
Closes 16th November 2015

What the Act says on the tin......

- to make provision requiring public bodies to do things in pursuit of the economic, social, environmental and cultural well-being of Wales in a way that accords with the sustainable development principle; **(well being duty)**

- to require public bodies to **report** on such action; including, **setting and publishing objectives** (“well-being objectives”) that are designed to maximise its contribution to achieving each of the **national well-being goals**

- to establish a **Commissioner for Future Generations** to advise and assist public bodies

- to establish **Public Services Boards** in local authority areas; to make provision requiring those boards to also be subject to a well being duty
## Well-being goals

<table>
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<th>Goal</th>
<th>Description of the goal</th>
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<td><strong>A prosperous Wales</strong></td>
<td>An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</td>
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<td><strong>A resilient Wales</strong></td>
<td>A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</td>
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<td><strong>A healthier Wales</strong></td>
<td>A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</td>
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<td><strong>A more equal Wales</strong></td>
<td>A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</td>
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<td><strong>A Wales of cohesive communities</strong></td>
<td>Attractive, viable, safe and well-connected communities.</td>
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<td><strong>A Wales of vibrant culture and thriving Welsh language</strong></td>
<td>A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</td>
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<td><strong>A globally responsible Wales</strong></td>
<td>A globally responsible Wales. A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</td>
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Ministerial Foreword emphasises:

1. Sustainable development is central organising principle of public sector
2. Act will underpin Public Sector Reform
3. Long Term
4. Legally Binding
5. Common Statutory Indicators
6. Public Service Boards on statutory footing
7. Overview and manual for public servants
8. Consistent interpretation of what Act requires
9. What public sector needs to do

Format
# The Act – Partners Involved

- Became Law in April 2015 – duties commence 2016

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<td>- Annual Report on meeting objectives of local well-being plan</td>
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- Duty on Town & Community Councils with income/expenditure over £200k
- Annual Report on meeting objectives of local well-being plan
- Close liaison required with PSB
- Need to be engaged and consulted on assessment and Well-Being Plan
- Can seek advice from Commissioner and be mindful of advice to PSB
Public Bodies...

Bodies must:

• Set and publish **well-being objectives** by 31st March 2017
• Take all reasonable steps to meet those objectives
• Publish a **statement** about well-being objectives
• Publish an **annual report** of progress
• Publish your response to a recommendation made by the Future Generations Commissioner for Wales

Well Being Objectives

• can be contained in **Corporate Plan**, but…
• explanation required of:
  o how they meet well being goals
  o how the SDP was used in their selection
  o how the SDP is being applied in meeting them
  o their governance and review
  o resources and finance to meet them

• **Auditor General for Wales** – has to examine each public body once within 5 year term

**Integrated approach to discharge of other duties:**
Equality Act
United Nations Convention on the Rights of the Child
Welsh Language
Biodiversity
Core Guidance – Change Required (1)

**Duty to** - maximise contribution to well being goals
- in accordance with the sustainable development principle

Where change needs to happen
- Corporate Planning
- Risk Management
- Workforce Planning
- Performance Management
- Financial planning
- Procurement
- Assets

Following the sustainable development principle:
- Long term
- Integration
- Collaboration
- Involvement
- Prevention

Alignment to well being goals:
- Prosperous
- Resilient
- Healthy
- More equal
- Cohesive communities
- Vibrant Culture & Welsh language
- Globally responsible

Evidence to underpin approach:
- Future trends report (work in progress)
- National indicators (work in progress)
- Assessments of local well-being undertaken by Public Service Board

A Generation = 25 years
Change Required

• **Corporate planning** – Public bodies should ensure that where there are corporate plans or arrangements for such plans that the well-being objectives you set are part of this process. They **must not be an ‘add-on’** to what drives your organisation.

• **Risk management** – There will be **long term risks** that will affect both the delivery of your services but also the **communities** you are enabling to improve. Use the well-being goals to frame what risks you may be subject to in the short, medium and long term.

• **Workforce planning** – The change envisaged by the Act will be supported by a workforce with the right skills and support, and will be **instrumental for the transformation expected**. Ensuring your workforce is fully engaged in this change, in order to adapt to the changing needs of our society, will be a critical success factor.

• **Performance management** - The well-being objectives should frame the way that a public body contributes to the well-being goals and the role of performance management is to enable this to be measured and communicated (via reporting). **Tools and frameworks will need to be adapted by public bodies to measure the extent this is happening.** Results Based Accountability is one of the tools that can help public bodies adapt their business processes in line with the Act.
Change Required (3)

- **Financial planning** - Applying the sustainable development principle to our financial planning should mean that public bodies ensure the needs of the present are not met without compromising the ability of future generations from meeting their own needs. This will address the tendency for short-term priorities to overtake long-term interests. It is expected that financial planning is more closely geared to this whilst also looking to take preventative action when this is appropriate.

