manifesto agenda then they will be letting down both the current and future generations in Wales."

5. Sophie Howe

Future Generations Commissioner for Wales



Sophie Howe is the world's first Future Generations Commissioner – a role which requires her to hold the government and Welsh bodies to account on behalf of people who haven't yet been born. This includes examining and advising on policy around transport, education reform and climate change. She's already made a difference around the use of land, and how transport schemes are being developed. If real change comes by challenging the status quo, then Sophie isn't afraid to do so – and she's passionate about leaving the world better than she found it.

Welsh commissioner offers funding to help staff leave abusive relationships

Pioneering scheme will provide grants or loans to help pay for relocation or essential supplies



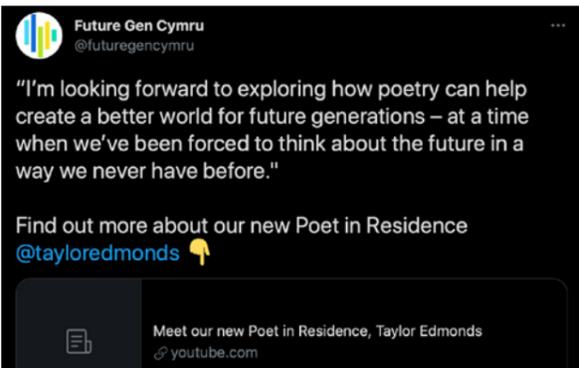
▲ Sophie Howe is hoping other organisations across Wales and further afield will follow her example. Photograph: Future Generations Commissioner for Wales

In February 2021 (Phase Three) I began to speak with the media about what a true green and just recovery would look like. Coverage included an [iNews](#) piece on my manifesto call for Welsh Government to set standards to allow everyone access to natural green space 300m or a four-minute distance from their home; my response to the Public Accounts Committee report, and a think piece in [the Independent](#) on my analysis of the skills gaps in the green recovery. I was delighted to see such excited engagement with the announcement of the recruitment of our second Poet in Residence, Taylor Edmonds. Not only did we secure nine pieces of coverage, including [Wales Arts Review](#), but our video introducing Taylor was viewed on Twitter 3.2 thousand times. There has been a great deal of interest in the partnership and we are busy working with Taylor to plan a programme of events. She will be helping me to communicate the Act and its aims, as well as the changes I'm calling for in our [Programme for Government](#), with a focus on equality and equity to ensure that everyone can access the shared benefits of tackling the climate emergency.



I've also been proud to be a part of a movement that got universal basic income on Welsh Government's agenda. My reaction to the First Minister's announcement of a trial was covered by nine news publications including the Guardian, the Daily Mirror and the [Daily Express](#). I'm looking forward to working with those who have campaigned so hard for this moment, and Welsh Government, on what this might look like in Wales.

In terms of our social media platforms, they continue to grow and provide reach and insight into the views of our stakeholders and members of the public. Over the last 12 months we've seen a 16.5% increase in our followers on Twitter and a 54% increase in followers on Instagram – our two main social media accounts. We're continuing to experiment with new ideas and ways of communicating on our social platforms and we'd love to hear your ideas. - get in touch with us on @futuregenymru



Over 2,700 people subscribe to my newsletter. We recently introduced two new sections: Movement for Change, which shares some of the hard work in organisations across Wales, and Wales to the World – the World to Wales, which focuses on the Act's globally responsible goal.

"I just watched Sophie on ted talks. I found your approach to the future inspiring and only wish that more countries, my country, would adopt a similar approach. I would assume that some change can be difficult but if we don't try, if we dont [sic] take a step nothing can change. All the best for the future, for my children's future."

Feedback regarding TED talk (unknown country)

"I think the well-being of future generations (Wales) act 2015 is amazing, and very influential and for Wales to be the forefront of this movement for equal Wales, I am so proud to be Welsh."

From public correspondence

"Thank you for your detailed reply. There is much information in it that will be useful to me professionally and I shall have pleasure in forwarding it to the residents' group that approached me for assistance. I am reassured that the Office of the Future Generations Commissioner is playing an important and useful role in the planning process in Wales and that in due course, guidance and policy will influence individual planning officers and local decisions."

Public correspondence

"Great Newsletter with very much a focus on International Womens [sic] Day and the areas of disadvantage that women are subjected too. Very timely and very focused."

Feedback on the newsletter

“Having followed your very energetic and charismatic contribution to today’s TED Countdown, I just wanted to thank you for that.”

Public correspondence



Public Correspondence

Issues featured in the media often lead to letters from members of the public or community action groups to me, who also feel passionately about them.

I have always been keen to empower communities to use the Well-being of Future Generations Act directly to ask questions of public bodies and Welsh Government and challenge decisions that might go against the Act’s well-being goals and ways of working. Whilst I don’t have a casework function to intervene on these matters, encouraging more people to understand and use the Act in their own communities, is key to helping to make the legislation a success.

This year I received 339 letters from members of the public, action groups and elected representatives. Like in previous years, a significant

proportion (28% this year) are about land use planning – with members of the community asking how they could challenge developments they believe are not in line with the Act. Concerns about the development of green space continue to rise despite the new Planning Policy Wales and the recently published National Development Framework ‘Future Wales’.

It seems that, while Planning Policy Wales and Future Wales highlight the importance of green spaces and the need to protect them, the reality on the ground might not match these aspirations.

I have been [pushing for a commitment from government](#) to ensure everyone has access to green space within 300 meters of their home and that has resonated well with people.

“Your recent comments that everyone should have access to open space within a 4min walk have resonated, due to the fact that we are currently battling to save one and it could be taken away. Woods, public rights of way and meadow adjacent to Danescourt in Llandaff in close proximity to homes and located within the protected Taff river corridor on Cardiff’s LDP.”

Public correspondence

“How can our children be expected to respect nature, be convinced that all our actions can make a difference when we destroy local nature habitats but criticise the destruction of the rainforests?”

Public correspondence regarding the northern meadows in Cardiff.

“..at the moment we find ourselves facing a tsunami of planning applications that mean that the integrity of the [Gwent] Levels is fast becoming untenable. The sheer size and number of applications, particularly for solar farms, is pretty frightening... There’s a real danger that the Levels are turning into an energy park.”

Public correspondence

Other recurring issues are queries about the Act and our work, COVID-19 concerns, transport and climate change and the environment. 78% of letters (264) related to public bodies covered by the Act and the public bodies we received most correspondence about in 2019 were Welsh Government, Cardiff Council, Velindre NHS Trust, Vale of Glamorgan County Council and Natural Resources Wales.

The most popular specific issues that people wrote to me about were the new Velindre NHS hospital on the Northern Meadows, concerns about closure of schools during the pandemic, the M4-A48 link and poultry farming.

Following my letter to Ken Skates MS (Minister for Economy, Transport and North Wales at the time) expressing concerns with how the WeITAG process was implemented and advising the Welsh Government not to fund schemes that have not carried it out correctly, Welsh Government has refused funding for the J34 and M4 to A48 scheme. This is a very encouraging precedent, which along with the Wales Transport Strategy hopefully signal a change in the approach to transport in Wales.

“Thank you for sending me a copy of the letter to Ken and Lee. I was particularly pleased to see the bullet point that funding should not be provided to proposals that have not followed the WeITAG guidance.”

Public correspondence

“..thank you for your very helpful email. I fully appreciate that there are limits to the commissioner's ability to intervene directly. Nevertheless, the support that she has shown and the contacts that have been suggested are much appreciated.”

Public correspondence

“Thank you so much you don't know how much we appreciate this. Thank you again!”

Public correspondence

“Thank you so much for giving such solid advice and encouragement. I really appreciated the time you spent going over the scheme and especially for your advice in making it 'as good as it can be' in terms of meeting the Wellbeing of Future Generations targets!”

Public correspondence

“Diolch yn fawr iawn i chi am eich ymateb a'r copi Cymraeg o'r ohebiaeth dan sylw. Rwy'n falch o glywed bod swyddogion wedi cael eu hatgoffa o'r dyletswyddau yn deillio o Ddeddf Ieithoedd Swyddogol y Senedd ac o nodau llesiant eich swyddfa. Rwyf wedi fy nghalonogi gan eich ymateb yn cadarnhau y byddwch yn gohebu â'r Senedd yn ddwyieithog o hyn ymlaen. Diolch o galon.”

Public correspondence

“Dear Pep, Sandy and Sophie, please find the most recent exchange between ourselves and Powys Teaching Health Board. Your intervention has certainly speeded up our communication with the Health Board. Hoping it augers well for the future. Thanks again.”

Bronllys Well-being Park

Impact – How has the Act and our work made a difference:

I have helped hundreds of members of the public, action groups, community groups and elected representatives to improve their communities and challenge the status quo. I have:

- **Framed debate** and got issues on the agenda in relation to poultry farming and green infrastructure.
- **Encouraged discursive commitments** from Ministers, government and public bodies such as with the Bronllys Well-being Park and Powys Teaching Health Board.
- **Secured procedural change** in how public bodies go about things – for example with action groups in the Vale of Glamorgan to over-turn a decision on the proposed J35 – A48 link road which was not in line with the new Welsh Transport Appraisal Guidance.
- **Affect policy content** and commitments such as in land use planning and the protection of green space.
- **Influenced practical behaviour** change in others, including empowering communities and actions groups to challenge and hold public bodies to account.

Wales to the World and the World to Wales

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 other countries by the United Nations.

Working closely with the International Relations Team within Welsh Government, these are some of the examples of how I have raised the international profile of the Act:

- **Continued to share** our unique approach with the United Nations Special Envoy on Climate Change and the UN Special Youth Envoy.
- **Addressed** the [Unite 2030 Youth SDG Summit](#).
- **Secured the Act** as a key pillar of the newly established [Welsh Government's International Relations Strategy](#). I am pleased that the Act's A Globally Responsible Wales goal is promoted under the strategy and in Welsh Government's plans around Soft Power.
- **Joined the UK and Irish Missions** to the UN and UN Women in a dialogue at the UN Commission on the Status of Women in March 2021 to discuss the Welsh approach to gender equality with international policy stakeholders.
- **Addressed the UN Environment Youth Summit 2021** alongside Poppy Stowell-Evans (Youth Climate Ambassador) and Joshua Beynon (Future Generations Leadership Academy Alumni).
- **In March 2021** the Welsh-Irish Government Cooperation Agreement committed both countries to continue to exchange ideas and good practice on sustainable development and on a future generations approach to government.
- **My team supported the Wales in Ireland Team** with the delivery of a successful event at the UN, involving Ireland's Deputy Head of Mission at the UN to promote the new [Wales-Ireland Memorandum of Understanding](#). In addition, we have supported the team to identify a number of areas of collaboration around the Act and climate change in the Wales-Ireland MoU.
- **Delivered a presentation** to the UN Volunteers and UN Development Programme on the Well-being of Future Generations Act. Further connections have now been made between Welsh organisations (including the Wales Council for Voluntary Action) and UN Volunteers.

- **We are advisors** to the Y7 (G7 Youth Summit) taking place in June 2021. The Commissioner has delivered a keynote and challenge session.
- **Alumni from** my Future Generations Leadership Academy and I participated in the opening session of the UN Youth Environment Assembly and delivered a workshop on 'future generations and the green recovery'.
- **We continue to advise** campaign groups in England on the adoption of a Well-being of Future Generations Act. Closer to home - we are advising the successful Wales bid for [Festival 22](#) on their alignment to the Well-being of Future Generations Act. This will increase the visibility of the Act across the UK and beyond.



