

**Bwrdd Gwasanaethau Cyhoeddus
Castell-Nedd Port Talbot**



**Neath Port Talbot
Public Services Board**

Summary Report

Consultation on the draft Well-being Plan

February 2018

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Executive Summary

To meet statutory requirements contained within the Well-being of Future Generations (Wales) Act 2015, the Neath Port Talbot Public Services Board (at its meeting on the 21st September 2017), agreed to initiate a 12 week statutory consultation period on the draft Well-being Plan (9th November 2017 to the 1st February 2018).

The draft Plan contained the Public Services Board draft vision for Neath Port Talbot and the 5 draft priorities, identified from the Well-being Assessment which the Board agreed would benefit from collective action and would have a positive impact on the state of economic, social, environmental and cultural well-being in Neath Port Talbot.

A two tier approach to the consultation was adopted by the Board. Tier 1 focused on providing a wide range of interested bodies and the general public the opportunity to comment on the draft vision and the draft priorities identified by the Public Services Board. A total of 144 responses were received (128 via questionnaire and a total of 16 written responses). 71% of questionnaire respondents felt the draft Well-being priorities when taken together would provide a good focus for the Public Services Board to improve the social, economic, environmental and cultural well-being of the people of Neath Port Talbot. 20% of respondents said sort of. Only 9% said no or don't know. 76% of questionnaire respondents agreed with the draft vision, 18% sort of agreed with the vision and only 6% said no or don't know.

Many of the comments received via the questionnaires have already been addressed during the consultation period as the draft Plan was further developed. They include more clearly linking the draft priorities back to the findings of the well-being assessment, clearly linking the priorities back to the Welsh Governments 7 well-being goals and more specific detail added on the actions to be taken to achieve each of the draft priorities. Other comments requested the Board to adopt additional priorities which were not reflective of the findings of the well-being assessment. With regards to the vision, amendments have been made in light of the consultation feedback – adding the word “work” to the opening paragraph and amending the word “if” to “when” in the final paragraph.

A number of the written responses did not specifically comment on the draft priorities or draft vision but provided advice on how their respective organisations might help in the delivery of the Plan. Other responses provided feedback on specific draft priorities and those responses were

provided to lead officers to take into consideration when developing the detail on each of their work streams. A number of responses referred to the lack of information on the resource requirements of undertaking the activities. This will be addressed when the detail of the activities becomes clearer and there is a dialogue on any required re-direction of resources by the respective Executive Boards of each partner organisation. A few responses recommended the Board adopting additional priorities which were not reflective of the findings of the well-being assessment.

As required by the Act, the Board sought the advice of the Future Generations Commissioner on how steps could be taken to meet the draft well-being objectives identified (a copy of the Commissioners response is attached at Appendix 5).

There have been a number of amendments made to the Plan as a result of the Commissioner's advice and these are summarised below.

This final version of the Plan explicitly explains where we have got to in applying the sustainable development principle to the way we have set our objectives and developed the steps we intend to take to deliver on those objectives.

We have explained why we have selected the Sandfields West area and identified a model that has been successfully employed by Pembury as the intervention we want to experiment with in order to prevent children from having an adverse childhood experience.

We have identified academic evidence that is informing the way in which we have further developed our thinking for the safer, confident and resilient priority and also explored models that work elsewhere – Blaenymaes in Swansea and Wigan County Borough Council. We have undertaken deeper analysis to better understand the experience some people with very complex needs have of accessing help and support.

The final version of the Plan more clearly demonstrates how the other well-being objectives will help us improve outcomes for our older residents.

We were pleased to see that the Commissioner agrees that a focus on our role as employers offers us a significant opportunity to bring about change.

It can be seen from the final version of this Plan that we have started to make concrete links between the Green Infrastructure priority and the others but there is now more to be done to translate our intentions into clear outcomes.

The Tier 2 consultation was tasked to the lead officers who undertook focused consultation / engagement on their particular work-streams. A more detailed summary of the outcomes is included in the main report.

1. Background

To meet statutory requirements contained with the Well-being of Future Generations (Wales) Act 2015, the Neath Port Talbot Public Services Board at its meeting on the 21st September 2017, agreed to initiate a 12 week statutory consultation period on the draft Local Well-being Plan (for the period 9th November 2017 to the 1st February 2018).