- **Procurement** - The role of procurement will be an important part of how a public body allocates resources under the Act. It is expected that public bodies comply with their existing legal obligations in relation to procurement and that they also apply the Wales Procurement Policy Statement which adopts the Sustainable Procurement Task Force's definition of sustainable procurement. This sets out the procurement practices and the specific actions expected of every public sector organisation in Wales.

- **Assets** - The Act will enable public bodies to strengthen arrangements for the effective management of their assets so that they can be used for the benefit of our communities; enabling them to be used over the long-term with safeguards in place for their retention at the community level. Through collaborative working, public bodies should identify opportunities to be used in ways that improve the well-being of Wales.
Public Service Boards...

Basics
- Duty on specified public bodies on PSBs to required to work jointly towards all well-being goals
- Assess state of current economic, social, environmental and cultural well being.
- Set local objectives to maximise contribution to well being goals
- Take reasonable steps to meet objectives in accordance with sustainable development principle.
Well-being Assessments

What the Act and guidance specifically tell us about well-being assessments and plans –

Key points:

• focus on the ‘state’ not need

• qualitative explanation of causes, objectives and outcomes

• future focus

• accountability and scrutiny of assessments and plans

• areas larger than wards

• includes other Assessments: Population; Climate Risk

43. A public services board must prepare and publish an assessment of the state of economic, social, environmental and cultural well-being in its area a year before it publishes its local well-being plan (see para 50).

Non statutory guidance available:
“Guidance on the use of evidence and analysis” Focuses on situational and response analysis.
Well-being Plans

PSB must prepare and publish a local well-being plan by May 2018 (1 year after election)

- setting out its local objectives, the steps it proposes to take to meet them and timescales for meeting them
- paying regard to the Commissioner’s report on behalf of Future Generations.
- explaining why meeting the local objectives contribute to achieving the well-being goals - using the assessment of well-being to explain
- explaining how any proposed steps are to be taken in accordance with the sustainable development principle;
- Assessment and plan reviewed by Council scrutiny committee and then sent to AGW and Commissioner.

Must seek advice of Future Generations Commissioner (has 14 weeks to respond) Board must publish advice

No requirement for impact assessment on Plan

Repeal of duties on Community Strategies, Children & Young Peoples Plans and Health and Social Care Strategy

List of consultees - 14 week period.

Citizen Engagement

41 week period for production (not including assessment)

14 months – first annual report

Ministers set performance measures
Cardiff Approach

**Wellbeing objectives** = 7 What Matters/Corporate Plan outcomes

**Wellbeing Plan** = What Matters Strategy

**Wellbeing milestones** – need to be set out in What Matters Action Plan and Partner Corporate Plans

**Annual Report** = What Matters Annual + Partner Annual improvement reports

**Well-being Indicators** – need to align with Partner statutory indicators and others being developed e.g. Social Services & Wellbeing /Aligning Poverty / Youth engagement and progression outcome frameworks / Liveable city
Public Service Boards (1)

- **4 statutory members** (LA / UHB / SWFRA /NRW)
- All members must be in attendance for decisions made to considered valid
- Board must hold 1st meeting 60 days after established / 60 days after Council elections
- Board can decide frequency of meetings
- LA to chair first meeting, Chair can then be agreed
- PSBs must invite **statutory invitees** but not required to accept. (They are not members of the Board but ‘invited participants’ – not required to provide financial assistance).
- PSB can invite other ‘named partners’ / others as appropriate
- Must agree ToR at first meeting
- Can establish sub-groups which must include one statutory partner
- All members responsible for Well-being Plan and Review
- Membership specified but can be designated representative
- LA must provide admin(secretariat)/performance reporting support **BUT** resourcing support is responsibility of **ALL members equally**
Public Service Boards (2)

- Assessment of state of economic, social, environmental and cultural well-being by **March 2017** – to include **future trends**. Also has to be consulted on!
- Must identify ‘community areas’ which are bigger than wards
- Consider ‘People’ – vulnerable/disadvantaged, protected characteristics, children, LAC, people who require care, welsh speakers
- **Local Well-being Plan** to be published 12 months after local government elections (2018) – minimum of 12 weeks consultation
Public Service Boards (3)

