



<b>Title</b>	<b>Well-being Plan: Next steps</b>
<b>Item Number</b>	<b>6</b>
<b>Meeting Date</b>	<b>18 July 2023</b>
<p><b>To consider and comment on the following issues:</b></p> <p><b>Well-being Plan 2023-28</b>  On May 16, 2023, the Annual Public Service Board Event was held, with a view to formally launching the Well-being Plan for 2023-28 and commencing planning work in achieving the objectives of the Plan.</p> <p>As part of the event, a workshop was facilitated by the Wales Co-Production Network, looking at the following questions in the context of the five objectives:</p> <ol style="list-style-type: none"> <li>1. How can the PSB add value?</li> <li>2. How can the PSB achieve the different steps?</li> <li>3. How can you/your organisation be a part of this?</li> <li>4. What do you need in order to get involved?</li> </ol> <p>The detailed feedback from the discussion groups is attached with the papers.</p> <p><b>Next steps</b>  In terms of the next steps of achieving the strategy, PSB Members are asked to consider the following as areas for development, in order to implement the strategy:</p> <ul style="list-style-type: none"> <li>• Create a timetable for achieving the five objectives and actions recognised as part of Phase 1, 2 and 3 in the Well-being Plan</li> <li>• Establish task and finish groups to lead on the priority areas in phase 1, mapping out that we have the 'right people' to work on all areas of work</li> <li>• PSB Members to nominate representatives from their organisations to form part of the task and finish groups</li> <li>• Map activity and create and establish data for each action in order to share the knowledge and insight each partner has into the specific area of work</li> <li>• As the advice from the Office of the Future Generations Commissioner notes, it will be important to note what is happening across the partner organisations to understand the contribution they can already make to specific objectives, and how different this might be in the future to help the PSB drive change</li> <li>• Formulate a SMART action plan for all areas of work and prepare a timetable for feedback to the Public Services Board, reflecting on the comments of the Office of the Commissioner of Future Generations in terms of considering and explaining how the planning and joint actions being taken now will differ from what has been done before</li> <li>• The action plan will consider the suggested actions as part of the annual event</li> <li>• Working with Co-Production Network Wales to produce an Involvement Plan to ensure we harness the skills and resilience of people with lived experience of relevant issues. Co-production and involvement practice are ways of working that require specific skills, and the investment of time and resources for staff to develop these skills is essential. It will need to be woven in with the regional work carried out through the Regional Partnership Board, Hywel Dda University Health Board and in Ceredigion and Pembrokeshire</li> </ul>	

## Proposed Timetable

Date of meeting	Actions
September / October 2023 date to be confirmed	Identify and implement opportunities for staff of PSB organisations to Make Every Contact Count (MECC) and improve referral and referral arrangements to support services  Building on advice services and support for residents through the Council Hwb, by developing opportunities for collaboration across PSB organisations  Planning for our future workforce by working collaboratively to promote job and career opportunities in the public sector
21 November 2023	Create a resilient relationship between the Public Services Board and the Regional Partnership Board to enhance collaboration and integration on areas of common interest including prevention  Increase collaboration on Electric Vehicle EV Charging infrastructure in public sector settings
January 2024  Annual Event 2024 – Annual Report 2023-24	Systematically review the risks identified in the Climate Change Risk Assessment Evidence Report (CCRA3) – a summary for Wales and develop a partnership response.  Prepare a Carmarthenshire Volunteering Strategy
March / April 2024	Evaluation and Phase 2 Planning

### Reflecting on the PSB Annual Event

- Positive overall feedback but event should be scheduled as part of the PSB round of meetings
- Need to ensure the presence of all PSB members and a wider range of stakeholders – this includes representation from seldom heard groups
- The event needs to be interwoven with the activity of the Community and Town Councils, the 10 Towns Plan and Local Motion
- Young people's involvement in future events needs to be planned

To Discuss and agree

Is a decision necessary?