Welsh Government international action plans

Our Actions (Short term (2020-21))

- **We will agree a shared action plan** with the Future Generations Commissioner to align activities internationally, utilising connections at the United Nations and platforms such as the World Expo in Dubai and COP26 to promote and demonstrate how a well-being of future generations approach can help drive positive action on the world's greatest problems.

Medium term (2022-25)

- **We will build on the role** the Future Generations Leadership Academy can play in promoting the Well-being of Future Generations Act across the world.
- **We will continue to play an active role** in the Regions4SD network, sharing and engaging with regional and sub-national governments committed to sustainable development.
- **We will continue to play an active role** in the Well-being Economy Government Network, sharing Wales' experience with other countries to put well-being at the heart of our economy.
- **Our international offices** will identify opportunities to promote the Well-being of Future Generations Act in countries annually.
- **We will put the Future Generations focus** at the core of our ongoing engagement with the EU, and it's Member States and regions, in Brussels.



Over the next twelve months I look forward to continuing to work closely with Welsh Ministers and the Welsh Government's International Relations team to promote sustainable development globally, and to secure partnerships with international stakeholder to bring expertise on sustainability back to the Welsh public sector. This will be done in collaboration with the Welsh Government's Overseas offices and at global events such as the One Young World Summit, the World Expo in Dubai and the COP26 Climate Summit.

I have appointed a Poet in Residence in collaboration with Wales Arts International and Literature Wales. The year-long collaboration will see Taylor Edmonds finding new ways to communicate the goals of the Act, one of which is a Wales with a vibrant culture and thriving Welsh language, and some of its work. The theme for this year is 'Wales to the World' – highlighting the importance of the Well-being of Future Generations Act's vision and Wales' role in the world.

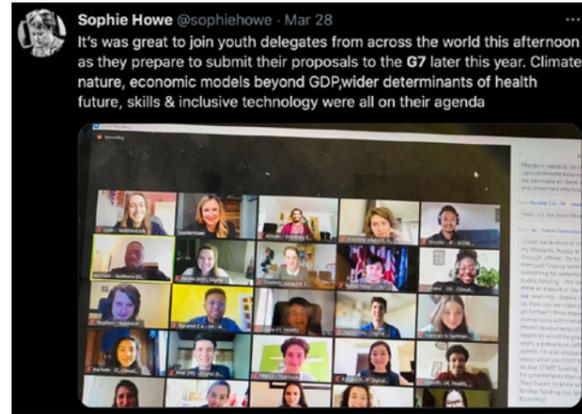




“I’m looking forward to exploring how poetry can help create a better world for future generations – at a time when we’ve been forced to think about the future in a way we never have before.”

Taylor Edmonds,
my Poet in Residence

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. In terms of the impact of the UK’s withdrawal from the EU, while the direct impact on my own activity and outcomes is unlikely to be significant, our work aligns with Welsh Government Strategy to define and promote and take what Wales does to the World.



“Congratulations on the Commissioner for Future Generations role, it should be replicated throughout the world.”

From public correspondence



Impact – How has the Act and my work made a difference:

- **Promoted** the Well-being of Future Generations Act and Wales’ leadership role around sustainable development to regions and countries across the World. Held workshops with international civil servants / governments to develop knowledge of the Welsh approach and influence the actions of other Governments building on approach being taken with New Zealand, France and Germany. In particular, drew attention to the well-being goal – A Globally Responsible Wales.
- **Worked with** interested parties on developing international commitments to future generations including building on work with Germany, Scotland and Italy. We are at the fore of the movement to encourage countries to think in a long-term, integrated and globally responsible way.
- **Affected policy content** and commitments including making sure that the Welsh Government’s International Strategy is aligned to the Act. The strategy highlights the story of the Act, its impact and uniqueness in the world, and draws on testimonials from international partners. We are now developing communication products that will help share the vision wider.
- **Influence** practical behaviour change in others. I have held conversations with organisations across the world and identified international good practice which I have shared with public bodies and Welsh Government, including at a virtual event in November 2020.

Purpose 4

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

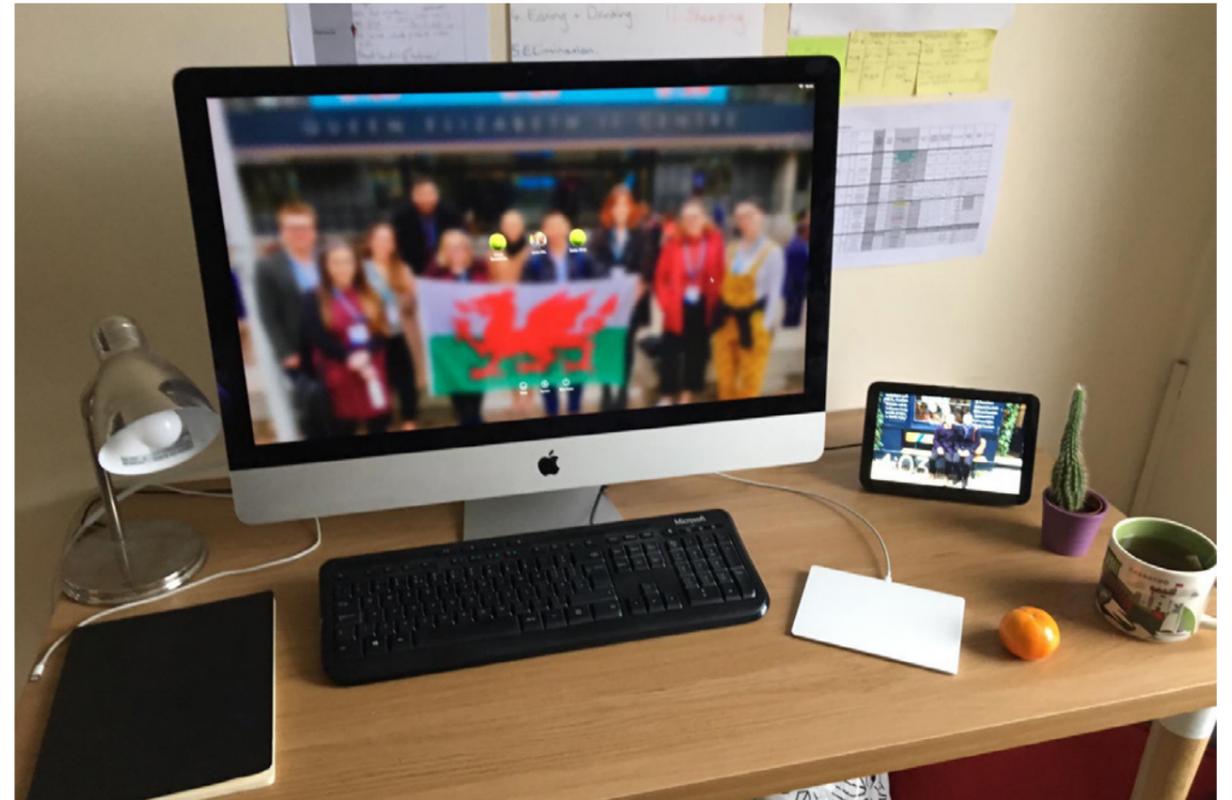
I am determined to maximise my own contribution to the well-being goals to provide inspiration and develop understanding of the practical steps that organisations can take.

The announcement back in March 2020 that the UK was going into lockdown was a shock to us all and created significant challenges as we navigated a new world which largely required us to stay at home. While unexpected, it provided an opportunity to reconnect with our local environment by asking us to remain within our own community. It showed us that it is possible to live differently with many of us making more journeys directly from home on foot or by bike.

These experiences have shown the importance of a number of things that I have been calling for such as 20-minute neighbourhoods, access to greenspace and working local.

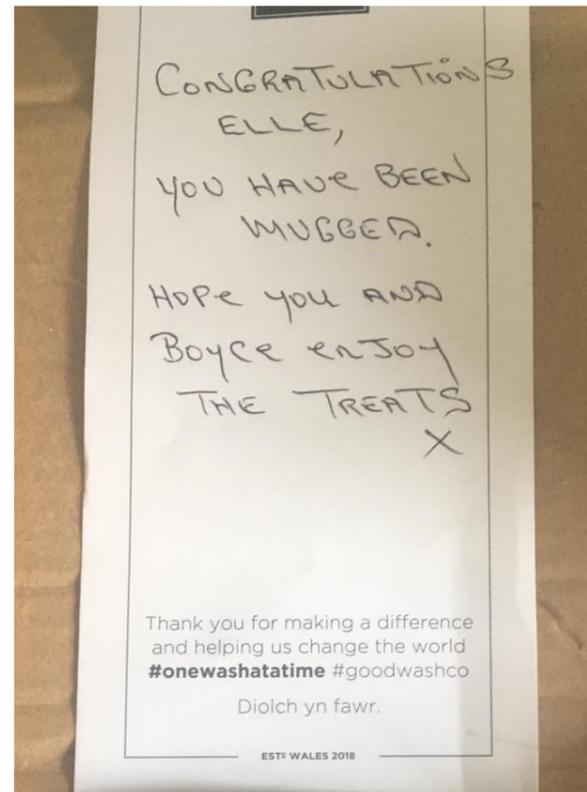
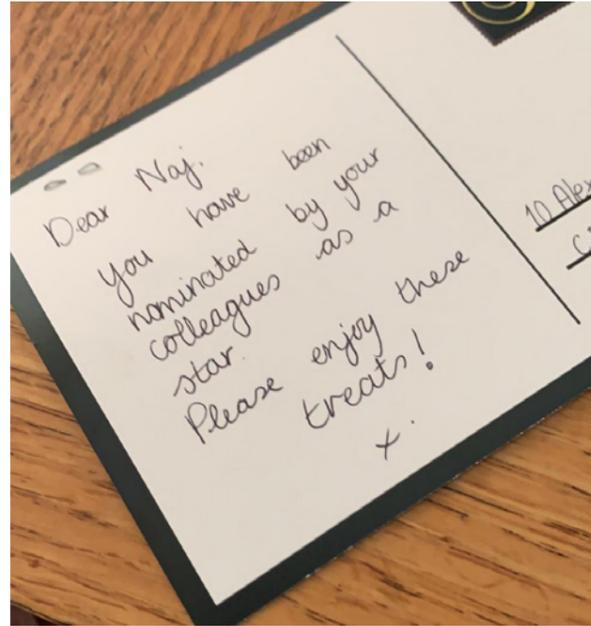
With our office shut and my team working remotely from home, this has been a challenging time for everyone. However, we have found new and creative ways to make a positive contribution to our communities and each other's well-being including:

- **Introducing** a one-off home working allowance, supporting team members to purchase office furniture and equipment. I encouraged staff to do this in a way that maximises its contribution to the goals for instance, by buying local, recycling or reusing, and limiting environmental impact etc.



- **Creating a Cheerleader structure** whereby senior members of staff liaise weekly with allocated colleagues (their 'stars') to check on their welfare and personal development, as a response to the pandemic and the increased risk for staff well-being deteriorating. What started as an emergency response worked well and will be written into our Way of Working Accountability document as the structure evolves.
- **Instigating a temporary reduction** to the standard working day (from 7.5 to 6 hours a day) to respond to the challenges of children being home schooled during lockdown and long hours at the computer screen. I have commissioned an independent organisation specialising in shorter working weeks, to evaluate the pilot and how it can be taken forward.

- **Showing appreciation** and support to each other, including the 'You've been mugged initiative' where each week someone is nominated for a treat in recognition of hard work or outstanding effort, in line with our aspirations on the "Improving the culture" action.



- **Reviewing and reinvigorated** the Well-being Huddle with a commitment from the Senior Management Team to attend and for well-being to be a standing item on the Senior Management Team (SMT) agenda. Meetings have been aligned so that issues can be taken forward from the Huddle to this decision-making space. Additionally, this will be the space where we challenge ourselves as a Team on walking the talk of the Act.