The draft Plan contained the Public Services Board draft vision for Neath Port Talbot and the 5 draft priorities, identified from the Well-being Assessment which the Board agreed would benefit from collective action and would have a positive impact on the state of economic, social, environmental and cultural well-being in Neath Port Talbot.

2. Approach

The Public Services Board adopted a two tier approach to the consultation:

Tier 1: The engagement activity for Tier 1 was tasked to the Public Services Board's Engagement Sub Group, who applied the Public Services Board's Citizen Engagement Scheme which is available at the Mid & West Wales Fire and Rescue Service's web site at:
<http://www.mawwfire.gov.uk/English/About/Work-with-Others/Pages/Public-Service-Boards.aspx>

The Sub Group designed a general public consultation exercise which provided a wide range of interested bodies and the general public the opportunity to comment on the draft vision and the draft priorities identified by the Public Services Board. The key messages of this consultation were developed and disseminated through partners existing networks using a range of channels (e.g. online questionnaire, social media, paper questionnaires and community engagement events).

Tier 2: again, with reference to the Citizen Engagement Scheme lead officers were tasked with undertaking focused consultation / engagement on their particular work-streams.

3. Tier 1 - Methodology

To help ensure the Tier 1 consultation was as widely available as possible there were 4 mechanisms by which people could submit their views:

1. Online – a self-completion questionnaire was published on the Council's website (via survey analysis software - SNAP)
2. Consultation packs in public buildings – consultation packs were made available in Civic Centres and main libraries. The consultation packs included a supply of self-completion questionnaires, a post box for completed questionnaires and a copy of the draft Plan. The questionnaire was a replica of the on-line version and responses were entered onto SNAP for analysis (also made available in welsh).
3. The email address improvement@npt.gov.uk was promoted for people who wanted to respond via this mechanism.
4. Corporate social media accounts – the Council's corporate Facebook and Twitter accounts were monitored for feedback.

(A copy of the consultation questionnaire is contained in Appendix 1)

The consultation was promoted via:

- The Council website homepage and the dedicated Neath Port Talbot Public Services Board web page
- Adverts on TV screens in Port Talbot and Neath Civic Centres and at The Quays
- A press release was issued by the Council on behalf of the Public Services Board
- Link to the online consultation shared with Public Services Board partners and members of the Engagement Sub Group to disseminate via their own established communication channels (e.g. via partner newsletters and websites)

(A table providing an overview of the engagement activity is attached at Appendix 2)

4. Tier 1 – Consultation Responses

A total of 144 responses were received:

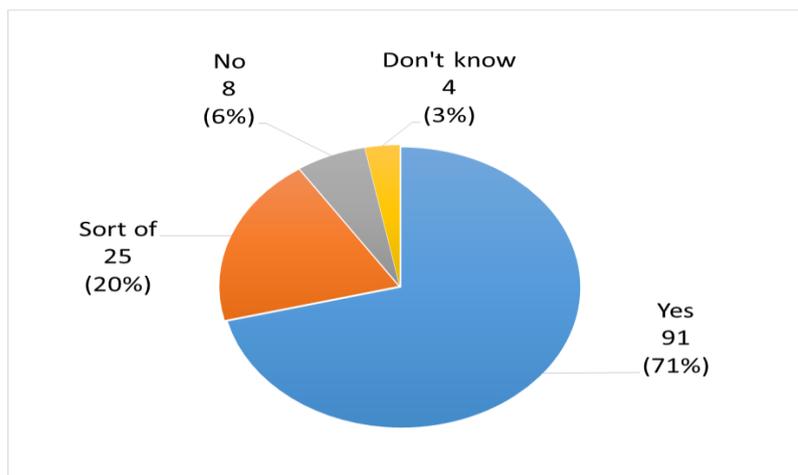
- i. 128 via on-line and questionnaire boxes (including 1 no. response in welsh)
- ii. 1 written response from the Council’s Policy & Resources Scrutiny Committee
- iii. 15 written responses (incl 1 no. received late)

i. On-line and questionnaire boxes

Equalities information on the respondents can be found in Appendix 3.

Responses:

Q1 – Thinking about all the draft Well-being priorities together, do they provide a good focus for the Public Services Board to improve the social, economic, environmental and cultural well-being of the people of Neath Port Talbot.



