

Dear Minister

The section 6 biodiversity and resilience of ecosystems duty

Under the Environment (Wales) Act 2016 my Office must seek to maintain and enhance biodiversity so far as consistent with the proper exercise of my statutory functions and in so doing promote the resilience of ecosystems.

To comply with the s.6 duty, I am required to embed the consideration of biodiversity and ecosystems into my day-to-day business activities including planning, policies, programmes and projects.

I am also required to report on what I have done to comply with this duty every third year after 2019. This report is therefore my second report on biodiversity.

I note from the guidance that the activities of my office fall under the minimum reporting category and I am required to report on NRAP objectives 1, 4, 6.

I have pleasure in providing this short report on my actions and activities under these 3 objectives and where relevant I will continue to lead, support and challenge my team and public bodies to embed the s.6 duty in all our future activities.



Sophie Howe

Future Generations Commissioner for Wales

December 2022

Office of the Future Generations Commissioner for Wales report on Environment (Wales) 2016 s.6 duty

Context - Us and our space

Whilst my statutory functions are not directly connected to biodiversity and/or land management, I recognise that indirectly my Office has a big part to play in supporting and challenging public bodies on their contribution to improving biodiversity and promoting the resilience of ecosystems. I also recognise that even if in only a small way I can lead by example by promoting a culture and working practices in my Office that support the requirements of the Act.

We are a small team of approximately 20 people, working mainly from home with a small office located in Tramshed Tech Ltd with no access or responsibility for land or outside space.

What my office does for Wales

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 support and challenge public bodies to embrace their duty and improve all aspects of economic, social, environmental and cultural well-being for the whole population of Wales.

I have chosen to use my general duty to make a difference over my term by setting 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.

What does my duty include?

My general duty includes “Promoting the sustainable development principle (including the five ways of working), 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.

For that purpose, monitoring and assessing the extent to which well-being objectives set by public bodies are being met.”

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 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.

Progress on meeting NRAP objectives so far in 2022, how my team lead by example and promote a culture and working practices that support the requirements of the Act

As explained above, the nature of my Office set up and business activities mean much of the suggested reporting guidelines are not applicable to our circumstances. I have, however, reviewed the reporting guidance and commented and provided examples of our contribution to the s.6 duty under each relevant objective below.

NRAP Objective 1: Engage and support participation and understanding to embed biodiversity throughout decision making at all levels.

Raise awareness across your organisation about how you are contributing to action as an organisation

Two of my four strategic purposes are: *Purpose 3 - Creating a movement for change* and *Purpose 4 - Walking the talk – being the change that we want to see in others.*

I expect all my team to have a good understanding of the work we are doing to promote Wales' progress toward the well-being goals and to use every opportunity to personally do their bit. To help with this at our weekly whole team meetings we run through our key publications to increase knowledge and share ideas for what each of us is doing or can do to contribute to the movement for change and walk the talk of our Act.

We also discuss and share tips and achievements (including in relation to our gardens) in our Whatsapp groups and in our conversations.

Examples of individual actions by my team during this reporting period:

- Many of our team members have been planting flowers to help supports insects. Our COO and Deputy Commissioner has built a wild area in her garden, with insect hotels and 2 water points following advice from colleagues and our Future Generations Report. Hedgehogs came back after 1 year of this!
- With the help of our time off for volunteering policy, some of our colleagues have been volunteering in organic community gardens.
- We have organised a Beach clean-up with a participant from our Leadership Academy.
- One colleague attended an event by Cwm Talwg Woodland Conservation Group in Barry and is hoping to volunteer with them every Thursday.
- As we emerged from the pandemic, a member of our team established a free, social trail running group in the Cardiff area called 'Wild Trail Cardiff'. A member of our team has been running the group for over 18 months, with 2-3 guided trail runs held each month, in areas across South Wales. The runs take place in a

variety of areas across South Wales, including Cardiff's surrounding hills, the South Wales Valleys, Abergavenny, the Brecon Beacons, Gower etc. As part of his runs, Christian regularly talks to runners about each area's local environment, biodiversity and cultural heritage. Trail running as a sport is rapidly growing in popularity and the benefits to physical and mental well-being are well evidenced. It helps people ground, move and interact in nature, away from the noise and pollution of roads and pavements. And the rise and number of trail events, races and ultra marathons across the country (and elsewhere) is evidence more and more people want to spend their time training and running through the Welsh countryside.