- **Finding new ways** of communicating and keeping up to date. We now have twice weekly team check ins, and the new Team WhatsApp group has been buzzing with social news.



Investing in our workplace, well-being, our team skills, and development

The results of our second internal staff survey along with a Team Development Day on developing our work and culture in early 2020, helped to shape the development of our organisational culture action plan.

This plan has been updated to also include recommendations from our first external Well-being audit conducted in the summer of 2020. Overall, we feel the recommendations are fair and helpful, the results resonate strongly with the results of our own internal staff survey which is reassuring. A lot of progress has already been made in terms of the recommendations.

A whole team discussion took place to share the findings of the audit, the update on actions and to begin conversations around future actions needed. The updated plan is now referred to as the Culture and Well-being Action Plan.

We have used our digital platform, in the past, to change the conversation around issues affecting women, for example:

- **We provide** free sanitary products to our staff and have partnered with the charity 'Hey Girls' to ensure that for every pack we purchase, they donate a pack to a woman in need in the UK.

- **The Commissioner** is a mentor for the Chwarae Teg LeadHerShip programme.

- **We have an enhanced** maternity leave policy that gives six months on full pay for staff who have been employed with us for a year or more (followed by 6 months of additional maternity leave, 13 weeks paid at statutory maternity rate and 13 weeks unpaid.) Alongside this we offer a return-to-work policy which will provide a halving of hours during the first month back in work for full time pay. This is also available to staff who are adopting.

- **We have enhanced** our paternity leave policy to 3 months full pay to be taken any time during the first year.

- **We were the first** organisation in Wales to introduce 10 days of paid leave for staff experiencing domestic abuse.

- **In 2020**, following involvement with domestic abuse survivors, we expanded our policy to include an interest free loan to provide economic support to leave their perpetrator.

- **We have our** anytime anywhere working policy and all jobs are available on a part-time or flexible basis.





Financial support to flee domestic abuse

In November 2020, on the [UN's International Day for the Elimination of Violence Against Women](#), I launched a new [policy](#) that will allow staff suffering domestic abuse access to a grant or loan to 'alleviate financial barriers' to leaving the perpetrator.

I worked with domestic abuse campaigner Rachel Williams to ask survivors what employers could do to help, and they told them how important access to financial support can be in breaking away from their situation.

Under the new financial support policy, members of my team can apply for a cash grant of up to £500, a salary advance or a loan of up to £5,000 to help pay for anything from relocation costs including rent or a deposit on a home, to essential supplies. There is also support to develop a safety plan, call screening to protect them from abuse, and 24-hour support from trained counsellors.

I am encouraging other organisations to consider how they can further support anyone suffering domestic abuse.

Gwendolyn Sterk at Welsh Women's Aid said:

“Welsh Women's Aid are pleased to see this additional action taken to support survivors in Wales.”

Mutale Merrill, CEO at Bawso, supported the policy and said COVID-19 had 'effectively imprisoned black and minority ethnic women and reduced opportunities for them to remove themselves from abuse and impacted significantly on mental health'.

“Anyone can be affected by domestic abuse and I hope other organisations consider how they can offer help that could one day be a lifeline to someone on their team.”

From public correspondence

“I watched with great interest Sophie talk on the news the other day about the new initiative she has introduced to provide assistance to staff who are experiencing domestic abuse, so they can leave their situation...”

From public correspondence

International Women's Day

To mark International Women's Day in 2021, I collaborated with 10 women to bring together a range of voices to help tell us the story of what it's like to be a woman in Wales, and what needs to change to make life better for women in the future. These stories were featured via a social media takeover between 8th and the 12th of March 2021, and were covered in a two-page spread and front page in the Western Mail. Contributors included:

- **Yousra Elsadig** – Sustainable and modest fashion designer, Boutique De Nana 33 from Cardiff
- **Sarah Rees** – An equality campaigner and law student, 41 from Penarth
- **Zoey and Kelly Allen** – Co-owners LGBTQ+ jewellery business KelZo Jewellery, both 39 from Cardiff
- **Sonia Khoury** – Public health and well-being projects co-ordinator, 50 from Rhos-on-Sea
- **Pinar Ogun** – Actor, 36, originally from Turkey who has learnt Welsh since living in Cardiff
- **Martha Musonza Holman** – Charity founder Love Zimbabwe and FE tutor, 49 from Abergavenny
- **Emily Nicole Roberts** – Disability advocate and YouTuber, 22 from Swansea
- **Eadyth Crawford** – Singer, Producer and Sound Designer, 23 from Merthyr Tydfil
- **Poppy Stowell-Evans** – Youth Activist, 16 from Newport

It is the Act's holistic perspective and understanding of the interconnections between the well-being goals that makes it so internationally ground-breaking. The realisation that we cannot achieve a more prosperous, resilient and healthier Wales, if we are unable to achieve a more equal Wales.



Maximising my contribution to the seven well-being goals

The summary below also meets my reporting duties under Environment (Wales) 2016 Section 6 biodiversity and ecosystems.

To walk the talk on a Prosperous Wales, in 2020-21 I have:

- **Continued** to be a [real Living Wage](#) employer.
- **When lockdown restrictions** have eased, I have encouraged my team to meet outdoors and support the use of local cafes and community hubs for working space and meetings.
- **Taken on a second apprentice**, Rhiannon Jenkins, and am looking to take on a third in 2021. I have also provided opportunities to students through paid placements.
- **Given people opportunities** to share and learn new skills through inward and outward secondments.
- **Supported the development** of skills within my organisation. Fifty percent of my current staff team have now become ILM accredited coaches.
- **Supported independent businesses** to provide our digital contents, [Yogi Communications](#), [Girl & Boy](#) and [Celf Creative](#).
- **Continued** with the 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.
- **Continued** with our 'Anytime Anywhere working' policy in place since day 1. This reduces the need to travel unnecessarily and supports work life balance – this policy allowed us to adapt to home working pretty well as a result of the COVID-19 crisis.
- **Continued** to use Ecotricity, who provide us with 100% renewable energy.

To walk the talk on a Resilient Wales, in 2020/21 I have:

- **Provided** detailed recommendations on the environment and biodiversity to public bodies as part of my Future Generations Report and Manifesto for the Future.
- **Published** a bite-sized product for nature and decarbonisation, which is the relevant ideas and recommendations drawn from the Future Generations Report and presented in a targeted format that we hope is easier to access.
- **Worked with the Government** on its COVID recovery plans ensuring that any investment should maximise its contribution to the 'A Resilient Wales' well-being goal.
- **Attended and engaged** with Wales' Green Recovery Task and Finish Group since it was established by Lesley Griffiths MS in summer 2020.
- **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.
- **Engaged** and supported participation and understanding within my team to embed biodiversity throughout decision-making at all levels.



To walk the talk on a More Equal Wales, in 2020-21 I have:

- **Continued to benchmark** my workforce diversity profile each year against the national statistics and I am proud of the diversity of my small team. Whilst 85% of my current staff team describe themselves as White Welsh or White British, the remaining 15% represent four other distinct ethnicities including Black, Asian and minority ethnic and other European Union countries.
- **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.
- **Launched a new policy** that will allow staff suffering domestic abuse access to a grant or loan to 'alleviate financial barriers' to leaving the perpetrator.
- **Continued to be a mentor** with WEN Wales.
- **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.
- **Working 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 produced British Sign Language and Easy Read versions of my last three annual reports.
- **Enhanced our special leave policy** and our policy for supporting people experiencing domestic abuse.
- **Implemented software** to ensure my website is fully accessible for a range of impairments.
- **When recruiting new staff,** I introduced an approach that supports 'positive action' for under-represented groups (protected characteristics) within our workforce. If any applicant from these groups met the essential criteria for the role, they were guaranteed an invite to interview.

- **In addition,** I held out of hours recruitment webinars to talk about the role and allow potential applicants to ask questions.

“Hi Sophie, I wanted to drop you a line and let you know that the manifesto I've been working on is finally ready to go (we're going public with it next week). The fact that this exists is very much a product of some conversations we had about me making my own way and getting on with whatever I could get on with regardless of external factors so thank you for that.”

Emily Cotterill,
mentee WEN Wales



To walk the talk on a Healthier Wales, in 2020-21 I have:

- **Continued** to offer the '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.
- **Continued** to offer a staff well-being fund whereby members of my team can access a set amount per year to support their well-being (this is funded by a voluntary sacrifice of salary increases by senior staff).
- **Moved** the office yoga classes online.
- **Worked** with my team to create our 'Well-being Promise', identifying and implementing well-being initiatives that are important to us. We hold a 'Well-being Huddle' to review progress on a range of initiatives.

To walk the talk on a Wales of Cohesive Communities, in 2020-19 I have:

- **Become the first employer** in Wales to offer paid domestic abuse leave to employers. I extended this [policy](#) to allow staff suffering domestic abuse access to a grant or loan to 'alleviate financial barriers' to leaving the perpetrator. Financial issues are reported to be one of the biggest barriers to leaving an abusive relationship. Welsh Government, Neath Port Talbot Council and the Children's Commissioner for Wales have now followed our lead.
- **Worked** with Welsh Government to diversify representation on my Advisory Panel to make it more representative of, and informed by, communities in Wales. During the year, Disability Wales, EYST and Stonewall Cymru were invited to join the Panel.

To walk the talk on a Wales of Vibrant Culture and thriving Welsh Language, in 2020-21 I have:

- **Encouraged** Welsh to be spoken without inhibition in my team – a third of my team are proficient in the Welsh language.
- **Emphasised** the important role that the cultural and creative sector play in Wales' recovery from COVID, including helping to rebuild town and city centres, supporting vulnerable people by getting them involved in arts and music and helping to bring “unique creative thinking” to how we solve post-pandemic problems.
- **Advised Collective Cymru** on its Festival 22 developments and design – ensuring the Well-being of Future Generations is at its heart.
- **Promoted** Welsh culture and language on the global stage including the first person to speak Welsh at the United Nations High Level Political Forum.

- **Appointed** Taylor Edmonds as my second Poet in Residence in partnership with Literature Wales and Wales Arts International. The 26-year-old poet and creative facilitator's work explores themes including womanhood, queerness, empowerment, connection, magic and folktales, and nature. Her year-long collaboration with my team will help find new ways to communicate the goals of the Act.

To walk the talk on a Globally Responsible Wales, in 2020-21 I have:

- **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.



What will we do in the next 12 months

The Future Generations Report continues to underpin and be the foundation of our work. Every area of work should work as hard as possible for us and key to this is understanding the connections and overlap.

Highlight and act upon the key issues and challenges facing future generations -

The Well-being of Future Generations Act provides a guiding framework for how we should seek to respond to the COVID-19 crisis. The Act allows us to make the right decisions, to help us shift towards a longer-term and preventative outlook on how we run our society and public services.

Drawing on recommendations in '[A Fit for the Future Programme for Government](#)', the focus of my work in 2021-22 will be to provide advice and challenge on a prosperous, green and equal recovery, as follows:

- **Building on** the power of culture and creativity in our COVID recovery.
- **Increasing opportunities** for lifelong learning.
- **Targeting skills programmes** in future-focused industries towards women, disabled people, Black, Asian and minority ethnic people, and those furthest from the labour market.
- **Prioritising investment** and job creation in a green and care-led recovery – paying care workers the [Real Living Wage](#).
- **Investing in other industries** for recovery, such as housing decarbonisation and transport.

- **Setting a long-term investment** plan for making homes more energy efficient – saving people money on energy bills, creating jobs and eradicating fuel poverty in the next decade through doubling fuel poverty funding.

