

# Future Generations Newsletter July 2023



## Foreword



*1 - Derek Walker, Future Generations Commissioner for Wales*

### **Young changemakers of tomorrow are now invited to apply for our Future Generations Leadership Academy.**

Following our successful pilot programmes in 2019 and 2021, we are recruiting a diverse group of participants to join our Academy to develop their leadership skills and understanding of the Well-being of Future Generations Act.

Half of the participants will be recruited through individual organisations who are supporting the academy through sponsorship fees. The remaining participants will be selected through our open all-Wales recruitment programme.

Academy participants will get the chance to learn more about Wales' world-leading well-being legislation – which protects the interests of people today, those born in the future, and our planet – while putting its well-being goals into action and influencing existing leaders and organisations.

The bright and brilliant people who complete our Academy are translating Wales' well-being goals into action – for a Wales where everyone's involved in leaving behind a better place than we found.





Those who take up a place are in a unique position to work together as part of a global future generations movement, and influence decision makers – to bring about the urgent and transformational change that’s needed for Wales.

Launching in September 2023, the programme will run for seven months and includes:

- Modules around the seven national well-being goals and the five ways of working
- Superpower workshops to upskill and develop participants' confidence in leading themselves and others
- Development of Action Plans and supporting participants to build on and action the learning developed through the Academy to drive change in their own organisations and community

After graduating from the Academy, the future leaders will have the opportunity to become part of the Alumni Network. Those in the Alumni network have spoken at climate conferences, joined Welsh Government advisory boards, become elected officials, represented Wales on the UK Future Generations Commission and have the opportunity to reverse mentor senior Welsh leaders.





## How to apply

The Academy is open to those **aged 18-30, currently living in Wales**. We welcome applications whether you are currently in employment or not but those who are in employment must confirm:

1. Availability/capacity to take part in the programme
2. That your line manager/organisation approves your participation in the Academy

If you're interested in the Academy but are concerned around barriers to apply, please note that we have an **accessibility fund to assist** anyone with care duties or who face any financial barriers to taking part in the programme.

We also operate a **Guaranteed Interview Scheme** for people from Black, Asian, Minority Ethnic backgrounds and disabled people that respond to all of the questions in the application form.

Being a part of the Future Generations Leadership Academy means you will be contributing to not just a better Wales now, but a better future for everyone.

### [Apply for the Academy now!](#)

The closing date to apply is Sunday, 30th July 2023. You can find more information on our website [here](#).



## Our Future Focus

We're really excited to be moving forward with [Our Future Focus](#) over the summer, which will be a period of intense data analysis! Thank you very much to all of you who have fed in some way via the involvement we have been doing over the past few months.

We've held over a hundred meetings with individual organisations, and met with many more via networks, roundtables, and bespoke events we've organised via our network of Changemakers.

We are also reviewing the responses to the Our Future Focus survey which has gathered a great deal of rich insight. These conversations have enabled us to get really close to what public bodies delivering the Well-being of Future Generations Act need in order to embed implementation further, as well as to how other organisations can help, and what is needed to enable the most effective collaboration possible across sectors.

We've heard from a wide range of businesses and voluntary sector organisations, in addition to those in the public sector, and had some really great cross-sectoral meetings.



In order to ensure that we are hearing the voices of groups who may not always be heard in policy making, we have also established fifteen community partnerships to feed lived experience from a diverse range of people into this work. We are learning a great deal from this part of the work which we are doing with organisations such as **Credu**, **Beacons Cymru** and the **BAME Mental Health Network**. We look forward to sharing our learning in terms not just of what we are hearing but of the process of working in this way.

The next steps for this work include clustering the information into high-level themes and prioritising these themes to help us understand where we can have the biggest impact for the well-being of current and future generations.

We have gathered information about:

- the challenges that are faced
- the barriers to overcoming them
- where our role as an office can uniquely help to unblock the system

We are now involving a range of experts with both lived and professional experience from across all the four dimensions of well-being to help us with prioritisation and to ensure that we get to the root causes of barriers to implementing the Act and achieving well-being.

We are also pleased to be working with **Urban Foundry, Wales' second B Corp**, who are helping us to develop a 'theory of change' to underpin this work. This means we will ensure that we have a strategy for the next seven years with a really clear link between what we do, and the change we make.

We look forward to sharing more about the process so far via a series of blogs on our website so look out for these over the next month or so.

This work is due to complete in the autumn.