- 91% of respondents said either “yes” or “sort of”

Respondents were provided with an opportunity to add any further comments and 40 comments were provided.

The main themes can be summarised as:

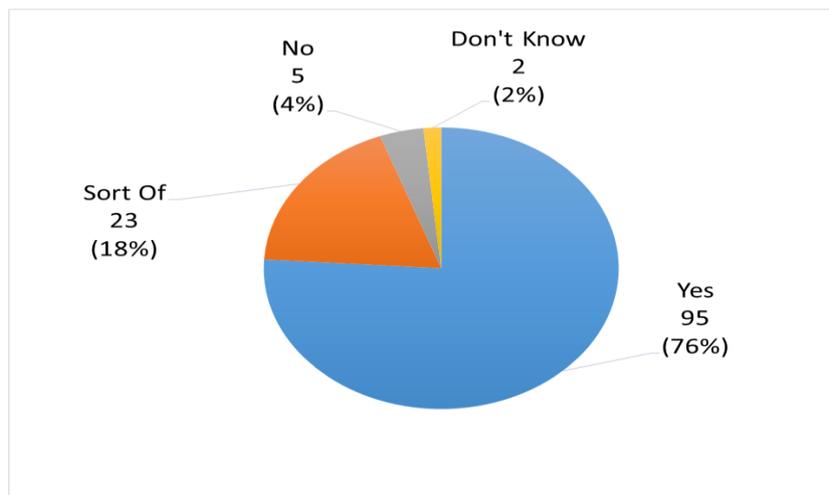
- 5 comments –were statements rather than comments requiring consideration
- 10 comments – the content of these comments had been addressed during the consultation period as the draft Plan was further developed. This includes more clearly linking the draft priorities back to the findings of the well-being assessment, clearly linking the priorities back to the Welsh Governments 7 well-being goals and more specific detail added on action to be taken to achieve each of the draft priorities
- Remaining comments can be summarised as :
 - 4 comments referred to younger people not being included in the draft priorities
 - 4 comments referred to the lack of reference to the resources required to achieve the draft priorities and where those resources will come from
 - 3 comments referred to lack of reference to the economy, how will the economic status of people improve, no reference to small businesses who support / supply activities
 - 3 comments referred to homelessness, need to help homeless people, need to build more homeless shelters

Respondents were also asked if they thought anything had been missed from any of the draft priorities and 20 comments were provided and the main themes can be summarised as:

- 5 comments - addressed during the consultation period (as above)
- 13 comments referred to things missed:
 - Growing social capital in communities
 - Promoting community cohesion in the area
 - Inclusion of the sea front – so many positive benefits
 - Skate Park (Neath)
 - Promotion of physical activity through schools and colleges
 - Parks and playgrounds
 - Youth clubs, fitness clubs for children
 - More playing fields
 - Open cast mining
 - Map small business who can provide support activities in the community
 - Arts and culture, improve welsh language learning
 - Help for the homeless
 - More emphasis on transport

- 2 comments were provided on how we could achieve our draft priorities:
 - More resources required in police, health and social services
 - Need to communicate with communities

Q2 – Do you agree with the vision?



- 94% of respondents said either “yes” or “sort of”

Respondents were provided with an opportunity to add any further comments they would like to make on the draft vision and 33 comments were received and the main themes can be summarised as:

- 10 comments supported / agreed with the vision but added:
 - If it is achievable / becomes reality
 - Focus is on town centres rather than rural communities / will it change the increasing disparity between rural and urban areas
 - Will require innovative thinking and a long time
 - Cannot afford to be too ambitious
 - How does closing schools and stopping services in the upper Afan Valley fit in with it
- 6 comments – were statements rather than comments requiring consideration
- 5 comments were made on the language used in the vision, too much jargon, difficult to understand

- 2 comments were made on the need for more social space to meet and discuss issues
- 2 comments – addressed during the consultation period (as above)

In light of the above, amendments have been made to the draft vision – adding the word “work” to the opening paragraph and amending the word “if” to “when” in the final paragraph.

Q3 – Do you think the draft priorities will have an effect on opportunities to use the Welsh language?