- **Launching a National Nature Service** to provide skills and create jobs, increasing opportunities for social prescribing (where patients receive non-clinical support in the community), while restoring Wales' to natural environment such as forests, countryside and green spaces, helping Wales to become the world's first eco-literate nation.

As part of this, I will work with Welsh Government to in particular to address issues highlighted in [Chapter 2](#) of my Future Generations Report and in the Public Accounts Committee [inquiry](#) into the barriers facing successful implementation of the Well-being of Future Generations Act. For example, issues around integration and the implementation gap between progressive policy ideas and change on the ground.

Support and challenge public bodies to use the Well-being of Future Generations Act

We will provide more intensive support to public bodies over and above what we've been able to do previously.

We will start by deepening our relationships with public bodies and trialling a higher level of support that is consistent with our current funding arrangement. I have recruited four new Change Maker Support roles that will help to resource this work, acting as a first point of contact for the 44 public bodies and helping to determine what support is needed and how we might theme / cluster this. It's an exciting new phase for my team.

I will continue to work closely with the Auditor General for Wales in the development of his new auditing regime. I will keep track of public bodies' changing well-being objectives and public body annual reports, and as Public Services Boards' annual reports are due out in July 2020, I will finalise my approach to reviewing these. My team will continue to respond to requests for advice and assistance as best we can.

Build a Movement for Change

Through the activities above I will find shared ground with others where we can build a movement for change. I will continue to increase our profile and deliver on the creative work, build new relationships, involve and engage people and partners which took part in the Our Future Wales conversation and seek to expand this network. My relationship with the Wales Council for Voluntary Action and other voluntary sector organisations is key to this work.

Following the success of my 2019/2020 [Future Generations Leadership Academy](#) which trained 20 young leaders in the Act, I am aiming to establish a second academy programme by the end of 2021. I am delighted that many of last year's partners have committed to join us again.

Over the next twelve months I will be working closely with Welsh Ministers and Welsh Government's International Relations team to promote sustainable development globally, and to secure partnerships with international stakeholders to bring expertise on sustainability back to the Welsh public sector. I look forward to supporting these objectives in partnership with the Welsh Government's Overseas offices and at global events such as the One Young World Summit, the World Expo in Dubai and the COP26 Climate Summit.

I will also consult further on the development of plans to improve the way businesses in Wales are organised around the Act and showcase progress within Wales and globally.

Walk the Talk – be the change that I want to see in others

My team and I are committed to creating a culture that has a positive impact on us as well as in Wales and the rest of the world. The more ambitious actions set out in my Art of the Possible 'Journeys' will form the basis of this.

I will keep my organisational culture under review, particularly supporting my team who have been entirely working from home and in many instances having to balance work with home schooling children. With the recruitment of a new People and Culture Lead Change Maker to my team, I am seeking to share practice with peers around walking the talk.



Want to get involved?

I want to hear from and work with groups and individuals who have insight, expertise, ideas, concerns or lived experience on any of the above issues. Get in touch by email, Twitter, letter, phone or via contactus@futuregenerations.wales or covid-19@futuregenerations.wales if you want to find out more, or sign-up for my [newsletter](#)

Accountability report

Accountability Report 2020-21

In this section, I report on key accountability requirements to Welsh Ministers along the lines of a Directors' report that is prepared by a private company.

These reporting requirements have been adapted to fit the public sector context. My accountability report includes a Corporate Governance report and a Remuneration and Staff Report. The Auditor General for Wales is responsible for reviewing my accountability report for consistency with other information in my financial statements and providing an opinion on the following disclosures within this report:

- Regularity of income and expenditure
- Disclosures on parliamentary accountability
- Remuneration and CETV disclosures for me and members of my senior management team
- Payments to past Directors, if relevant
- Payments for loss of office, if relevant
- Exit packages, if relevant and
- Fair pay disclosures
- Analysis of staff numbers and costs

Corporate Governance Report

Information on my governance structure and who is responsible for and influences what happens in my Office is set out on my website and in my Governance Statement. I am also required to disclose any significant interests which may conflict with our management responsibilities held by me and my management board. This year, I have decided to include this information for all the members of my extended Senior Management Team. A summary register of interests for me and my SMT is available to view [here](#). Any potential or actual conflicts of interest arising during the year were managed in accordance with my [conflicts of interest policy](#).

Format of the accounts

My financial statements have been prepared in accordance with Paragraph 20 Schedule 2 of the Well-being of Future Generations (Wales) Act 2015 and any Accounts Direction issued by Welsh Ministers.

The Office of Future Generations Commissioner for Wales came into existence on 1 February 2016 with my appointment as the first Commissioner. These accounts cover the period from 1 April 2020 to 31 March 2021 and reflect the assets, liabilities and resource outturn of my Office. The financial statements that follow this report have been prepared in accordance with the Government's Financial Reporting Manual (FRoM) issued by HM Treasury. The accounting policies contained in the FRoM apply International Accounting Standards (IFRS) as adopted or interpreted for the public-sector context.

Funding

The Office of the Future Generations Commissioner for Wales is independent of, but funded by the Welsh Government. In 2020-21, £1.509 million was received to fund activities, a 3.5 per cent decrease from the previous year (£1.564 million, 2019-20). I also received other income mainly from partnership activity to fund the Future Generations Leadership Academy, collaborative research projects, honorarium for speaking at international events on sustainability and well-being, and charges for advice, support and assistance. Full details are in Note 8 to my Financial Statements.

Results for the period

The Statement of Comprehensive Net Expenditure shows expenditure for the year of £1.382 million, a 13.5 per cent decrease from the previous year (£1.598 million to 31.3.20). The general fund balance as at the year-end increased to £384,000 (£257,000 at 31.3.20). The reduction in expenditure is largely due to reduced staff and administration costs. Staff costs were lower because there were fewer secondees in 2020-21 and no voluntary redundancies. Office and travel costs were lower due to the Covid 19 pandemic. The reserves including the increment from this accounting period are maintained and will be used for the cost of any necessary but unplanned work or other unexpected expenditure.

Complaints

My Office received 1 complaint during the period, on 21st February 2021 about the contents of a job advertisement for our Poet in Residence. It was claimed it was age-discriminatory as it specified an age of under 31 as a requirement.

We investigated the matter and amended the advertisement very quickly as we recognised this was inappropriate. We also explained that we had a legitimate aim to provide a voice and a platform to younger, less established individuals who we consider are disproportionality under-represented in this area of the arts but we accepted the age specification was inappropriate. It was with the intention of taking positive action, rather than positive discrimination, to address this under-

representation, that an age limit was included in the advert. We have also taken steps to make our staff aware of the nuances between positive action and positive discrimination and to ensure these are fully understood, along with any other measures which may assist with ensuring this does not happen again.

Disclosure of information to the auditors

So far as I am aware, there is no audit information of which the auditors are unaware and my team have taken all the steps that it ought to have taken to make itself aware of any relevant audit information and to establish that the auditors are aware of that information.

During the period no remuneration was paid to my auditors for non-audit work.

Statement of Accounting Officer's responsibilities

Under Schedule 2 of the Well-being of Future Generations (Wales) Act 2015, Welsh Ministers have directed the Future Generations Commissioner for Wales to prepare for each financial year a statement of accounts in the form and on the basis set out in the Accounts Direction. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of the Future Generations Commissioner for Wales and of its income and expenditure, Statement of Financial Position and cash flows for the financial year.

In preparing the accounts, the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual and in particular to:

- observe the Accounts Direction issued by Welsh Ministers, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the financial statements;
- prepare the financial statements on a going concern basis; and
- confirm that the annual report and accounts as a whole is fair, balanced and understandable and take personal responsibility for the annual report and accounts and the judgements required for determining that it is fair, balanced and understandable.

The Commissioner is the Accounting Officer for her office by virtue of paragraph 18 of Schedule 2 to the Well-being of Future Generations (Wales) Act 2015. The responsibilities of the Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the Future Generations Commissioner for Wales' assets, are set out in Managing Welsh Public Money published by Welsh Government.

As Accounting Officer, I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that Future Generation Commissioner auditors are aware of that information. So far as I am aware, there is no relevant audit information of which the auditors are unaware.

Sophie Howe

Future Generations Commissioner for Wales
27 July 2021



Annual Governance Statement

Purpose

As Accounting Officer, I have responsibility for maintaining effective governance and a sound system of internal control that supports the achievement of my policies, aims and objectives, while safeguarding the public funds and assets for which I am personally responsible.

This Governance Statement follows HM Treasury Guidance. It sets out the governance structures for my office, and the internal control and risk management procedures that have been in place during the year ended 31 March 2021 and up to the date of approval of the Annual Report and Accounts.

The systems in place as outlined in this statement are designed to manage risk to an acceptable level rather than to eliminate all risks of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. Given the ground-breaking nature of the work of my office, I concluded that it is necessary to adopt a “hungry” risk appetite for much of my outward facing work as a more

traditional minimalist or cautious approach would, in my view, not succeed in bringing about the beneficial change that my office was set up to achieve. This is explained further below.

Nature of my office and accountability

The Well-being of Future Generations (Wales) Act 2015 established the office of Future Generations Commissioner for Wales as a corporation sole. This means that all the functions (powers and duties) are vested in the office holder and there is no traditional “board” that is corporately responsible for the performance and governance of the organisation. I am independent of Ministers and subject to the 2015 Act, responsible for setting the strategic direction of my office. I am accountable to the Welsh Parliament for the actions of my office, and to its Public Accounts Committee in particular for matters such as the arrangements for governance, financial management and internal control. financial management and internal control.



Advisory panel

The 2015 Act established a panel to provide me with advice on the exercise of my functions. The members of the advisory panel are currently —

- (a) Sally Holland,**
The Children’s Commissioner for Wales
- (b) Aled Roberts,**
Welsh Language Commissioner
- (c) Heléna Herklots CBE,**
Older People’s Commissioner for Wales
- (d) Dr Frank Atherton,**
Chief Medical Officer for Wales
- (e) Sir David Henshaw,**
Chair of Natural Resources Wales
- (f) Shavanah Taj,**
representing Wales TUC
- (g) Andy Jones,**
Chief Executive of the Milford Haven Port Authority (appointed in December 2020 representing persons carrying on business in Wales)
- (h) Ruth Marks**
Chief Executive Officer of the Wales Council for Voluntary Action (falling under ‘such other person as the Welsh Ministers may appoint’).

To improve the diversity of the Panel, I asked the Deputy Minister and Chief Whip Jane Hutt MS to appoint representatives of three additional organisations to join the panel: Disability Wales, Stonewall Cymru and the Ethnic Minorities and Youth Support Team (EYST). This is to ensure the views of disabled people, those from the LGBT+ community and the BAME community are represented. The appointments were made in December 2020 and they will join the Panel for the first time in June 2021.

The Panel met on a six-monthly basis. I drew on individual members’ experience to inform my organisation’s work programme and advise on my statutory functions throughout the year.

Audit and Risk Assurance Committee

I have appointed an Audit and Risk Assurance Committee to provide constructive advice and challenge on matters of governance, financial management and audit, and the arrangements for internal control – including risk identification and management. The Committee comprises:

- **Alan Morris,** retired Auditor and committed sustainable development champion who chairs the Committee;
- **Jocelyn Davies,** member of Advisory Panel to Children’s Commissioner and Chair of her ARAC; non-executive member of Welsh Revenue Authority Board and ARAC chair; member of Plaid Cymru; member of Plaid Cymru Membership, Standards and Disciplinary Panel; Chair of Plaid Cymru Audit, Risk and Compliance Committee; ambassador of Welsh Women’s Aid.
- **John Dwight,** a retired Auditor, trustee and honorary treasurer of City Hospice Cardiff and member of CIPFA Cymru-Wales Branch Executive
- **Gareth Madge,** a former Chief Officer and Chief Legal Adviser with South Wales Police, vice chair of South Wales Police Heritage Board, trustee of Calfaria Baptist Chapel; and
- **Jonathan Morgan,** trustee of the Whitchurch Community Association, sole owner and director of Insight Wales Consulting Ltd., employed by Practice Solutions Ltd to manage the Association of Directors of Social Services Business Unit;
- **Fran Targett OBE,** Vice Chair of the Wales Council for Voluntary Action; independent Chair of the Welsh Government’s National Advice Network and member of the Bevan Commission, advising Welsh Ministers on health and social care.