Yes

Proposed by:

Llinos Evans, PSB Support Team



## PSB ANNUAL EVENT 16 MAY 2023

### Summary of Feedback from Discussion Groups

#### WBO: Ensuring a sustainable economy and fair employment

##### 1) How can the PSB add value?

- Purchasing circular economy – keep money spent in the PSB
- Strategic insight of the topic and nurture involvement
- Collective learning and sharing of ideas
  - Limit silo working
  - Shared goals
  - Identify future trends
  - Share best practice
- Organisations to pledge on sustainable food strategy
- Platform for local food producers to show case and connect
- Promote Real Living Wage and showcase employers
- Assess the food supply chain
- Promote life skills as part of the curriculum (budgeting, independent living skills, sustainability)
- Promotion of roles and vacancies across the public sector
- Identify core skills relating to sustainability leadership
- Partner with schools / colleges / university on curriculum development
- Network of work experience opportunities
- Work to ensure skills are there in the local community to enhance and build the local economy
- Clarity of regional resources available to help and bring organisations together to collaborate
- Attach sustainability objectives to all bids across the county
- The Council don't do enough with our schools and career opportunities. We aren't very good at selling ourselves as an employer.
- UWTSD go in to do outreach work – everyone gets pushed down the uni route but there are other options i.e. apprenticeships.
- Change recruitment processes and advertising processes – especially large employers – we need to appreciate other skills and quals rather than just University.
- New curriculum – could be a good vehicle for change – dependent on the right people and support within.
- Real living wage – individual organisations driving that forward really well because of individuals within that organisation therefore not a holistic approach.

- Car sharing apps – PSB County wide app. Transportation is a key issue – mobility is an issue. How are people supposed to better themselves if they are unable to get to these employment opportunities.
- Integration and interdependency between the objectives is important.
- Lots of paper on the table – not good for the environment. Why aren't we paperless today? Somebody didn't think about how that's perceived- what else are we missing?
- Diversity on the PSB itself – are we lacking it? Yes!
- People with lived experience to sit on the PSB and from marginalised groups.
- Because sometimes it seems that we are creating solutions for people that we don't understand.

## 2) How could the PSB achieve these different steps?

- Set targets
- Embed 5 Ways of Working
- Work in schools and Higher Education Institutes to show opportunities and work experiences – circular education strategy and monitor school leaver destinations effectively
- Collectively define what 'decent' work means in Carmarthenshire
- Identify barriers to Real Living Wage e.g. large % of micro businesses and cost of living – fuel bills etc – they are very exposed to loss of employment
- Work together to promote public services in schools – a co-ordinated Jobs Fair. Include our core beliefs e.g. bilingual workplace, equal opps.
- Provide secondments in other public service organisations or look to fill vacancies that way
- Losing staff to other public services (OPCC to Health)
- Shadowing/mentoring between public service organisations and third sector
- Support third sector in succession planning and encourage transfer in to and out of public services, create pathway opportunities
- Encourage into teaching and caring professions
- Introduce wider range of flexible working, plan how to safeguard well-being
- Students to work on county wide 'wicked problems' as part of academic programmes – real world experimental learning
- Share best practice
- Collaborate with experts
- Develop synergy across the PSBs in Wales
- Support farmers with Grants / administration e.g.

## 3) How can you/your organisation be involved?

- Draw down / align funding
- Continuous longer term funding
- Embed financial and staff sustainability
- FGCO – identify barriers and share learning
- Provide educational courses to include the 'new' curriculum
- Provide allotment space
- Identify and tackle the challenges of fair employment

#### 4) What do you need to further your involvement?

- All PSB members have to value it and show up
- Effective use of time
- Funding from WG to the PSBs (created for PSB projects)
- Clear roles and responsibilities
- Clear strategy
- Measured data

## WBO: Improving well-being and reducing health inequalities

### 1) How can the PSB add value?

- Links with the Regional Partnership Board need to be strengthened
- Voluntary groups have not recovered since COVID-19
- Focus on reduction of financial barriers to participation in sport and exercise
- Promotion of availability of open spaces across the county
- Bring partners together- PSB has the authority
- Get delivery organisations involved. PSB doesn't have to do it all itself
- Improve understanding of the PSB
- PSB to plan and co-ordinate activity
- Lead collaboration

### 2) How could the PSB achieve these different steps?

- Provide people with choice – informed choice
- Bring organisations together to improve information sharing and further embed safeguarding standards
- Natural Health System – prescribing time outside / volunteering / walking / exercise when appropriate
- RPB and PSB to add agenda item / regular update reports or is it possible to hold joint meetings / events?
- Ensure that the Health Board involves partners in Healthy Weight / Healthy Wales
- Social prescribing, community driven – particularly for mental health support/provision
- Mapping current activity – support integration
- Signposting and promotion

### 3) How can you / your organisation be involved?

- PSB to provide structure that community organisations can follow
- PSB to provide information on county focus
- Aid communication and promotion