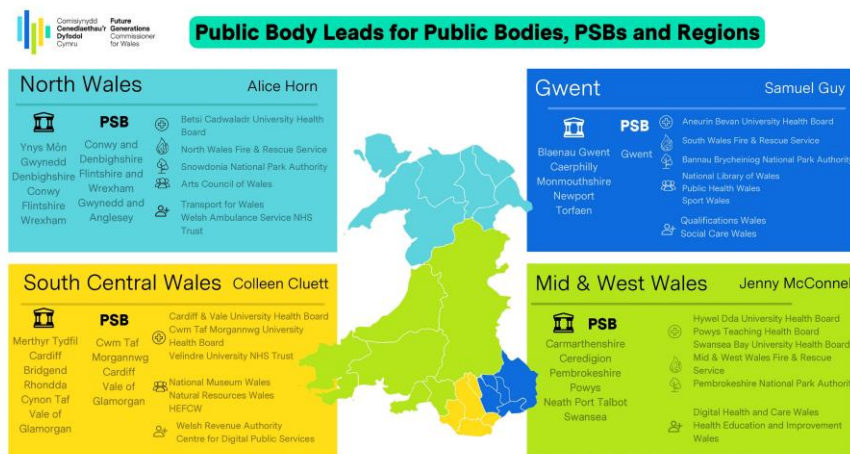
## Refresher on the Act

As part of our duty under the Well-being of Future Generations Act, [our office provides advice, assistance and support to public bodies](#) on thinking long-term with future generations' well-being in mind.

We provide learning and development opportunities; publish [recommendations and reports](#); comment on [policy and current affairs](#); produce [toolkits and resources](#); provide advice directly to organisations; and respond to members of the public that [contact us](#).

Our team receive many requests for support and as a small team, we need to prioritise those organisations with duties under the Act. As such, each public body and PSB covered by the Act has a dedicated point of contact within our team.

Working with organisations, we put the emphasis on knowledge sharing, quality conversations and coaching to help organisations build their capability. We want to help you and your teams to develop skills, knowledge and understanding of how to drive change.



As examples, we can provide:

- A refresher on the Act, the sustainable development principle, applying the ways of working and contributing to the national well-being goals.

- Masterclasses on using the ways of working within your context and organisation.
- Opportunities to explore how to apply the Act within corporate centres of organisations.
- Learning on long-term and futures techniques.
- Sharing international practice on sustainable development.

We are currently offering **Refreshers on the Act** to support public bodies which may be particularly interesting to new staff members, those returning to work, those working in sections of public bodies less exposed to corporate training on the Act, newly Elected Officials etc.

- [South Wales - 3rd August](#)
- [North Wales - 11th September](#)

At the end of the sessions you'll be able to understand why the Act is such an important piece of legislation, explain your organisations' role under the act and give an example of when and how to use the ways of working.

See more about our upcoming sessions [here](#).

## Public body greenshoots: NHS 75

**This month we celebrated the 75th anniversary of one of the greatest Welsh initiatives, our National Health Service, and while many were looking back and reflecting on its success and impact, we were also focused on its future.**

That includes the next 75 years of the NHS, and the next 75 after that, and how we must preserve it for our future generations.

We have our ancestors to thank for developing our life-saving institution and now, we must continue to be good ancestors and mould our society into one that helps the NHS, not just benefits from it.

To do that, we must invest in keeping people well and preventing problems from occurring in the first place.

A shift from reactive healthcare to prevention is already happening in greenshoots across Wales:

- **Wrexham's well-being hub – a partnership between Betsi Cadwaladr, Association of Voluntary Organisations and Wrexham Council** – provides integrated community, health, social care and third sector preventative activities and alternative solutions to care and support in a safe environment, with accessible facilities. They are truly putting prevention into practice.
- The results for **South Wales Fire & Rescue's prevention implementation** are another inspiring example of the impact and success of thinking long-term. They shifted from their traditionally reactive approach in the early 2000s and now since 2003, they have seen a 52% reduction in incidents, 77% fewer fires and 53% fewer injuries recorded.
- **Swansea Bay University Health Board** are doing inspiring things with their work repurposing COVID-19 emergency response beds to tackle child bed poverty, and the [UK's first hospital-owned solar farm at Morriston Hospital in Swansea](#). The solar panels provide enough



electricity to not only contribute to the daily power needs of the hospital, but to also cover 100% of its demand for 50 hours.