No – 65 (52%)

Yes – 19 (15%)

Don't know – 26 (21%)

Sort of – 16 (13%)

23 additional comments were received and the main themes can be summarised as:

- 5 negative comments - relating to the cost and level of priority being given to Welsh language
- 4 comments – relating to the importance of Welsh in schools and of other learning opportunities
- 3 comments – agreeing that the draft priorities will have an effect on opportunities to use the Welsh language

Q3 – Do you think the draft priorities will have an effect on treating the Welsh and English languages equally?

No – 49 (39%)

Yes – 40 (32%)

Don't know – 24 (19%)

Sort of – 12 (10%)

16 additional comments were left and the main themes can be summarised as:

- 5 comments - that there aren't a high number of Welsh speakers in Neath Port Talbot/the Council
- 2 comments - that this relies on personal choice and that it is the Welsh people who need to keep the language going

- 2 comments suggesting that services and people should be prioritised over the Welsh language

The questionnaire also asked respondents to leave their contact details if:

- They have any contributions they would like to make to the delivery of the Plan
- If they have any suggestions on how to improve the well-being of people in Neath Port Talbot

21 respondents left their details who will be contacted shortly to find out more about what contributions they have and their ideas on improving well-being.

ii. Response from the Council's Policy & Resources Scrutiny Committee

The Council's (Neath Port Talbot) Policy & Resources Scrutiny Committee has been identified as the Committee that will exercise the powers to scrutinise the work of the Board set out in Section 35 of the Act. In addition to those powers, the Committee is also listed as a statutory consultee.

On 9th January 2018, the draft Well-being Plan was presented to an all Member Seminar. However, following the Seminar, the Policy & Resources Scrutiny Committee felt they did not have sufficient information to inform a response and invited the lead officers to present to the Committee more information on the activities included in the draft Plan, how the proposed activities will make a difference and for clarity on the commitment required by the Council to undertake the proposed activities. Following the presentation, the Committee submitted a response.

(A copy of the response is attached at Appendix 4).

iii. 15 Written Responses (Including 1 late response)

Written responses were received from the following partners / organisations:

1. Mid and West Wales Fire and Rescue Service
2. Arts Council for Wales
3. Planning Policy (NPTCBC)
4. Welsh Government
5. Older Persons' Council (NPTCBC)
6. NSPCC Cymru / Wales
7. Community Health Council (ABMU)
8. Future Generations Commissioner for Wales
9. Western Bay Health and Social Care Programme
10. Wales Biodiversity Partnership - Local Nature Partnership
11. NPT Black Minority Ethnic Community Association
12. 3rd Sector in NPT (NPT CVS)
13. RSPB Cymru / Wales
14. Comments from an attendee at the NPTCVC 3rd Sector Workshop
15. National Energy Action (NEA) Cymru

(A copy of the responses is attached at Appendix 5)

A number of the responses did not specifically comment on the draft priorities or vision but provided advice on how their respective organisations might help in the delivery of the Plan. Other responses provided feedback on specific draft priorities and copies of those were provided to lead officers to take into consideration when developing the detail on each of their work streams. A number of responses referred to the lack of information on the resource requirements of undertaking the activities. This will be addressed when the detail of the activities becomes clearer and there is a dialogue on any required re-direction of resources by the respective Executive Boards of each partner organisation. A few responses recommended the Board adopting additional priorities and some provided useful feedback on the context of the Plan.

5. Tier 2 –Methodology & Consultation Responses

Draft Priority 1: Support children in their early years, especially those at risk of adverse childhood experiences

The Participation Group (made up of operational officers) met on 7th November and devised 3 broad questions:

- What do you like about Sandfields?
- What do you dislike about Sandfields?
- Who would you ask for help, if you needed it?

216 total responses, 79 pupils (37%), 137 (63%) adults.

Members of the Play Team asked these questions of pupils in 4 primary schools in Sandfields:

- Rhosafan
- Awel y Mor
- Sandfields Primary
- Tywyn Primary

Here are word clouds representing the responses:

What do you like about Sandfields?