- We are planning a lunch and learn session for our team on local community biodiversity projects to see how we could support them too.
- Two colleagues attended the Carbon Community project in Llandovery to learn about and participate in citizen science research to gather data about the carbon sequestration capacity of native trees under a range of planting circumstances. we hope to continue to build on this relationship year on year.

In addition to supporting my team members to change their behaviours, my duty includes promoting the sustainable development principle and for this I have powers to provide advice and assistance to public bodies and I can carry out research.

Using these powers and duties, since the last reporting I have:

Worked with partners to develop a National Nature Service

Between 2020 and early 2022, my team worked closely with a number of partners and organisations to help develop the concept of a National Nature Service in Wales.

Establishing a National Nature Service in Wales was one of the calls I made in my 'Fit for the future Programme for Government' published in 2020, to inform Welsh Government's new programme for government (at the time).

This collaborative work resulted in a proposal to establish a National Nature Service being submitted to **Welsh Government who committed £166k investment to progress National Nature Service pilots in Wales in May 2022**. The main purpose of this funding is to provide the resource needed for the submission of a detailed business plan within 6 months to Welsh Government.

My team has facilitated a conversation between The National Nature Service team, Welsh Government civil servants and colleagues in the New Zealand government to learn about the New Zealand Jobs for Nature Programmes which is led by New Zealand government ministries and has a focus on securing green jobs for the Maori community. There is a great deal of synergy between the programmes and we will bring this learning back to Wales.

My team and I attended many events and conferences and raised awareness to the need to protect and enhance biodiversity and act on the declarations of nature and climate emergencies

For example, I attended and contributed to three UN Summits, Stockholm+50, COP26 and COP27:



- At COP26 in 2021, I highlighted the recommendations outlined in my 'A Future Fit Programme for Government' paper. These recommendations included the need for Welsh Government to establish a 'National Nature Service' and to fund a green transition post Covid. I also participated in a series of events including 'Policymaking for Future Generations: A Blueprint for a Green Future' (One Young World), 'No More Greenwash! The One Planet Standard,' and curated an event on the power of culture, nature and climate change alongside Size of Wales.

- I spoke about the importance of biodiversity in a sustainable food system. At COP27 this year, I spoke at a 'Youth for Food' event about the importance of embedding biodiversity efforts into our food production sites and ensuring any new 'green' farming techniques are strengthening biodiversity rather than taking away.

- Whilst writing the Cost-of-Living Report in 2022, I listened to stakeholders who urged her to include a message on biodiversity when calling for the retrofitting of homes and improving energy ownership. I even said that "We must ensure that renewable and sustainable local heat and power does not come at the detriment of nature and biodiversity in Wales but should work with it to leave a biodiversity positive impact. "

- I have recently spoken at a number of events discussing the link between health and climate & biodiversity. I spoke at the 'Health-Climate Nexus' event at COP27 alongside Public Health Wales. and the Austrian National Public Health Institute about the health systems impact on the environment and how climate change and poor biodiversity impacts on our health - thus adding more stress to our health systems. I have spoken about breaking this cycle.

In addition, following connection I made at Stockholm+50, I have facilitated for Welsh Government officials working on the National Nature Service pilot programme to meet and learn from New Zealand Government officials and their Jobs for Nature programme.

- I also participated in a panel debate in Abergavenny food festival discussing the need for sustainable food systems.



The Commissioner also visited agro-diversity schemes and planted trees.



Our team had a focus on biodiversity throughout our work and stakeholder engagement for example collaborating with others to ensure that the new Cross-Party Group which was proposed to look at climate anxiety had been widened to focus on Wellbeing, Climate and Nature.