All are independent and do not work for the Commissioner in any executive capacity.

The Chair of the Committee has provided me with an annual report in which he concludes "As a result of its work during the year and the findings of internal and external audit, the Committee can provide the Commissioner with assurance that the governance, financial management and risk management arrangements in place are appropriate and have operated effectively during the 2020-21 financial year."

Governance framework

My corporate governance structure has been revised during the year to better fit with working practices. Our practice has changed quite significantly as a result of the COVID 19 pandemic and homeworking:

- Our weekly all team 'Making it Happen' meeting has been replaced by two all-team check-ins which I chair on Monday and Thursday to further improve internal communications, project management and to look after staff well-being during the pandemic.
- We created a Cheerleader structure whereby senior members of staff liaise weekly with allocated colleagues to check on their well-being, welfare and personal development, as a response to the pandemic and the increased risk for staff well-being deteriorating. This ensures that everyone has increased one to one pastoral care and support on a regular basis.
- Following on a pilot, a wider team is now part of my Senior Management Team. This included myself as Commissioner, my two directors, my three Lead Change Makers, the Corporate Hero, Communications Planner and Solutions Architect as secretariat. SMT met monthly with responsibility for the overall strategic direction and management of the organisation and the identification and mitigation of risk.
- The effectiveness of SMT has improved with the addition of fortnightly 'pre-management team' meetings. These have monitored progress with the work overall and facilitated operations across the organisation, including identifying issues and preparing reports to be considered and decisions taken at SMT.

- Building on a biennial team survey and further staff workshops in January 2020, I produced a well-being and culture action plan which I have started implementing.
- ARAC members were assigned to key strategic projects as a 'critical friend' to bring their independent challenge and comment into the mix on a more timely basis. This arrangement has proven successful and also helped the Committee to have a better collective understanding of the work of my Office. It will be adopted on an ongoing basis.
- My ARAC meets quarterly. My Corporate Hero has taken on the role of planning and supporting their work, which has improved the timeliness and quality of communication between my team and the needs of the Committee.

I continue to take key decisions after discussion with my SMT and wider team members. I have also delegated authority to certain staff to incur financial expenditure on my behalf. Deputy Commissioner, Corporate Hero, Solutions Architect and Finance & Corporate Governance Officer have varying limits of delegated authority to commit to expenditure, depending on their roles and the tasks they are undertaking. In addition to this, some members have delegated authority to review and authorise payment for supplier invoices; these are Change Makers, Involvement Artist and staff members who deal with media and communication.

Internal Audit has been in place throughout the year and has delivered a full programme of work and the Audit Risk and Assurance Committee has been fully operational. They met 4 times in 2020/21 (April, July and October 2020 and January 2021). My Strategic Plan sets out what I hope to deliver by way of beneficial change for the people of Wales and how I intend to go about doing it in collaboration with other public bodies in Wales. It is an ambitious document that requires public bodies to challenge the ways in which they work and adapt long-standing practices to achieve what was envisaged by the Welsh Government when it decided to bring forward what is now the 2015 Act. This plan is dynamic and is reviewed annually and adapted as necessary in response to changing circumstances throughout my term of Office and underpinned by an annual work plan set out in a Roadmap, now complemented by individual 'Personal Roadmaps' to detail everyone's own role and professional development aspirations.

Delegated authority: committing expenditure (i.e. placing orders, signing contracts)					
Roles	Type of expenditure				
	Staffing/ Training	Travel and hospitality	Office / Facilities management	Comms, events, website, and translation	Commissioning research and advice
Commissioner	Over £50k	Over £50k	Over £50k	Over £50k	Over £50k
Deputy Commissioner / Corporate Hero	Up to £50k	Up to £50k	Up to £50k	Up to £50k	Up to £50k
Finance and Corporate Governance Officer	Up to £5k	Up to £5k	Up to £5k	Up to £5k	Up to £5k
Solutions Architect	-	Up to £5k	Up to £5k	Up to £5k	-
Head of HR	Up to £5k	-	Up to £5k	-	-

Delegated authority: authorising purchase invoices for payment					
Roles	Type of expenditure				
	Staffing/ Training	Travel and hospitality	Office / Facilities management	Comms, events, website, and translation	Commissioning research and advice
Commissioner	Over £120k	Over £50k	Over £50k	Over £50k	Over £50k
Deputy Commissioner / Corporate Hero	Up to £120k	Up to £50k	Up to £50k	Up to £50k	Up to £50k
Finance and Corporate Governance Officer	Up to £5k	Up to £5k	Up to £5k	Up to £5k	Up to £5k
Solutions Architect	-	Up to £5k	Up to £5k	Up to £5k	-
Head of HR	Up to £5k	-	Up to £5k	-	-
Change Maker	-	-	-	-	Up to £5k
Comms Team Member	-	-	-	Up to £3k	-
Involvement Artist	-	-	-	Up to £2k	-

Approach to risk management

My approach to risk management is consistent with my Strategic Plan and is in line with the 2015 Act and what it is intended to achieve. My risk management policy, which has been endorsed by the Audit and Risk Assurance Committee, makes it clear that I want to create and maintain an environment that will allow the effective management of risk to flourish. This will include ensuring that staff are kept fully in the loop about our plans and the approach that I and risk owners will take to managing the associated risks.

The policy makes it clear that I am not averse to taking risks. On the contrary, to achieve the objectives in my strategic plan and deliver what is expected will often necessitate an open or hungry risk approach which is not the norm for most other public bodies. I have concluded that adopting such an approach for my outward facing work with other public bodies is the only realistic way of securing the change needed across the Welsh public sector. To do otherwise might well mean failing to capitalise on opportunities when they occur and will run a high risk of failure to achieve the challenging objectives that I have set in the strategic plan and what is expected of me by my stakeholders. Similarly, I have decided that my organisation needs to 'walk the talk' of the Act and be open and innovative and try new approaches to the way we work. However, such risks are not taken recklessly but managed appropriately, reviewed regularly and carefully with the aim of maximising successful delivery.

I have taken a more traditional and cautious approach to my internal processes concerned with financial management, compliance with laws and regulations and security of information.

During 2020-21, I have updated my strategic risk register in consultation with staff and the Audit Risk and Assurance Committee. The strategic risk register identified appropriate risks relating to my statutory duties and the role my organisation will play in helping public bodies deliver the aims of the Act. Actions to address these risks continue to be embedded within my operations.

Internal audit

The work of internal audit is one of the key assurances that I require as Accounting Officer. Deloitte act as my internal auditors and they have produced the following reports during the year: Four internal audits were conducted in 2020-21 on:

- Corporate Governance and Risk Management
- Financial Systems
- Well-being Audit Follow Up Review
- Home working Arrangements

The overall assessment from these 4 reports and the annual internal audit report 20/21 gave us an overall assessment that the classification of assurance for corporate governance and risk management remains substantial.

Information Assurance

An information governance framework is in place with a suite of underpinning policies that set out the security arrangements and principals of good information governance together with the responsibilities and behaviours I expect of all those that work for me.

There have been no data breaches during the year. No personal data related incidents were formally reported to the Information Commissioner's Office during the period.

Summary of effectiveness

From the assurances provided by my team, my knowledge of the work of my office, and the reports provided by internal and external audit, I am able to report that the system of internal control in place during the year and up to the date of approval of the Annual Report and Accounts did not contain any significant weaknesses.

Looking forward

For 2021-22, I will monitor, maintain and enhance the governance and internal control arrangements to ensure they continue to meet my assurance needs and fit with a modern, agile workplace. Where necessary I will continue to update my team structure to ensure I have the most efficient and effective arrangements to deliver the wide range of functions.

Like most organisations, the COVID pandemic dominated the work of my Office during the year. I have had to adapt my work practices, but our work was not significantly affected, given our approach to long term planning for working arrangements which include paper free, flexible and remote working practices. Going forward I will consider the post-COVID needs of my office and of public bodies to see how I can best influence Wales' recovery and rebuilding of our society and to improve well-being for my team and for the population of Wales.



Sophie Howe
Future Generations Commissioner for Wales
27 July 2021

Remuneration and staff report

This part of my Accountability report provides information on my remuneration policy for me and my Senior Management Team.

I was appointed on 1 February 2016 and my directors were appointed in June and September 2016. This year following on a pilot, I have widened my SMT so that it now includes 9 members of my team. Involvement is important way of working and I wanted my team to feel involved in my decision making. SMT now includes the Commissioner, Director of Finance and Corporate Governance, Director of Policy Legislation and Innovation, my three Lead Change Makers, the Corporate Hero,

Communications Planner and Solutions Architect. The Director of Finance and Governance left the organisation on 16th June 2021.

The Welsh Ministers determine the remuneration of the Future Generations Commissioner for Wales in accordance with Schedule 2 paragraph 5 to the Well-being of Future Generations (Wales) Act 2015. I took remuneration advice from civil service recruitment specialists for my directors.

The following sections, which have been subjected to audit, provide details of the remuneration and pension benefits of the most senior officials within my office:

Number and analysis of senior staff costs by band (audited)

	Salary £000		Benefits in Kind (to nearest £1000)		Working at Home Payment (to nearest £1000)		Pension Benefits (to nearest £1000)		Total £000	
	1.4.20 to 31.3.21	1.4.19 to 31.3.20	1.4.20 to 31.3.21	1.4.19 to 31.3.20	1.4.20 to 31.3.21	1.4.19 to 31.3.20	1.4.20 to 31.3.21	1.4.19 to 31.3.20	1.4.20 to 31.3.21	1.4.19 to 31.3.20
Sophie Howe – Future Generations Commissioner for Wales. Full time	90-95	90-95	0.5	0.2	0.3	-	36	36	125-130	125-130
Marie Brousseau-Navarro - Director of Policy, Legislation and Innovation. Part time 0.8 FTE	45-50 (FTE 60-65)	45-50 (FTE 60-65)	0.2	0.2	0.1	-	21	20	65-70	65-70
Helen Verity – Director of Finance and Governance. Part time 0.6 FTE	40-45 (FTE 60-65)	45-50 (FTE 60-65)	0.5	0.2	0.3	-	23	19	60-65	60-65
Kate Carr – Director of Engagement, Partnerships and Communications. Full time. Employment ended on 31 Dec 2019	-	85-90	-	-	-	-	-	18	-	100-105

	Salary £000		Benefits in Kind (to nearest £100)		Working at Home Payment (to nearest £000)		Pension Benefits (to nearest £1000)		Total £000	
	1.4.20 to 31.3.21	1.4.19 to 31.3.20	1.4.20 to 31.3.21	1.4.19 to 31.3.20	1.4.20 to 31.3.21	1.4.19 to 31.3.20	1.4.20 to 31.3.21	1.4.19 to 31.3.20	1.4.20 to 31.3.21	1.4.19 to 31.3.20
*Heledd Morgan - Change Maker Lead. Full time	50-55	45-50	0.2	0.3	0.3	-	21	n/a	70-75	n/a
*Jacob Ellis - Change Maker Lead. Full time	50-55	45-50	0.5	0.2	0.3	-	21	n/a	70-75	n/a
*Cathy Madge-Change Maker Lead. Part time 0.65 FTE	35-40 (FTE 50-55)	40-45 (FTE 50-55)	0.3	0.2	0.3	-	20	n/a	55-60	n/a
*Helen Nelson - Corporate Planner. Full time	45-50	40-45	0.7	0.4	0.3	-	20	n/a	65-70	n/a
*Susan Crutcher - Office Manager. Full time	35-40	30-35	0.3	0.4	0.3	-	15	n/a	50-55	n/a
*Rebecca Brown - Communications Planner. Full time. Employment ended on 11th January 2021	20-25	25-30	0.2	0.2	0.2	-	10	n/a	30-35	n/a

* Comparative pension benefits information for 2019-20 is not available.