Draft Priority 2 – Create Safe, Confident and Resilient Communities (with a particular focus on vulnerable people)

Focused consultation / engagement work will be undertaken as the priority is further developed

Draft Priority 3: Encourage Ageing Well

In addition to the development of the key priorities within the Ageing Well work stream the Strategy Group has also sought views from a range of sources to ensure that the final plan is reflective of all stakeholders including the public, practitioners, policy makers and elected representatives. To that end the Ageing Well Strategy Group considered views from the following:

- Consultation Responses to the Draft Well-Being Plan
- Ageing Well Engagement Event held at Aberavon Beach Hotel on 26th January 2018
- Neath Port Talbot County Borough Council Policy and Resources Scrutiny Committee (Special) held on 31st January 2018
- Neath Port Talbot County Borough Council Public Services Board Workshop held on 12th February 2018

It was clear from each of the above that there is broad support for the inclusion of Ageing Well as a priority area for the Public Services Board in the future. In addition the following key themes were highlighted by a number of respondents:

- The need to view older people as an asset rather than a drain on resources.
- The importance of the role of public transport in supporting the key focus areas within the Ageing Well plan.
- Build on and further develop existing initiatives within communities.
- Develop intergenerational schemes to build community resilience and well-being.
- Include local communities and practitioners in the development of initiatives.

Draft Priority 4: Promote well-being through and in the workplace Development of this Well-being Objective

Four key activities were undertaken as part of the focused engagement activity on this work-stream:

1. A workshop with representatives from the Public Services Board agencies and other partners, with the aim of engaging key stakeholders in the development of an action plan to promote well-being through work and the workplace, including the outputs and outcomes to be achieved.

The workshop focused on three activities:

- a. ***Assessing the current and future context***
 - b. ***Agreeing priorities***
 - c. ***Situation analysis of local partnership working:***
2. A consultation with a wide range of stakeholders based on an engagement brief (available on request) created around the output and discussions from the workshop. This was circulated through PSB members and partners to cascade through their networks for comments and feedback over a 6-8 week period.
 3. A series of interviews, face-to-face or telephone interviews were conducted with key stakeholders to ensure wide representation and capture of views to inform the final proposal/action plan.
 4. A workshop hosted by NPT CVS and attended by a number of third sector representatives. The activities in the workshop focussed on drawing out the following points:
 - The relevance of this objective and outcomes to the third sector
 - Opportunities for the third sector to engage and contribute
 - Their perspective on wellbeing at work in the sector
 - Establishing how and if they wanted to remain informed and engaged with the agenda going forward.

Those attending were formed into three groups who were given an opportunity to respond/participate and feedback on work to date.

What did we hear and find out?

It was clear from the consultation activities that this was viewed as a priority area for local action and that although there is an imperative to work and have an income, there is more to wellbeing. Having a sense of purpose was important, as is our relationship to place and the people around us – whether this is through work or through our communities and/or voluntary effort. Indeed, it was commented that the pressures of work and expectations from employers often meant an eroding of other aspects that contributed to wellbeing such as work life balance; free time to pursue other interests; and community involvement/volunteering opportunities.

This led to agreement over 2 key outcomes, namely:

- Efficient and effective public services through a sustainable, healthy workforce
- People and communities with a sense of purpose and place, through access to and opportunity for good work locally and/or purposeful activity and connections via work or other voluntary effort/activity

Draft Priority 5: Recognise and promote the role of green infrastructure to support the economic, social and cultural well-being of the people of Neath Port Talbot

The public engagement undertaken as part of the development of the well-being assessment showed that GI is important to people:

- It provides cross-cutting benefits across all response analysis topic areas and all well-being goals;
- Neath Port Talbot's green spaces are a huge asset that few places have and much of the land is in public ownership. The potential to enhance well-being is considerable;
- Green spaces provide a cost-effective way to improve the physical and mental health of everyone in NPT;
- A network of GI is critical in helping us adapt and respond to the future challenges we face, helping us to become more resilient;
- GI is a vital component of good place design, enabling active travel, greater community cohesion and encouraging inward investment; and
- If austerity measures continue then publicly accessible green spaces are under threat without alternative sources of funding.

These findings have helped further develop the draft priority and additional consultation / engagement work will be undertaken as the priority is further developed.