Raised awareness in the media

The Commissioner showcased the need for saving the Gwent levels in a German national TV documentary a BBC Documentary about Wales hosted by Huw Edwards. And on World Habitat Day today we were tweeting about Sophie's Gwent Wetlands visit on German TV programme ZDF.



Show case of good case studies to inspire others

For example, the Greener Grangetown project features in many of mine and the team's presentations, and our office published posts for climate week and biodiversity week.



We show case many [Case studies](#) on our website and in our report relevant to biodiversity including: improving environmental sustainability and biodiversity at Ysbyty Gwynedd; Cardiff & Vale enhancing biodiversity; Climate Ready Gwent; Valleys Regional Park protecting and restoring habitats.

Encouraging the private sector and supporting the third sector

We have showcased many good examples of what other sectors are doing around biodiversity, for example: Bluestone National Park – some of what they are doing for biodiversity is explained in this [video](#). We are also working with Cynnal Cymru, Matt Appleby and Business Wales to align a toolkit and some of their grant-processes better with contributing to the Act, including a more resilient Wales.

I recently supported the Football Association of Wales produce its [Sustainability Strategy](#) aligned with the WFG Act. Within the strategy, actions include;

- Develop club requirements, guidance and training on minimising the negative environmental impact of their facilities, including grass pitches and natural habitat maintenance.
- Establish a Climate Justice, Nature and Football Commission to identify new opportunities and recommendations to support clubs and communities.
- Prioritise grant applications of grassroots facilities highlighting a commitment to meeting the environmental impact criteria.

In relation to the third sector:

- As part of my Memorandum of Understanding with the Welsh Council of Voluntary Associations, myself and my team meet with third sector environmental organisations and networks such as RSPB and networks such as Wales Environment Link – their regular input enables us to ensure that impacts for biodiversity are incorporated into all our work, for example highlighting to public bodies how spending on the cost-of-living crisis should consider biodiversity gains
- As part of our movement for change work we have been able to highlight the work of organisations protecting and promoting biodiversity, for example the work of Marine Conservation Society on reducing micro-plastic pollution and the work of Llais y Goedwig promoting engagement with woodlands in Wales.
- Our partnership work on the National Nature Service has worked with a wide range of third sector organisations and has had a strong focus on biodiversity including how a future NNS could engage and employ a wider range of people in protecting and promoting biodiversity

Ensuring that the leaders of the future I trained through my Leadership Academy included representatives from organisations and sectors vital for biodiversity

My Leadership Academy contributed to the promotion of biodiversity and its inclusion in decision making in the following way:

- Training on the Act was provided to participants, ensuring understanding of all of the well-being goals including the goal of A More Resilient Wales.
- The course included also a presentation from the National Nature Service project team, and workshops with public bodies on their well-being assessments, how they embed the Act, with North Wales public bodies focusing on the environment and biodiversity.
- A further two workshops were conducted with Dŵr Cymru – with one of the workshops having a specific focus on the environmental impact of the organisation long-term.

- Each participant was asked to design an action plan to be implemented in their organisations.
 - o A total of five participants were from Natural Resources Wales, and they created one Action Plan for NRW on the creation of a 'Tree Nursery' which was successfully completed.
 - o One participant came from the Marine Conservation Society.
 - o One Action Plan was completed on embedding the Act in a private sector organisation (Costain), including the goal of A More Resilient Wales.
 - o One Action Plan completed to reduce a private sector organisation's (Capital Law) carbon usage – with a specific focus on biodiversity, the environment, and the goal of a More Resilient Wales
- Four participants attended the One Young World conference 2022, which had 'oceans' as a core theme – many workshops, seminars and speeches attended on marine biodiversity, ecology, the environment and climate change.