Benefits in Kind

These relate to 4 different types of payments:

- Well-being Gifts; salaries of the people earning above £40,000 per year are top sliced and paid into a Well-being Pot. Employees can claim up to £175 towards the costs of membership of a club, an activity, a health treatment or equipment to support the activity.
- Home Office Furniture Allowance: reimbursement of the cost of home office furniture and equipment up to £500 per employee. This is a tax-free benefit in kind designed to support employees' health and safety and well-being while there is an ongoing need for the office to remain closed due to the Covid-19 pandemic.
- Working at Home Payment: during the reporting period, employees work at home and each employee receives £26 per month to cover the cost of additional household expenses.
- Office Trivial Benefit: small well-being gifts occasionally sent out on an ad hoc basis to employees. This tax-free benefit in kind (under £50 per employee per annum) is provided to improve the well-being of employees. Before the Covid-19 pandemic, individual employees used to give small gifts on a voluntary and anonymous basis. This continued in the format of trivial benefits since the closure of the office.

Pension Benefits – Civil Service Pension Scheme (audited)

	Total Accrued Pension	Real increase in pension	CETV at 31.3.21	CETV at 31.3.20	Real increase/ (decrease) in CETV
	£000	£000	£000	£000	£000
Sophie Howe – Future Generations Commissioner for Wales, from 1st February 2016.	10-15	0-2.5	114	89	15
Marie Brousseau-Navarro - Director of Policy, Legislation and Innovation, from 12th September 2016.	5-10	0-2.5	56	42	10
Helen Verity – Director of Finance and Corporate Governance, from 6th June 2016.	15-20 plus a lump sum of 30-35	0-2.5 plus a lump sum of 0-2.5	278	253	15
Kate Carr – Director of Engagement, Partnerships and Communications, from 19th July 2016. Employment ended on 31st December 2019	-	-	-	56	-
Heledd Morgan - Change Maker Lead. Full time	0-5	0-2.5	30	20	7
Jacob Ellis - Change Maker Lead. Full time	0-5	0-2.5	23	14	6
Cathy Madge - Change Maker Lead. Part time 0.65 FTE	10-15	0-2.5	137	123	8
Helen Nelson - Corporate Planner. Full time	5-10	0-2.5	58	43	10
Susan Crutcher - Office Manager. Full time	0-5	0-2.5	40	29	7
Rebecca Brown - Communications Planner. Full time. Employment ended on 11th January 2021	0-5	0-2.5	20	16	3

Pension Scheme

Pension benefits are provided through the Civil Service pension arrangements. From 1 April 2015 a new pension scheme for civil servants was introduced – the Civil Servants and Others Pension Scheme or **alpha**, which provides benefits on a career average basis with a normal pension age equal to the member's State Pension Age (or

65 if higher). From that date all newly appointed civil servants and the majority of those already in service joined **alpha**. Prior to that date, civil servants participated in the Principal Civil Service Pension Scheme (PCSPS). The PCSPS has four sections: 3 providing benefits on a final salary basis (**classic**, **premium** or **classic plus**) with a normal pension age of 60; and one providing benefits on a whole career basis (**nuvos**) with a normal pension age of 65.

These statutory arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year. Pensions payable under **classic**, **premium**, **classic plus**, **nuvos** and **alpha** are increased annually in line with Pensions Increase legislation. Existing members of the PCSPS who were within 10 years of their normal pension age on 1 April 2012 remained in the PCSPS after 1 April 2015. Those who were between 10 years and 13 years and 5 months from their normal pension age on 1 April 2012 switch into **alpha** sometime between 1 June 2015 and 1 February 2022. Because the Government plans to remove discrimination identified by the courts in the way that the 2015 pension reforms were introduced for some members, it is expected that, in due course, eligible members with relevant service between 1 April 2015 and 31 March 2022 may be entitled to different pension benefits in relation to that period (and this may affect the Cash Equivalent Transfer Values shown in this report – see below). All members who switch to **alpha** have their PCSPS benefits 'banked', with those with earlier benefits in one of the final salary sections of the PCSPS having those benefits based on their final salary when they leave **alpha**. (The pension figures quoted for officials show pension earned in PCSPS or **alpha** – as appropriate. Where the official has benefits in both the PCSPS and **alpha** the figure quoted is the combined value of their benefits in the two schemes.) Members joining from October 2002 may opt for either the appropriate defined benefit arrangement or a defined contribution (money purchase) pension with an employer contribution (**partnership** pension account).

Employee contributions are salary-related and range between 4.6% and 8.05% for members of **classic**, **premium**, **classic plus**, **nuvos** and **alpha**. Benefits in **classic** accrue at the rate of 1/80th of final pensionable earnings for each year of service. In addition, a lump sum equivalent to three years initial pension is payable on retirement. For **premium**, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike **classic**, there is no automatic lump sum. **classic plus** is essentially a hybrid with benefits for service before 1 October 2002 calculated broadly as per **classic** and benefits for service from October 2002 worked out as in premium. In **nuvos** a member builds up a pension based on his pensionable earnings during their period of scheme membership. At the end of the scheme year (31 March) the member's earned pension account is credited with 2.3% of their pensionable earnings in that scheme year and the accrued pension is

updated in line with Pensions Increase legislation. Benefits in **alpha** build up in a similar way to **nuvos**, except that the accrual rate is 2.32%. In all cases members may opt to give up (commute) pension for a lump sum up to the limits set by the Finance Act 2004.

The **partnership** pension account is an occupational defined contribution pension arrangement which is part of the Legal & General Mastertrust. The employer makes a basic contribution of between 8% and 14.75% (depending on the age of the member). The employee does not have to contribute, but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.5% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over pension age. Pension age is 60 for members of **classic**, **premium** and **classic plus**, 65 for members of **nuvos**, and the higher of 65 or State Pension Age for members of **alpha**. (The pension figures quoted for officials show pension earned in PCSPS or **alpha** – as appropriate. Where the official has benefits in both the PCSPS and **alpha** the figure quoted is the combined value of their benefits in the two schemes but note that part of that pension may be payable from different ages.)

Further details about the Civil Service pension arrangements can be found at the website www.civilservicepensionscheme.org.uk

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The figures include the value of any pension benefit in another scheme or arrangement which the member has transferred to the Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their buying additional pension benefits at their own cost. CETVs are worked out in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

Reporting of Civil Service and Other Compensation Schemes – Exit Packages (audited)

During the period there was no compensation paid to any member of staff (£60,563.37, 2019-20).

Payments to past directors

(audited)

No payments were made to past directors (nil 2019-20).

Fair Pay Disclosures

(audited)

	2020-21	2019-20
Band of highest paid individual's remuneration (£000)	90-95	90-95
Median total (£)	36,336	37,353
Ratio	1:2.55	1:2.48
Range of staff remuneration: highest (£)	64,354	62,381
Range of staff remuneration: lowest (£)	18,015	16,757

I am required to disclose the relationship between the remuneration of the highest-paid individual and the median remuneration of employees. It does not include employer pension contributions and the cash equivalent transfer value of pensions. A slight change in the median point and ratio in 2020-21 reflects minor staff changes in my organisation.

Gender Pay Gap

(not subject to audit)

Gender pay analysis is an important marker in our move toward a more Equal Wales. For 2019-20 I am opting again to report on the gender pay position for people that work in my team. The first table below shows the median and the mean hourly rate of pay for those in my team that I have direct control over their remuneration rates. The second table shows the median and mean hourly rate when team members from partner organisations are included.

Gender pay gap: directly employed only	2020-21		2019-20	
	Female	Male	Female	Male
Median total (£)	16.90	22.28	18.82	17.92
Mean total (£)	18.41	20.50	20.41	17.04

Gender pay gap: paid secondees included	2020-21		2019-20	
	Female	Male	Female	Male
Median total (£)	16.90	22.28	20.99	16.73
Mean total (£)	18.62	20.50	21.00	16.79

Staff Report

Staff numbers and related costs

On 31st March 2021 the Commissioner's staff complement was 26 people (21.25 whole time equivalent). This time last year our whole Team headcount was 23 people compared to 26 people on 31st March 2021.

Staff costs (audited)

	2020-21	2019-20
	£000	£000
Wages and Salaries	834	921
Social Security Costs	86	95
Pension Costs	224	228
Sub Total	1,144	1,244
Inward secondments and agency staff	25	80
Total Net Costs	1,169	1,324

The number of whole-time equivalent persons employed (including directors) for the period was as follows:

	1.4.20 to 31.3.21	1.4.19 to 31.3.20
	WTE	WTE
Directly Employed	20.85	20.23
Paid Secondees	0.4	2.33
Total	21.25	22.56

The number of whole-time equivalent paid and unpaid secondees for the period was as follows:

	1.4.20 to 31.3.21	1.4.19 to 31.3.20
	WTE	WTE
Paid Secondees	0.40	2.33
Unpaid Secondees	-	-
Total	0.40	2.33

The following table shows the number of whole time equivalent secondees from the seven organisations we have partnered with in the period:

Organisation	Area of work	1.4.20 to 31.3.21	1.4.19 to 31.3.20
		WTE	WTE
Children's Commissioner for Wales	Business Support and Policy	0.40	0.40
Welsh Government	All Wales Graduate Scheme	-	0.67
South Wales Police and Crime Commissioner	Policy	-	0.58
Sport Wales	Policy	-	0.25
PHW NHS Trust	Policy	-	0.20
Construction Excellence in Wales	Policy	-	0.13
United Welsh Housing	Policy	-	0.10
Total		0.40	2.33

Remuneration of Audit and Risk Assurance Committee Members (not subject to audit)

The Commissioner's Audit and Risk Assurance Committee comprises five independent members, appointed by the Commissioner. Members receive a daily allowance of £250 and the Chair receives a daily allowance of £300. In 2020-21 the following payments were made:

	1.4.20 to 31.3.21	1.4.19 to 31.3.20
	(£)	(£)
Alan Morris (Chair)	1,950	2,700
John Dwight	1,125	1,250
Gareth Madge	1,000	1,250
Jocelyn Davies	1,000	1,250
Jonathan Morgan	1,000	1,250
Fran Targett	1,000	-
Total	7,075	7,700

Staff composition

We collect workforce statistics in relation to all the protected characteristics detailed in the Equality Act 2010. We do not publish full details due to the small size of our workforce and subsequent difficulty in maintaining our obligations to protect the anonymity of sensitive personal data, but we do publish some headline data you can see below.

Workforce Gender and Pay Statistics (not subject to audit)

This table shows the configuration of our total workforce by gender, pay band, contract type and working pattern on 31st March 2021: (temp includes staff employed on fixed term contracts and secondees from partner organisations).