NEATH PORT TALBOT PUBLIC SERVICES BOARD

**Neath Port Talbot
Public Services Board
Questionnaire on the Consultation
on the Draft Well-being Plan**

To achieve the Neath Port Talbot we want the Public Services Board thinks that their draft priorities should be:

- i. Protect children in their early years, especially children at risk of adverse childhood experiences
- ii. Create safe, confident and resilient communities (with a particular focus on vulnerable people)
- iii. Encourage ageing well
- iv. Promote well-being through the workplace
- v. Recognise and promote the role of green infrastructure* to support the economic, social and cultural well-being of the people of Neath Port Talbot.

**Green infrastructure (GI) refers to the combined structure, position, connectivity and types of green (and blue) spaces, including parks, open spaces, playing fields, woodlands, wetlands, road verges, allotments and private gardens.*

1. Thinking about all of the draft Well-being priorities together, do they provide a good focus for the PSB to improve the social, economic, environmental and cultural well-being of the county?

- Yes
- Sort of
- No
- Don't know

Please use this space to add any comments:

If you think we have missed anything from our draft priorities or would like to comment on how we could achieve these, please use this space to do so:

- 2. Do you think the draft priorities will have an effect on opportunities to use the Welsh language?**

- 3. How do you think the draft priorities will have an effect on treating the Welsh and English languages equally?**

Vision

We want Neath Port Talbot to be a vibrant and healthy place where people have an equal chance to get on in life - a place where people want to live, learn, invest and visit for many generations to come.

We want local public services, which includes the Third Sector, to be effective and value for money, easy for people to use, offering quality employment where people are valued and appreciated for the work they do. Together with citizens, we will build on our strong and cohesive communities where the rights of everyone will be respected and protected.

We want our public services to be focused on enabling people and communities to be resilient and it will be the norm for citizens to experience seamless, personalized high quality services. Public service delivery will create the right conditions for investment that will enable the county borough to attract and sustain quality sustainable employment for local people.

Our communities will be well connected through a first class digital and transport infrastructure and our natural Environment will be protected but also developed to support healthy living and investment.

We will have achieved our vision if all children and young people have the best start in life; if all young people and adults have the skills and resilience to be healthy and prosperous; if people are safe and feel safe; if all of our communities are thriving and supporting the people who live there and where people can draw on the support of neighbours and well developed social networks.

Do you agree with this Vision?

- Yes
- Sort of
- No
- Don't Know

If you would like to add anything or make a comment please use this space:

If you feel that you are able to assist us, you can do so in the following ways:

- If you have contributions you wish to make to any of the 5 priorities listed above, please contact the Corporate Strategy Team on 01639 763677 or improvement@npt.gov.uk, who will put you in touch with the Public Services Board Member leading on the draft priority you are interested in
- We are keen to hear your ongoing suggestions on how to improve the well-being of the people of Neath Port Talbot. If you would like to be involved in future engagement in the development of this plan, please let us know your name and contact details.

Name:

Contact details:

In accordance with the Data Protection Act 1998 the Public Services Board will only use your contact details for the specific purposes of consultation in relation to the development of the Well-being Plan. Your details will not be passed on to any third party.

Thank you for completing this questionnaire.

EQUALITIES MONITORING FORM

The Council operates equality policies that aim to ensure that everyone is treated fairly and equally. To make sure that people are not discriminated against when accessing our services we carry out monitoring and therefore would be grateful if you could answer the following questions. The information you provide is strictly confidential. Please tick appropriate boxes:

Gender

Male Female
Transgender Prefer not to say

Age

Under 16 16-24 25-29
30-39 40-49 50-59
60-74 75-85 85+
Prefer not to say

Disability

The Equality Act 2010 defines a person as disabled if they have a physical or mental impairment, which has a substantial and long term (i.e. has lasted or is expected to last at least 12 months) adverse effect on the person's ability to carry out normal day-to-day activities.

Do you consider yourself to have a disability?