NRAP Objective 4: Tackle key pressures on species and habitats

Existing resources are still being used and help public bodies and PSBs on their journey to maximise their contributions to A More Resilient Wales and their biodiversity duties:

These include my ['Journey towards 'A Resilient Wales'](#) which includes specific sections on:

- 1: Biodiversity and Soil: Maintain and enhance the natural environment through managing land appropriately to create healthy functioning ecosystems
- 2: Natural Green Space: Support social resilience and community well-being
- 3: Knowledge of Nature: Increase awareness of the importance of a biodiverse natural environment with healthy functioning ecosystems
- 4: Water and Air Quality: Support ecological resilience, making the environment healthier for wildlife and people
- 5: Using Natural Resources: Be adaptive to a changing environment where there is a need to use resources efficiently

And my ['10 Point plan to fund Wales' Climate Emergency'](#), which presents a starting point for discussions for experts, other public bodies, individuals and importantly the Government to set out what sort of investment they think is required to address the Climate Emergency. Immediate work must be undertaken to match the required level of investment this year and more detailed work should be undertaken in parallel to identify a longer-term funding and investment model.

My frameworks for [projects](#) and [scrutiny](#) also contain relevant advice on a More Resilient Wales.

Developed a 5 Point Plan for a green recovery budget in May 2020

Building on the 10 point plan and in response to the COVID19 pandemic, I produced [advice](#) for a green recovery budget which includes the recommendation that Government spending priorities to:

“4. Invest in nature and prioritise funding and support for large-scale habitat and wildlife restoration, creation and connectivity throughout Wales –including for natural flood defenses, to implement the new national forest, and to ensure land use management and agriculture supports secure local food chains and distribution.”

Seek to ensure national budget reflects the climate and nature emergencies

Building on my advice in my 10 Point Plan to address the Climate Emergency, I continue to provide advice on the government’s budget and budgeting process and continue to track and encourage the investment of adequate resources to fund the nature and climate emergencies.

I have been advising the Welsh Government to consider fully the impact of its budget on the climate emergency – a process known as climate budgeting. This process, if done fully and not just on specific expenditure lines, would give a net carbon result of the proposed spending which in turn would help the Welsh Government to plot its path towards net zero as committed to in Net Zero Wales.

This year, my advice is extending to considering the impact of the budget on the nature emergency as well. This will become more of a priority if specific biodiversity targets are agreed at COP15 Biodiversity negotiations.

Full Chapter in my Future Generations Report 2020 on A More Resilient Wales Goal

In addition to the resources mentioned above, I have published in May 2020, the first Future Generations Report, which included a full Chapter on a [More Resilient Wales](#). The Chapter included the following main recommendations.

Policy Recommendations

Welsh Government should commit to large-scale habitat restoration, creation and connectivity throughout Wales, which includes setting statutory targets for nature recovery and specific species recovery measures to help prevent extinction.

Welsh Government should...

- Aim to increase spending year on year in line with the recommendations of the UK Committee on Climate Change as set out in my 10 point plan on the climate and nature emergency. (Also a recommendation in CH2)
- Commit to prohibiting the use of pesticides by public bodies and set annual targets towards phasing out the use of chemical pesticides on land.
- Develop a food system strategy for Wales linking together all parts of the food system from farm to fork.
- Work in cohesion with The Office of the Future Generations Commissioner to ensure there is guidance and effective accountability mechanisms on the reporting of the section 6 duty and the well-being goal: A Resilient Wales.
- Work with public bodies to deliver 20% tree canopy cover in every town and city in Wales by 2030.
- Set standards to ensure people can access natural green space within 300 metres of their home. (Also a recommendation in CH3: A Wales of Cohesive Communities)

I recommend that all public bodies, including Welsh Government, should focus on the following areas:

- Maintain and enhance the natural environment through managing land and sea appropriately to create healthy functioning ecosystems.
- Make the most of natural green and blue space to support well-being.
- Urgent need for a better knowledge of nature.
- Clean air and water for wildlife and people.
- Ensure we use natural resources efficiently.

Since the publication of the Future Generations Report, the Welsh Government has announced its largest ever flood protection plan with £214million invested over 3 years. It has also committed to developing primary legislation to set overarching nature recovery targets and to establish an environmental governance body, and now recognises lack of provision or access to green spaces and nature as an indicator of socio-economic disadvantage.