Pay level per year (equivalent for secondees)	Full time male permanent	Full time female permanent	Full time male fixed term	Full time female fixed term	Part time female permanent	Part time female fixed term	Totals
Grade 1 £20 - 23k	1	1				3	5
Grade 2 £25 - 29k		2		2			4
Grade 3 £32 - 37k	1	2		1	1		5
Grade 4 £40 - 45k	1	1	1		1		4
Grade 5 £48 - 53k	1	2			1		4
Grade 6 £60 - 64k					2		2
Commissioner £93k				1			1
Partnership workers						1	1
Total	4	8	1	4	5	4	26

Our workforce gender statistics (not subject to audit)

This table shows 26 employees on 31st March 2021 by gender along with comparison against the previous years and latest Census Population date 2011: Wales (3,063,456)

Gender	FGCW 31/03/2021	%	FGCW 31/03/2020	%	Wales 2011	%
Male	5	19	4	17	1,504,228	49
Female	21	81	19	83	1,559,228	51
Total	26		23		3,063,456	

Workforce Age Statistics (not subject to audit)

Headcount by Age on 31st March 2021

16-24	25-34	35-44	45-54	55-64	65 & Over	Undisclosed
5	7	8	5	0	0	1

Workforce Leavers Statistics

(not subject to audit)

There have been 3 leavers in the financial year 1st April 2020 to 31st March 2021.

- 2 people left for alternative employment.
- 1 person's apprenticeship came to an end.

Workforce training and development statistics

(not subject to audit)

Headcount by gender, pay band, contract type and working pattern of team members who engaged in externally delivered training opportunities during the year.

Annual Pay level	Full time male permanent	Full time female permanent	Full time female fixed term	Part time female permanent	Part time female fixed term	Totals
Grade 1 £20 - 23k	1	1	2		1	5
Grade 2 £25 - 28k		2	1			3
Grade 3 £31 - 36k	1	2				3
Grade 4 £39 - 44k	1	2		2		5
Grade 5 £48 - 52k	1	1		1		3
Grade 6 £59 - £63				2		2
Remunerated secondees					1	1
Total	4	8	3	5	2	22

22 people were supported to participate in external training events from across most grades, gender and working patterns.

Other Workforce Statistics

(not subject to audit)

4% of our workforce has disclosed a disability, confident in the knowledge that we will do everything we can as an organisation to support them in work.

35% of our workforce describe themselves as proficient through to intermediate Welsh language skills.

85% of our workforce describe themselves as Welsh or British, 15% of our workforce represent other diverse ethnic backgrounds.

Sickness absence data

(not subject to audit)

Sickness absence figures are collected, monitored and recorded for directly employed team members. Between April 2020 and March 2021 there was an average of 22 people directly employed and the sickness absence rate was reported at 0.99% of the available hours (0.86% in 2019 -20). This equates to a total of 39 days of short-term sickness and 13 days of long-term sickness (absence lasting more than 4 week), affecting 6 team members.

Off-payroll payments

(not subject to audit)

There were no off-payroll payments in the financial year 1 April 2020 to 31 March 2021 (nil 2019-20).



Sophie Howe

Future Generations Commissioner for Wales
27 July 2021

Report on the audit of the financial statements

The Certificate and independent auditor's report of the Auditor General for Wales to the Senedd

Opinion on the financial statements

I certify that I have audited the financial statements of The Future Generations Commissioner for Wales for the year ended 31 March 2021 under paragraph 21 of schedule 2 of the Well-being of Future Generations (Wales) Act 2015. These comprise the Statement of Comprehensive Net Expenditure, Statement of Financial Position, Cash Flow Statement and Statement of Changes in Tax Payers' Equity and related notes, including a summary of significant accounting policies. These financial statements have been prepared under the accounting policies set out within them. The financial reporting framework that has been applied in their preparation is applicable law and international accounting standards as interpreted and adapted by HM Treasury's Financial Reporting Manual.

In my opinion the financial statements:

- give a true and fair view of the state of The Future Generations Commissioner for Wales' affairs as at 31 March 2021 and of its net expenditure, for the year then ended;
- have been properly prepared in accordance with international accounting standards as interpreted and adapted by HM Treasury's Financial Reporting Manual; and
- have been properly prepared in accordance with Welsh Ministers' directions issued under the Well-being of Future Generations (Wales) Act 2015.

Opinion on regularity

In my opinion, in all material respects, the expenditure and income in the financial statements have been applied to the purposes intended by the Senedd, and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Basis of opinions

I conducted my audit in accordance with applicable law and International Standards on Auditing in the UK (ISAs (UK)) and Practice Note 10 'Audit of Financial Statements of Public Sector Entities in the United Kingdom'. My responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of my report. I am independent of the body in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK including the Financial Reporting Council's Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinions.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the body's ability to continue to

adopt the going concern basis of accounting for a period of at least 12 months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the Future Generations Commissioner for Wales with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and other parts of the report that are audited and my auditor's report thereon. Legislation and directions issued to The Future Generations Commissioner for Wales do not specify the content and form of the Other Information to be presented with the financial statements. The Future Generations Commissioner for Wales is responsible for the other information in the annual report. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon. My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Report on other requirements

Opinion on other matters

As legislation and directions issued to The Future Generations Commissioner for Wales do not specify the content and form of the Accountability Report including the Governance Statement to be presented with the financial statements, I am not able to confirm that the Governance Statement has been prepared in accordance with guidance.

In my opinion, based on the work undertaken in the course of my audit, the information given in the Governance Statement is consistent with the financial statements.

Although there are no legislative requirements for a Remuneration Report, the Future Generations Commissioner has prepared such a report and in my opinion, that part ordinarily required to be audited has been properly prepared in accordance with HM Treasury guidance.

In my opinion, based on the work undertaken in the course of my audit:

- the information given in the Performance Summary provided with the financial statements for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which I report by exception

In the light of the knowledge and understanding of the body and its environment obtained in the course of the audit, I have not identified material misstatements in the Annual Report provided with the financial statements or the Governance Statement.

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- proper accounting records have not been kept or returns adequate for my audit have not been received from branches not visited by my team;
- the financial statements and the audited part of the Remuneration Report are not in agreement with the accounting records and returns;
- information specified by Welsh Ministers regarding remuneration and other transactions is not disclosed; or
- I have not received all of the information and explanations I require for my audit.

Responsibilities

Responsibilities of the Future Generations Commissioner for Wales for the financial statements

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Future Generations Commissioner is responsible for preparing the financial statements in accordance with the Well-being and Future Generations Act and Welsh Ministers' directions made there under, for being satisfied that they give a true and fair view and for such internal control as the Future Generations Commissioner for Wales determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Future Generations Commissioner for Wales is responsible for assessing the body's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless deemed inappropriate.

Auditor's responsibilities for the audit of the financial statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due

to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

My procedures included the following:

- enquiring of management, the Future Generations Commissioner for Wales, and the Audit and Risk Committee, including obtaining and reviewing supporting documentation relating to the Future Generations Commissioner's policies and procedures concerned with:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
 - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- reviewing the outputs of the Internal Audit Reports.
- considering as an audit team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, I identified potential for fraud in the following areas: revenue recognition and posting of unusual journals.

- obtaining an understanding of The Future Generations Commissioner for Wales' framework of authority as well as other legal and regulatory frameworks that the Future Generations Commissioner for Wales operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of The Future Generations Commissioner for Wales.

In addition to the above, my procedures to respond to identified risks included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- enquiring of management, the Audit and Risk Committee about actual and potential litigation and claims;
- reading minutes of meetings of those charged with governance;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

I also communicated relevant identified laws and regulations and potential fraud risks to all the audit team and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

The extent to which my procedures are capable of detecting irregularities, including fraud, is affected by the inherent difficulty in detecting irregularities, the effectiveness of the Future Generations Commissioner for Wales' controls, and the nature, timing and extent of the audit procedures performed.

A further description of the auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my auditor's report.

Responsibilities for regularity

The Future Generations Commissioner for Wales is responsible for ensuring the regularity of financial transactions.

I am required to obtain sufficient evidence to give reasonable assurance that the expenditure and income have been applied to the purposes intended by the Senedd and the financial transactions conform to the authorities which govern them.

Report

I have no observations to make on these financial statements.

Adrian Crompton
Auditor General for Wales
24 Cathedral Road
Cardiff CF11 9LJ

28 July 2021

Financial statements

Statement of Comprehensive Net Expenditure for the period 01 April 2020 to 31 March 2021

	Note	1.4.20 to 31.3.21	1.4.19 to 31.3.20
		£000	£000
Expenditure:			
Administration costs:			
Staff costs	2	1,169	1,324
Depreciation	3,4	3	7
Other administration costs	3	424	432
		1,596	1,763
Income:			
Other income	8	214	165
Net Expenditure		1,382	1,598
Interest payable/receivable		-	-
Net Expenditure after interest		1,382	1,598

	Note	1.4.20 to 31.3.21	1.4.19 to 31.3.20
		£000	£000
Other comprehensive expenditure			
Net gain/(loss) on revaluation of plant and equipment		-	-
Total comprehensive expenditure for the year period		1,382	1,598

All income and expenditure is derived from continuing operations. There are no gains or losses other than those reported in the Statement of Comprehensive Net Expenditure. The Commissioner receives funding from the Welsh Government.

The notes on pages 165-174 form part of these accounts

Statement of Financial Position as at 31 March 2021

	Note		2021 £000		2020 £000
Non-current assets:					
Property, plant and equipment	4		-		3
Current assets:					
Trade and other receivables	5	33		43	
Cash and cash equivalents	6	483		369	
			516		412
Total assets			516		415
Current liabilities:					
Trade and other payables	7		(117)		(153)
Total assets less current liabilities			399		262
Long-term liabilities:					
Provision for dilapidation	9		(15)		(5)
Total assets less total liabilities			384		257
Taxpayer's equity:					
General fund			384		257



Sophie Howe,
Future Generations Commissioner for Wales and
Accounting Officer
27 July 2021

The notes on pages 165-174
form part of these accounts

Statement of Cash Flows for the period 01 April 2020 to 31 March 2021

	Note	1.4.20 to 31.3.21 £000	1.4.19 to 31.3.20 £000
Cash flows from operating activities			
Net Expenditure		(1,382)	(1,598)
Adjustment for non-cash transactions	3,4	3	7
(Increase)/decrease in trade and other receivables	5	10	(16)
Increase/(decrease) in trade payables	7	(36)	(9)
Increase/(decrease) in provision	9	10	-
Net cash outflow from operating activities		(1,395)	(1,616)
Cash flows from investing activities			
Purchase of property, plant and equipment	4	-	-
Net cash outflow from investing activities		-	-
Net cash outflow		(1,395)	(1,616)
Cash flows from financing activities			
Net Financing		1,509	1,564
Net increase/(decrease) in cash and cash equivalents	6	114	(52)
Cash and cash equivalents at beginning of period		369	421
Cash and cash equivalents at end of period		483	369

The notes on pages 165-174
form part of these accounts

Statement of Changes in Taxpayers' Equity for the period 1 April 2020 to 31 March 2021

		1.4.20 to 31.3.21	1.4.19 to 31.3.20
	Note	£000	£000
Balance as at 1st April 2020		257	291
Changes in Taxpayers' Equity 2020-2021			
Funding from Welsh Government		1,509	1,564
Comprehensive net expenditure for the year		(1,382)	(1,598)
Balance at 31st March 2021		384	257

The notes on pages 165-174 form part of these accounts

Notes to the accounts

1. Statement of accounting policies

These financial statements have been prepared in accordance with the Government's Financial Reporting Manual (FRoM) issued by HM Treasury. The financial statements have been prepared for the twelve-month period ending 31 March 2021.