### 4) What do you need to further your involvement?

- Supporting education / knowledge development of community cllrs
- County Cllr engagement
- Support understanding of 'why' – shift from parochial focus, what will have a genuine impact for our residents

## WBO: Responding to the climate and nature emergencies

### 1) How can the PSB add value?

- The strategic level the PSB operates across all partners and communities
- Create space for more diverse voices to be heard
- Declaring a climate and nature emergency
- Looking at the local risk register
- Create stronger links with the agricultural sector
- Community allotments
- Improve active travel
- Capacity is an issue. Not enough dedicated capacity especially given that this is one of the most pertinent issues of our time.
- Action groups needed with a leader who takes that responsibility.
- Different organisations need to come together – need a joined-up delivery plan! Thematic delivery plan.
- Role of the PSB – crosscutting delivery plans which then relate back to organisation specific plans.
- PSB to be held to account for that
- Grant funding – applications are rushed sometimes – not enough collaboration. Terms are too short – collaboration should be a condition of the grant. Sometimes counter-productive.
- We listen – but do we always act?
- It's okay to do baby steps and fail sometimes – there needs to be recognition that not everything we do is going to work 100% of the time.
- Use partners to influence opportunities, need national infrastructure decisions to support further progress (e.g. national grid connectivity)
- Learn from others e.g. Partneriaeth Dyffryn Ogwen

### 2) How could the PSB achieve these different steps?

- Join UN 'Race to Zero' Climate Champions e.g. Powys has signed up – provides evidence base and strategic look across the county
- Race to Zero will help PSB to add value by being strategic and introducing relevant information and analysis to inform public sector decision
- Develop an App for public bodies to support EV Charging
- Consider a universal charge for use of EV charging points across the PSB
- Collectively support 'No Mow May'
- Healthier school meals
- More Food education
- Publish food miles
- University could seek to reduce staff and student car travel
- Promote regional travel infrastructure and cycling to staff and students
- Increased use of green energy – promotion of greener energy to staff and students
- Work collectively to achieve targets
- Work to improve GI on all PSB estate – amenity grassland management
- Procurement policies
- Bird / bat boxes on buildings

- Strategic plan in terms of EV charging. – looking at it more holistically.
- Joint-fund an officer who is separate to any organisation to lead on all this work – perhaps too council focussed.
- Aligning things to what other PSB's do – work on the same footprint.
- Look at areas of good practice locally – how do we communicate this good practice. PSB podcast could be an option?
- Removing the bureaucracy
- Support development of opportunities at strategic level, for local delivery
- Outline the barriers, work together to break down
- Mapping current activity, identify opportunities
- E-bikes

### 3) How can you/your organisation be involved?

- Increase involvement of the PSB with the Sustainability Team in UWTSD ([K.Williams@uwtsd.ac.uk](mailto:K.Williams@uwtsd.ac.uk))
- Tree planting
- Pharmabee (bee friendly places)
- EV mini buses
- School sessions
- GI management / enhancement of CCC land
- Lead on high-quality design of new / upgrade of buildings
- Implement planning policy – Biodiversity net benefit
- Lead on Environment Act Duty implementation and make sure it is embedded throughout all CCC's functions
- Task & Finish groups to make progress – enable stakeholders to get involved

### 4) What do you need to further your involvement?

- Support each other on challenging agenda to deliver
- Communication – improve stakeholder engagement
- Focused grant opportunities



## WBO: Tackling poverty and its impacts

### 1) How can the PSB add value?

- Tackling poverty needs a proactive approach – sometimes too reactive
- Sharing intelligence is key as it will allow us to target interventions where and when they are most required
- Need to get into communities and understand from them what delivery mechanisms work. The communities themselves know the issues best. We need to work with them rather than tell them what's going to be done. PSB has a role here. How do you get into the communities then? Work with rather than
- Don't try and reinvent the wheel – review what's working and scale it
- Bringing those community groups together

### 2) How could the PSB achieve these different steps?

- Communication needs to be better– the website works well. We're still not reaching some people though. More co-ordinated approach to this communication is required. All organisations need to work towards utilising consistent and clear comms.
- Those furthest away are often those most affected therefore communicating with these groups is key.
- Local elected members have an important role – continue to develop the relationship as members know what is happening in their communities.

### 3) How can your organisation become involved?

- Getting students from that demographic into University – making it easier for that demographic to continue with their education.
- Council is funding 44 warm spaces which have worked well. There is a need to continue to this and ensure that this provision is accessible to all.