I also encouraged Public Bodies to set well-being objectives to maximise their contribution to a More Resilient Wales along those lines:

Advice on setting well-being objectives for all public bodies and boards covered by the Well-being of Future Generations Act (including Welsh Government)

Please refer to the chapter on Setting Good Well-being Objectives, but in setting their objectives specifically in relation to this goal, all public bodies and boards covered by the Act should:

- Clearly demonstrate the connections between their well-being objectives and steps on the environment, and other areas such as poverty, adverse childhood experiences, health and community cohesion.
- Clearly set out how they understand the definition of the goal 'A Resilient Wales'.
- Align their actions and reporting on this goal with their commitment under section 6 duty of the Environment (Wales) Act (2016).

In setting their steps, public bodies and boards covered by the Well-being of Future Generations Act (including Welsh Government) should focus in the following areas and should:

- Declare a nature and climate emergency and rapidly accelerate the scale and pace of change to help tackle these challenges.
- Seek to maintain and enhance the natural environment through managing land and sea appropriately to create healthy functioning biodiverse ecosystems and encourage others to do the same.
- Invest in and value the important role biodiverse green and blue space plays in supporting people's health and community well-being.
- Develop your knowledge of nature and increase awareness of the importance of a biodiverse natural environment with healthy functioning ecosystems, and prepare people with skills fit for the future.
- Seek to improve water and air quality, making the environment healthier for both wildlife and people.
- Use natural resources sustainably - being adaptive to an evolving environment.

Other advice to Public Bodies and PSBs included:

In the last 3 years, I have provided varied advice to raise awareness and to tackle issues facing biodiversity including:

- Our advice on draft well-being assessments for PSBs which covered the importance of responding to the climate and nature emergency in a holistic way - both in 2017 and in 2022. In the 2022 assessments, all PSBs explored how the climate/nature emergencies were impacting on other policy areas (like housing, the economy, for example). We worked with NRW to ensure our advice on biodiversity was most helpful to PSBs.
- We have worked with Welsh Government to ensure PSBs get more information and guidance on key topics from their well-being assessments to help inform their plans. One of these topics was the nature emergency. We influenced this to encourage NRW to put on a workshop for PSB support officers in July 2022: [NRW national PSB workshop: climate change to all PSBs in July 2022](#).
- We have also been working with NRW to help us advise PSBs on their draft well-being objectives. As a result, NRW have prepared a document, which we are using in our advice and circulating to PSBs. The doc is to help PSBs take steps to address the climate and nature emergencies.
- We have been advising and supporting [NRW's Nature & Us campaign](#) - on how they apply the Act to this national movement for change around tackling the climate and nature emergencies.
- We have not published it yet, but we produced a 'Spotlight on Nature & Biodiversity' document with guidance, good practice examples and an illustration of who had declared a climate/nature emergency across Wales. We shared this

with our warm contacts within public bodies for feedback and received positive comments that it has inspired change.

Other actions to help tackle key pressures on biodiversity

Within the reporting period, I published the following advice and statements:

- A [statement](#) responding to Climate Week in September 2020, calling for 20 minute neighbourhoods, increasing tree canopy cover and urban green spaces to improve biodiversity.
- [Manifesto for the Future](#) (2021), which included many recommendations relevant to improving biodiversity, such as calling on Government to invest in the nature and climate emergencies; establish nature recovery targets on land and sea; require green infrastructure to be delivered as part of every new development; set standards to ensure people can access green space within 300m of their home; delivering 20% tree canopy cover in every town and city by 2030.
- [Fit for the Future Programme for Government](#) (May 2021) included recommendations to establish a National Nature Service, as well as recommendations for employment and skills in nature and green jobs.
- Contributed to the all-Wales Green Recovery Task and Finish Group established in the wake of the pandemic. Seconded an officer from my office to be part of a small team that led the work of the Green Recovery Delivery Group and help score proposals submitted across Wales seeking support. Following 18 months of hard work with partners, my officer's input helped result in Welsh Government allocating funding to help establish a National Nature Service in Wales. Our work also contributed to the 'Green Recovery: Priorities for Action' report published by NRW in December 2020.
- Published a five-point plan for long term budget interventions which includes the development of a Food systems strategy to promote affordable and sustainable healthy diets in Wales. My team has also worked closely with stakeholders involved in the development of the Wales Food Bill, to ensure alignment of the proposals in the bill with Wales' well-being goals, including around a More Resilient Wales.
- Provided advice on environmental well-being to Public Service Boards (PSBs) on their draft well-being assessments in early 2022 and now providing advice on their draft well-being plans that must be published in May 2023. Our advice is focused on ensuring PSBs are considering and implementing some of the key recommendations in the Future Generations Report on nature and decarbonisation. For example, using their land holdings to maximise biodiversity value and delivering year on year increases in biodiverse green and blue infrastructure and tree canopy cover in their areas and land. This includes