- Need to consult with **FG Commissioner** – has up to 14 weeks to respond (need to factor in to timescale)
- PSB must submit Plan to WG, FG Commissioner, AG for Wales, LA Overview and Scrutiny Committee
- No duty to carry out formal impact assessments
- WG Ministers can direct reviews of local Well-being Plans (but will not be responsible for approving them)
- Plans can discharge other statutory duties: community planning; improving well-being of children; eradication of child poverty; Scheme for provision of local primary mental health; new plans in response to Social Services and Wellbeing Act
- Need to engage with Community Councils
- Act enables 2 or more PSBs to be able to merge or collaborate if it assists the achievement of WB Goals – WG also has power to direct mergers
Cardiff Council – WLGA Early Adopter Workshop (1)

Risk Management

- Build FGA principles into Corporate Risk Appetite position paper
- Consider including FGA as a Corporate Risk
- Extend the Corporate Risk register to cover the LSB/PSB environment
- Develop the questions and evidence around the Senior Management Assurance Statement to incorporate the FGA principles
- Ensure that the proposed Internal Audit (IA) skills assessment incorporates FGA/other legislative aspects
- Develop FGA training for IA staff

Assets

- Review the criteria used to assess the potential use of assets for communities building in broader impacts than just finance
- Ensure Asset Board is sighted on the FGA and use this when considering disposal/use – (integration)
- Consider wider use of assets on an area basis to deliver new PSB objectives
Workforce Planning

- Embed WFG in business plans (Pilot)
- Build FGA principles into skills for the future (Digital, Commercial, ‘one Council’)
- Use good examples of how WFG has been used to support service redesign to demonstrate effectiveness – e.g. Social Services
- Revisit the MOU with Welsh Government and the PS around a Joint Skills Partnership – is this FFP in the context of the FGA?
- Identify potential barriers to delivering a more integrated/joined up workforce and develop a pan Wales approach to address them – Modification Order, T&C’s etc.
- Explore models for joint working where the focus is on outcomes (RBA) not who employs who!

Corporate planning

- CC intend to use current Cardiff “What Matters” and the Liveable Cities Report as the PSB - Well being Plan and Annual Performance Report
- Identify where the current Corporate Plan needs to be updated to reflect the FGA
- Develop a mechanism to ensure WFG is reflected in decision making / Cabinet reports

Performance Management

- Ensure the new suite of FGA NIs/milestones is mapped to the Cardiff Liveable Cities indicators
- Review the new FGA Nis/milestones against the current PAMs/Nis to identify synergy and appropriateness
- Align core organisation and partner performance reporting arrangements
Cardiff Council – WLGA Early Adopter Workshop (3)

Financial Planning

• Ensure Budget Strategy Cabinet report (July) includes a longer term focus and considers long term impacts from, Economy, Social, Economic and cultural aspects
• Use the Capital programme to educate around longer term financial decision making
• Review the current Business case process for Investments to ensure it includes FGA principles
• Update the guidance provided by finance to Services on Budget planning and proposals to ensure it reflects FGA
• Update the Deliverability Risk Assessment to consider wider impacts than finance
• Explore if the current Pension/treasury Investment strategy is supporting FGA principles

Procurement

• Ensure the current 2015-2020 Procurement Strategy reflect the requirement of the FGA
• Look for ways to build capacity with potential contractors to ensure they have a consistent understanding and approach to completing the Sustainability questions within the SQUID
• Review the Sustainability Risk Assessment within the Strategic procurement approach to ensure it supports the FGA approach
• Build understanding of the FGA with procurement staff
• Ensure political and executive decision makers use the FGA lens when scrutinising and finalising strategic decisions
Key Issues

• Focus is on long term (10-25yrs) but difficult in relation to short-term budget settlements
• Will need to demonstrate how we contribute to **ALL** goals (including individual Public bodies)
• Resourcing secretariat and reporting arrangements
• Membership/attendance for regional organisations on PSBs
• Alignment of Public Body (2017) and PSB Objectives (2018)
• Financial planning needs to include consideration of preventative spend
• National indicators currently out for consultation (but not milestones)
• Clarification of legislation (ie Community safety)
• Relationship with regulators
• Expectations of Community Councils
Next Steps

- Council response submitted
- Development of WM action plan against outcomes/well-being objectives to monitor progress (needs to align with partner Corporate Plans)
- CPB arrangements now includes all statutory partners – need to discuss resourcing with partners
- Review of Indicators to be incorporated into new Corporate Plan / What Matters as appropriate
- Discussions with Community Councils + ongoing participation with Neighbourhood Partnerships
- Need to consider integration of performance management frameworks between Council and ‘Partnership’ – one report required
- Training programme in relation to Results Based Accountability / outcome based reporting
- Awareness raising and review of training requirements across the Council
Any questions?