The accounting policies contained in the FRoM apply International Accounting Standards (IFRS) as adopted or interpreted for the public sector context. Where the FRoM permits a choice of accounting policy, the accounting policy which has been judged to be most appropriate to the particular circumstances of the Commissioner for the purpose of giving a true and fair view has been selected. They have been applied consistently in dealing with items considered material in relation to the accounts.

My team have considered the impact of standards and interpretations which have been issued but are not yet effective and which have not been adopted early by the Commissioner. With the exception of International Financial Reporting Standards (IFRS) IFRS16 Leases, the Commissioner anticipates that the adoption of these Standards and interpretations in future periods will have no material impact on the financial statements. The impact of IFRS16, which will apply from 2022-2023, is not reasonably estimable at this stage.

The particular accounting policies adopted for my office are described below.

1.1 Accounting convention

These accounts have been prepared under the historical cost convention as, in my opinion, the effect of the revaluation of fixed assets at their value to the organisation by reference to their current cost is considered to be immaterial.

1.2 Funding

The main source of funding for my office is from the Welsh Government via an annual grant, which is credited to the general fund when the grant is received. Monies are also collected from fees for support, advice and assistance provided by me and my team under Commissioner's functions Section 19 a) d) of the Well-being of Future Generations (Wales) Act.

1.3 Property, plant and equipment

All non-current assets have been valued at historic cost (see 1.1 above). The minimum level for capitalisation of individual assets has been raised from £1,000 to £2,500 in order to align better with funding arrangements and improve efficiency of accounting administration. Large numbers of the same type of asset have been grouped together in determining whether they fell above or below the threshold.

1.4 Depreciation

Depreciation is provided at rates calculated to write off the value of non-current assets by equal instalments over their estimated useful lives, as follows:

- ICT Equipment 3 years
- Furniture 3 years

A full year's depreciation is charged in the year of acquisition.

1.5 Statement of Comprehensive Net Expenditure

Operating income and expenditure is that which relates directly to the operating activities of my office. It comprises charges for goods and services provided on a full cost basis. All expenditure is classed as administration expenditure.

1.6 Value Added Tax

My office is not registered for VAT. Expenditure and fixed asset purchases are accounted for VAT inclusive, as VAT is irrecoverable.

1.7 Pensions

My staff are generally covered by the provisions of the Principal Civil Service Pension Scheme (PCSPS). The PCSPS is a defined benefit scheme. The cost of the defined benefit element of the scheme is recognised on a systematic and rational basis over the period during which it derives benefit from employees' services by payment to the PCSPS of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS. In respect of any defined contribution scheme, my office recognises the contributions payable for the year; these amounts are charged to the Statement of Comprehensive Net Expenditure in the year of payment.

1.8 Leases

Leases of assets where substantially all risks and rewards of ownership of a leased asset are borne by my office are classified as finance leases. My office has no finance leases.

Operating lease rentals are charged to the Statement of Comprehensive Net Expenditure in equal amounts over the lease term.

1.9 Segmental reporting

My office operates in Wales and deals with issues that impact upon people in Wales. The Statement of Comprehensive Net Expenditure and associated notes reflects the segments that the operating results are reported in.

1.10 Staff expenses

My accounts provide for short term compensated absences such as annual leave that was not taken at the year-end in line with IAS19.

1.11 Provisions

My accounts provide for legal or contractual obligations which are of uncertain timing or amounts at the balance sheet date, on the basis of best estimate of the expenditure required to settle the obligation.

1.12 Cash and cash equivalent

My office holds cash which is deposited in an account within the Government Banking Service upon receipt. My office does not hold any petty cash.

2. Staff costs

For the year staff costs consist of:

	2020-21	2019-20
	£000	£000
Wages and Salaries	834	921
Social Security Costs	86	95
Pension Costs	224	228
Sub Total	1,144	1,244
Inward secondments and agency staff	25	80
Total Net Costs	1,169	1,324

3. Other administration costs

	1.4.20 to 31.3.21		1.4.19 to 31.3.20	
	£000	£000	£000	£000
3.1 Administration costs:				
Premises	52		52	
Offices	147		181	
Training and recruitment	15		14	
Travel and Subsistence	-		25	
External auditor's remuneration	16		16	
Internal auditor's remuneration	12		10	
ICT equipment	44		31	
Project work	128		103	
		414		432
3.2 Non-cash items:				
Depreciation charge on ordinary assets	3		7	
Loss on disposal of fixed assets	-		-	
Provision for Dilapidations	10		-	
		13		7
		427		439

4. Property, plant and equipment

	ICT Equipment	Office Furniture and Equipment	Total
	£000	£000	£000
Cost			
At 1st April 2020	39	2	41
Additions	-	-	-
Disposals	-	-	-
At 31st March 2021	39	2	41
Depreciation			
At 1st April 2020	36	2	38
Charged in year	3	-	3
Disposals	-	-	-
At 31st March 2021	39	2	41
Net book value at 1st April 2020	3	-	3
Net book value at 31st March 2021	-	-	-

5. Trade receivables and other current assets

	31.03.21	31.03.20
	£000	£000
Amounts falling due within one year:		
Trade and other receivables	12	14
Prepayments and accrued income	21	14
Contract asset	-	14
Employee loan	-	1
	33	43

Note 8 has information on the contract asset.

6. Cash and cash equivalents

	31.03.21	31.03.20
	£000	£000
Balance at 1st April 2020	369	421
Net change in cash and cash equivalent balances	114	(52)
Balance at 31st March 2021	483	369

All balances as at 31st March 2021 were held in an account within the Government Banking Service.

7. Trade payables and other current liabilities

	31.03.21	31.03.20
	£000	£000
Amounts falling due within one year		
Trade payables	2	11
Accruals	77	71
Contract liability	38	71
	117	153

Note 8 has information on the contract liability.

8. Other income, contract assets and liabilities

Other income was generated from provision of advice, support and assistance and has been disclosed in accordance with the requirements of IFRS 15.

Other income

Details	Other income from	2020-21		2019-20	
		Amount (£000)	Total (£000)	Amount (£000)	Total (£000)
Contribution to joint projects	Welsh Government	67	80	15	18
	Public Health Wales	13		-	
	Cardiff University	-		2	
	Business in the Community	-		1	
Contribution to the Future Generations Leadership Academy	BBC Home Services	7	71	5	50
	National Assembly for Wales	7		5	
	Natural Resource Wales	7		5	
	Public Health Wales	7		5	
	Transport for Wales	7		5	
	Wales Millennium Centre	7		5	
	Arup and Partners International Ltd	5		3	
	University of South Wales	5		3	
	Celsa	4		3	
	Costain	4		3	
	South Wales Police and Crime Commissioner	4		3	
	Principality	4		3	
	ScoutsCymru	3		2	
Outward secondments	Welsh Government	41	61	61	75
	Cardiff Council	17		-	
	Children's Commissioner for Wales	3		14	
Project grant (EU income for Ethical Procurement project)	Fair Trade Advocacy Office	2	2	6	6
Other miscellaneous income	Miscellaneous income	-	-	16	16
Total (£000)		214	214	165	165

Contract assets

	2020-21		2019-20	
	Revenue recognised in the accounting period	Revenue expected to be recognised within the next financial year	Revenue recognised in the accounting period	Revenue expected to be recognised within the next financial year
	£000	£000	£000	£000
Welsh Government: secondment contract extension for 12 months (Jan 2020 - Jan 2021, contract total £61k). Extension ended in Nov 2020 before the original contract end date. £41k recognised as revenue in 2020-21.	41	-	14	47
Welsh Government: outward secondment contract (12 months, January 2019 – January 2020, contract total £58k)	-	-	45	-
Literature Wales: contribution to Poet in Residence post (12 months, March 2019 – February 2020, contract total £500)	-	-	1	-
Total	41	-	60	47

Contract Liabilities

	2020-21		2019-20	
	Revenue recognised in the accounting period	Revenue expected to be recognised within the next financial year	Revenue recognised in the accounting period	Revenue expected to be recognised within the next financial year
	£000	£000	£000	£000
Welsh Government: funding for Globally Responsible Nation 2020-21 Action Plan (contract total £98k)	67	31	-	-
Public Health Wales: contribution to a joint work plan (contract total £10k)	8	2	-	-
Public Health Wales: contribution to a research project (contract total £10k)	5	5	-	-
FG Leadership Academy partner organisations: contribution to the FG Leadership Academy (contract total £121k)	71	-	50	71
Welsh Government and Business in the Community: contribution to a joint project for 14 weeks (January - April 2019, contract total £6k)	-	-	3	-
Total	151	38	53	71

9. Provision for Dilapidation

	31.03.21	31.03.20
	£000	£000
Balance as at 1 April 2020	5	5
Use of provision	-	-
In year provision	10	-
Balance as at 31 March 2021	15	5

10. Commitments under leases

The Commissioner was committed to making the following payments in respect of operating leases expiring

	2020-21		2019-20	
	£000		£000	
	Land & Buildings	Other	Land & Buildings	Other
Obligations under operating leases:				
Not later than one year	40	-	56	1
Later than one year and not later than five years	-	-	40	-
Later than five years	-	-	-	-
	40	-	96	1

The amount of the lease payments recognised for this accounting period is £53,924 (£59,022 in 2019-20).

11. Financial instruments

IFRS7, Financial Instruments, requires disclosure of the role which financial instruments have had during the period in creating or changing the risks an entity faces in undertaking its activities. Because of the non-trading nature of my activities and the way in which my operations are financed, my Office is not exposed to the degree of financial risk faced by business entities. Moreover, financial instruments play a much more limited role in creating or changing risk than would be typical of the listed companies to which IFRS7 mainly applies. I have very limited powers to borrow or invest surplus funds and financial assets and liabilities are generated by day-to-day operational activities and are not held to change the risks I face in undertaking activities.

Liquidity risk

My Office's net revenue and capital resource requirements are financed by the Welsh Government.

My Office is not therefore exposed to significant liquidity risks.

Interest-rate risk

My Office's financial assets and liabilities are not exposed to interest-rate risks.

Foreign Currency risk

My Office's financial assets and liabilities are not exposed to foreign currency risks.

Fair values

There is no material difference between the book values and fair values of my Office's financial assets and liabilities as at 31st March 2021.

12. Capital commitments

There were no capital commitments as at 31st March 2021 (31st March 2020 – nil).

13. Contingent liabilities

There were no contingent liabilities as at 31st March 2021 (31st March 2020 – nil).

14. Related party transactions

The Welsh Government is a related party. My office received its main source of funding from the Welsh Government (£1,509 million for 2020-21 and £1.564 million for 2019-20). My office also received other income of £108k together with nil expenditure with the Welsh Government in the financial year (income £68k, expenditure £18k in the previous accounting period).

My office's payroll is outsourced to the Public Service Ombudsman for Wales (PSOW) and there have been a small number of material transactions during the period, relating to the operation of payroll and pensions, with the PSOW, HM Revenue and Customs and the Cabinet Office.

Note 8 provides a breakdown of income received from other organisations in connection with the work of my Office. There were no material transactions with organisations in which senior staff, or any of their family, held positions of influence.

15. Events after the reporting period

On 17th June 2021, the Commissioner gave notice to the Landlord of our present office accommodation in St Mary St. Cardiff of our intention to exercise a break clause in the lease effective on 21st December 2021. The Commissioner is currently in negotiations to secure a new lease with a different landlord elsewhere in Cardiff. The approval of Welsh Ministers was sought and obtained for this course of action as required under paragraph 8 of Schedule 2 to the Well-being of Future Generations (Wales) Act 2015.

Other than the reconsideration of the provision for dilapidations, no adjustment to the Financial Statements has been made in respect of this event.

These financial statements were approved for issue on 27 July 2021 by Sophie Howe

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