2003		2021		Change			
69,651	30,544	39,107	56%	3,041	3,395	275	9%
35,999	17,164	18,835	52%	1,134	784	350	31%
23,059	5,410	17,649	77%	199	120	79	40%
946	615	331	35%	1,907	2,611	704	37%
20,573	3,837	16,736	81%	9,899	8,359	1,540	16%
3,225	365	2,860	89%	5,033	4,926	107	2%
368	172	196	53%	2,888	316	2,572	89%
13	11	2	15%	472	61	411	87%



“It’s satisfying to sense people connecting with nature, and often connecting with themselves and for a significant number of walkers, they have become a very looked-forward to healthy routine...”

The positive effect that walking has on our well-being is unmistakeable and I’m immensely proud of the Well-being of Future Generations Act – it’s sanctioned people’s well-being and given official backing to finding new ways to help people improve their physical and mental health.”

*Wil Stewart, warden at Breakwater Country Park in Holyhead for 24 years*

- **Isle of Anglesey County Council and Betsi Cadwaladr University Health Board** are collaborating to offer walks on prescription as a form of natural therapy with **Wil Stewart**, a warden who was named as one of our Future Generations Changemaker 100. Wil is helping people connect with nature and enjoy the health benefits of doing so.
- In Pwllheli, **Christine Hughes and the Felin Fach Community Hub** are working to ensure people feel valued and a part of their local community, improving their mental health and well-being. Working with other health and social care agencies to create, deliver and sustain activities and support, the Felin Fach Community Hub is helping reduce loneliness and give people a chance to talk through their problems.
- **TCG Solutions in Cardiff** have come up with the Sterimelt technology to recycle and recover single use medical waste as part of the circular economy. **Aneurin Bevan University Health**

**Board's St Woolos Hospital in Newport** were the first hospital in the world to adopt the STERIMELT process.



While these greenshoots of good practice are tackling issues on a local level, to ensure our NHS survives and thrives, we need a whole system shift.

For too long we have been focusing on acute funding when we know that it isn't the most efficient and effective way of keeping people well.

We are living in challenging times where the very real pressures and demands to help communities weather a storm are at the forefront of everyone's minds.

It is in times like these that we may panic and resort to short-term ways of thinking, but we can achieve more transformational change together when we trust in the direction of well-being; that is to work holistically, with the aim of preventing harm now and in the future.

When we think long-term in times of crisis, often we see the more innovative solutions coming to light. Our future generations could be in the best hands if we get this right.

We are incredibly lucky that we know if we fall unwell, there will be a nurse, doctor, technician, with an NHS logo on their uniform there to hold our hands in the toughest of times.

**It is a legacy that we must continue to pass forward to the next generation.**

## Communities and Climate Change

**We know that climate change will impact us all, but that some groups are more likely to suffer worse effects than others.**

This was recently confirmed in Public Health Wales' [Climate Change in Wales: Health Impact Assessment](#) which states that the climate and nature emergency will impact on the health and well-being of the whole population of Wales, and "*some population groups are likely to experience disproportionate negative impacts*".

Those worst affected by climate and nature emergencies are also those not usually heard when it comes to policy planning. This can mean their specific concerns are overlooked, creating a future where they are even harder hit.

The voices of some of Wales' most under-represented communities must be at the heart of decisions around how we tackle the climate and nature emergencies. Otherwise, we risk taking existing inequalities into the future.

That's why we worked with Public Health Wales and Futures Literacy researchers (FLiNT) on the [Communities and Climate Change in a Future Wales](#) project. The project aims to highlight the hopes and fears of communities in Wales and to provide resources for others to implement similar projects, involving communities in long-term thinking.



You can find all of the resources from the Communities and Climate Change project, [here](#), for use in your work, including:

- A Storybook illustrating the project findings
- A methodology report

- A “From stories to policies” briefing
- Two animations introducing futures literacy and the methodologies used
- A recording of the [“Storytelling for involvement: a masterclass”](#) event held in October 2022

While the pilot project was completed through the lens of climate change, this approach to involvement can be applied to other policy areas and is a valuable tool for policy-makers to make sure decisions reflect the needs of everyone and ensure the bold and effective policies we urgently need truly benefit everyone in Wales.

**Are you trying to meaningfully involve communities in your work and decisions?** Find out more about this new involvement method and how you can do it yourself on [Public Health Wales’ website](#).