working closely with Natural Resources Wales to ensure our messaging is joined-up.

My office

On decarbonising, reducing, reusing and recycling resources:

- I have measures in place to reduce and report on how I am decarbonising my work in my annual report each year.
- Overall, my office carbon emissions have reduced.
 - 2018-19: 21 tonnes Travel 71%, Electricity 28%, Waste 1%
 - 2019-20: 18 tonnes Travel 61%, Electricity 38%, Waste 1%
 - 2020-21: no data collected due to Covid
 - 2021-22: office relocation, data to follow
- I offset our carbon emissions each year through the Woodland Trust and the Size of Wales charities and by highlighting the good work of these schemes while demonstrating our commitment to actively managing carbon emissions responsibly.
- This year to go further and as we moved into new premises, I will commission an independent provider to help us understand our carbon footprint at a more granular level, establishing a robust baseline. We will work together as a team with the provider to develop a plan to become a carbon positive organisation over time.
- As part of this work, the entire team will be upskilled in carbon literacy ensuring that all staff have a baseline level and that managers and the senior management team are at an advanced level as we push for a more ambitious outlook.
- Encouraging paperless working – we run a cloud based office IT system and our volume of printing decreased year on year until 2020. After lockdown, we moved to new offices and decided to no longer have a printer to reduce waste, emissions and to discourage the use of paper, ink and electricity.
- Supporting modal shift - In 2018-19 Car mileage decreased by 44% while business mileage from public transportation increased by 41%
- Supporting staff to lease Ultra Low Emissions Vehicles – In 2018-19 I introduced this policy to assist staff
- My Office has a pool bike and space for cycle storage – many of my staff cycle to work on a regularly basis
- I have had an 'Anytime Anywhere working' policy in place since day 1. This reduces team need to travel unnecessarily.
- In 2019, I signed my Office up to Cardiff's Healthy Travel Charter led by Cardiff Public Services Board. In September 2022, I was delighted that my office was with the first cohort of workplaces to complete level 1, and we have now signed

up to the newly introduced Level 2 Charter. Our aim is to go above and beyond the minimum requirements and to show leadership in the areas that we can effect change.

- Outdoor and walking meetings are a regular feature of our office culture. They keep us active, help our well-being and our connection to nature.
- We look for ethical supply chains when sourcing goods and services for our office such as for my electricity supply and office cleaning contract
- We have a Fair Trade honesty shop in my office.
- We supported Public Health Wales with the procurement of Fairtrade cotton T Shirts for an Annual Conference on Decarbonisation.
- We have no outdoor space but we have filled our office with plants and a 'green wall'.

NRAP Objective 6: Put in place a framework of governance and support for delivery

As Commissioner and Accounting Office, the responsibility for governance rests with me. In April 2020, I delegated responsibility for ensuring the s.6 duty is monitored and reviewed to my Chief Operating Officer and Deputy Commissioner who reports to me on a regular basis.

Review of s.6 duty

My Chief Operating Officer and Deputy Commissioner's review this year concluded that we would like to do more with our staff to upskill them. A learning and development plan is being prepared with our new People and Culture Lead Change Maker. A group of volunteers among our staff will work together on how we can raise awareness further among our team and how to encourage and support further individual action.

My team meet annually each January to agree our work programme and priorities for the coming financial year and this will be discussed with the new Commissioner who should take over the role in February 2023. This will be a natural opportunity to discuss how we will further embed our s.6 duty into our business activities.



Sophie Howe

Future Generations Commissioner for Wales

December 2022