### 4) What do you need to further your involvement?

- To understand more about what other organisations which will provide an idea of where we fit in.

## WBO: Helping to create bilingual, safe and diverse communities

### 1) How can the PSB add value

- Partnership working
- Co-production
- Increase bilingual provision/learning at work for third sector
- Increase use of the Welsh language within their organisations (as a workforce) to encourage its use
- Create safe spaces for people to use the Language with the public sector
- Promote equality of opportunity for all communities
- Bringing organisations together – identifying common goals and ways to deliver collectively
- Cross referencing strategies and projects, resulting in bringing wider partners together
- Provide training for volunteer management and for volunteers to give them more skills, develop online training
- Support people interested in volunteering to have bite-sized opportunities
- Promote and exceed Welsh Language Standards
- Shared Welsh language (and other Languages) courses
- To help engage with diverse communities
- Encouraging rather than enforcing
- Integrate into other objectives
- Recruitment and Continuous professional development
- Map what provision there is in the PSB to identify gaps
- Increase involvement and outreach to diverse communities
- Map stakeholders and gaps
- Map diverse communities together
- We need to use key cross-cutting themes that deliver on multi-agency objectives. Start by identifying, then deliver targeted projects to gather evidence
- Normalising the Welsh language
- Public sector link to volunteering – provide clear approach/strategy
- Promote good news stories, outcome for users/lived experience
- Identify opportunities

### 2) How could the PSB achieve these different steps?

- Policy transfer and cross cutting
- Undertake mapping of multi-agency arrangements and bring together under themed objectives
- Work with CAVS to launch the Volunteering Strategy
- Identify volunteering needs of partner agencies- collective promotion of all opportunities , co-ordination rather than co-operation
- Encourage staff to do volunteering – have an initiative where teams can volunteer during their work time – eg community clean ups
- Recognise value of volunteering done outside of work
- PSB could raise the status of the Welsh Language Strategy within their organisations and their stakeholders
- Reinforce and adopt the Council's WL Strategy.

- Partners to look at the WL Strategy and see where fit in, use Welsh in the Workplace, match up work experience placement to Welsh speaking staff where needed, provide apprenticeships in Welsh, FE element of apprenticeships to be provided in Welsh
- By supporting their representative on the County's Welsh Language Strategic Forum (WLSF)
- Set up Strategic Group of the WLSF to get buy in.
- Link with WLC office, Urdd, Menter etc
- 1<sup>st</sup> action re planning for future workforce- should include third sector too – consider how public services fund the third sector, how commission funding opportunities which impact on sustainability of the third sector
- Link with other duties/statutory functions
- Consider where partners can link up better and see who's missing
- Better engagement between the PSB and Town / Community Councils
- Empower under-represented groups
- Focus on engagement to understand the need – do 'with' communities rather than 'to'
- Specific outreach, training etc to overcome barriers to under-represented groups in workplace, volunteering and public life – address work culture
- Empowering people to speak out against injustice and 'don't be a bystander'
- Ask every time – do we have the right voices around the table? 'Who isn't here'
- More events and outreach
- Accessible language – learn from each other
- The onus is on us to bring people with us
- Knowing where to go to get support, link opportunities to need
- Mapping current activity, support promotion – database of provision

### 3) How can you/your organisation be involved?

#### CAVS:

- Launch Volunteer Strategy with PSB partners
- Support Volunteer Management training
- Inform, consult and involve third sector organisations

#### CCC:

- Welsh Language Strategic Forum could feed into the Volunteering Strategy
- Develop opportunities to normalise use of the Welsh language and support understanding, what small steps can be taken – offer guidance
- PSB reps on the WLSF- but not CAVS. Need to ensure feedback from those discussions to a higher level
- MWFFS- Engage partnerships that are already established

#### OPCC:

- Volunteering opportunities
- Duty to convene (Serious Violence Duty)
- Holding to account
- Joint working with Coleg
- Welsh Language recruitment

#### 4) What do you need to further your involvement?

- Funding, time and capacity
- Co-ordinating/identifying common/diverging strategies, policies, legislative duties
- Have a budget for third sector
- More funding for third sector who promote the Welsh Language
- Discuss arrangements to draw in wider third sector involvement
- Create opportunities for “non reps” to be involved in discussions
- Co-ordinate approach
- Tools to promote