## Decarbonising FGC

**As a team, we aim to ‘walk the talk’ of the Well-being of Future Generations Act so that when it comes to implementing the Act, we practice what we preach.** Additionally, we believe in learning by doing, and walking the talk means we’re better equipped to support and advise others.

### How we’re walking the talk

Over this past year, we have been looking more closely at our carbon footprint. In this time of climate and nature emergencies, it is important that we make sure we’re doing all we can to minimise our impact on people and planet.

We’re taking a proactive approach to reducing our organisational carbon footprint, but we also want to be able to demonstrate that we are carbon positive – meaning our net carbon emissions are below net zero.

To do this, as a team we are co-producing a carbon reduction plan.

Firstly, we reviewed the data on how we had been performing in the previous year which gave us a fairly good idea where we can focus on improving. Like many organisations, our team works in a hybrid pattern between office-based and remote working. As we move increasingly to online working, we’ve needed to take a good look at the impact this is having on our carbon emissions, both good and bad.

Secondly, we’ve committed to ensuring everyone can confidently contribute to the process by upskilling everyone on the team through carbon literacy training.

The training included information on a variety of topics including

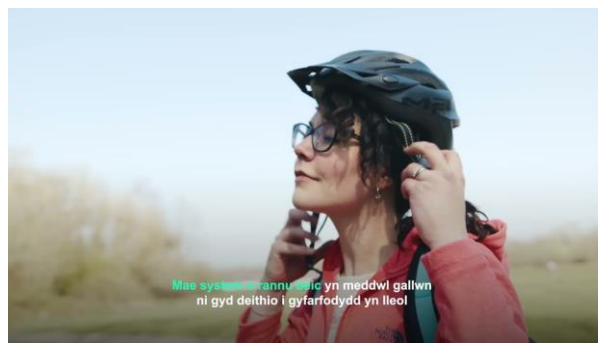
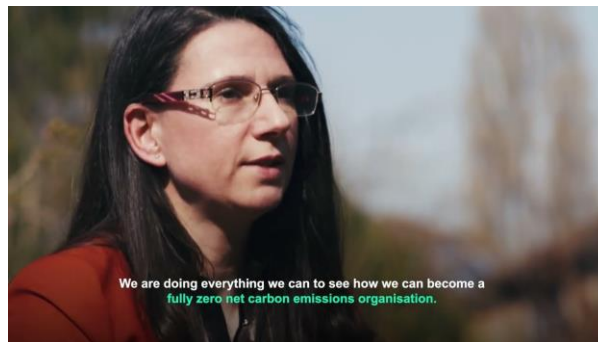
- the causes of climate change
- what is meant by emissions scopes
- the need for organisations to act
- your digital footprint

- practical know-how of how to prepare a carbon reduction plan

We are now in the process of drafting our interim plans.

We decided early on to take an iterative approach so that we could learn and adapt our plans over the course of a year. This means that as we learn more about our emissions and how we collate and monitor data about those emissions we can ensure we have a robust long-term plan that will carry us forward over the next few years and inform future decarbonisation work.

We've also been looking at our own behaviours as individual members of the team and have undertaken research which looks at personal carbon allowances and are exploring if this is a good fit for the team.



Alternatively, we are also looking at incentivising sustainable behaviours through a range of new and interesting ways. We're considering what incentives might look like, from additional leave days to accommodate more sustainable long-distance travel through to community benefit opportunities.

### **So, what happens next?**

While we continue to develop our own plans, we are considering how we can use what we have learned from this process to help shape our advice and support to public bodies, in particular, as they consider how to decarbonise or to become an eco-literate organisation themselves.

We also plan to share more of our journey to becoming a carbon positive, eco-literate organisation. We're doing this through one-to-one conversations with other public bodies sharing what we have been doing and what we aim to achieve. We will also be sharing more of our story in our newsletters as our plans progress.

If you're interested in learning more about how we're walking the talk and embedding the Act in our processes and policies, [visit our website](#).

For more specific information on our decarbonisation work, please email Rhiannon Hardiman, Change Maker (Climate, Nature, Decarbonisation) via [rhiannon.hardiman@futuregenerations.wales](mailto:rhiannon.hardiman@futuregenerations.wales).

## Contact us

Want to catch up on previous issues of the newsletter? You can find them on our website [here](#).

For more information get in contact here:

[futuregenerations.wales](http://futuregenerations.wales) / [futuregenerations2020.wales](http://futuregenerations2020.wales)

[contactus@futuregenerations.wales](mailto:contactus@futuregenerations.wales)

@futuregencymru