Yes No Prefer not to say

Welsh Language:

Fluent speaker & writer Fairly fluent speaker & writer
Fluent speaker Fairly fluent speaker
Learner Little or no knowledge

Religion/Belief

Christian Muslim
Hindu Sikh
Jewish Buddhist
No religion Any other religion
Prefer Not To Say _____

Sexual Orientation

- | | | | |
|-------------------|--------------------------|----------|--------------------------|
| Heterosexual | <input type="checkbox"/> | Lesbian | <input type="checkbox"/> |
| Gay | <input type="checkbox"/> | Bisexual | <input type="checkbox"/> |
| Prefer not to say | <input type="checkbox"/> | | |

Nationality

- Welsh
- Scottish
- English
- British
- Irish
- Other, *please write in*

- Prefer Not To Say

Ethnic origin

White

- British
- Irish
- Any other White background, *please write in*

Mixed

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed background, *please write in*

Asian

- Indian
- Pakistani

—

Bangladeshi

Any other Asian background, *please write in*

Black

African

Caribbean

Any other Black background, *please write in*

Chinese or other ethnic group

Chinese

Any other background, *please write in*

Prefer not to say

**Details of the Tier 1 Engagement Activity
for the Consultation on the Neath Port Talbot
Public Services Board's Draft Local Well-being Plan.
(9th November 2017 to 1st February 2018)**

TIER 1 ENGAGEMENT ACTIVITY		
DATE	ACTIVITY	OUTCOME
November 2017	<p>Consultation packs were placed in the two Civic Centres in Neath & Port Talbot. Also at the main libraries in Pontardawe, Neath and Port Talbot. They contained:</p> <ul style="list-style-type: none"> • A supply of self-completion questionnaires (English and Welsh), replicating the online questionnaire; • A post box for completed questionnaires; • Reference copy of the Public Services Board Draft Local Well-being Plan 	Despite extensive publicity only 2 respondents completed questionnaires and posted their feedback via these post boxes.

TIER 1 ENGAGEMENT ACTIVITY

DATE	ACTIVITY	OUTCOME
November 2017	<p>Electronic consultation – A consultation questionnaire was available on the Council’s website, using the survey analysis software - SNAP</p>	<p>A total of 128 questionnaires were received by this method, which includes 2 hard copies of the standard questionnaire received via the post boxes mentioned above.</p> <p>The following partners / organisations advised they had input hard copy questionnaires onto the SNAP Software system.</p> <ul style="list-style-type: none"> • NPT County Borough Council Children and Young People Engagement Officer – 30 questionnaires • Tai Tarian – 6 questionnaires. • Mid and West Wales Fire & Rescue Service – 24 questionnaires
November 2017 – 1 February 2018	<p>Written Responses -Responses not on the standard questionnaire, which were received by email, in the post, or obtained at focus groups/stakeholder meetings.</p>	<p>15 responses were received in a letter/report format (1 no. received late)</p>

TIER 1 ENGAGEMENT ACTIVITY

DATE	ACTIVITY	OUTCOME
November 2017 – end January 2018	Social Media – To engage with a wide range of stakeholders, including the general public.	The Public Services Board partners raised awareness with the public and their stakeholders through their various Social Media accounts, such as Facebook, Twitter and other Social Media platforms.
November 2017 – 1 February 2018	Websites - The Public Services Board partners own websites, with a view to reaching their stakeholders.	Partners publicised the consultation on their internal intranet and/or external website, which contained a link to the consultation on the Council’s Public Services Board page. https://www.npt.gov.uk/psb
November 2017 – January 2018	Email from the Public Services Board Chair – An email from the Chair of the Public Services Board inviting the statutory consultees to take part in the consultation.	This exercise ensured that the all of the statutory consultees, listed in the Well-being of Future Generations (Wales) Act, were informed of the consultation. In addition, the email was circulated by members of the Public Services Board Engagement Sub Group to their organisation’s stakeholders. http://www.legislation.gov.uk/anaw/2015/2/section/38/enacted

TIER 1 ENGAGEMENT ACTIVITY

DATE	ACTIVITY	OUTCOME
November 2017 to January 2018	Press Releases	A press briefing was issued via the Council's Communications & Digital Services on behalf of the Public Services Board
2 January 2018	Mid Consultation Review A low response was noted at the beginning of January 2018.	All Public Services Board Engagement Sub Group members were asked to repeat, and/or step up their engagement efforts, to encourage more people to respond. Also to increase efforts to work with focus groups and established engagement groups, particularly those that supported people with protected characteristics.
November 2017 to January 2018	Engagement Events / Focus Groups	PSB partners held several stakeholder engagement events and focus groups to publicise the consultation and encourage groups and individuals to respond, either as individuals or to submit a 'group' response. These included:

	<p>Neath Port Talbot County Borough Council</p>	<p>Presentations to:</p> <ul style="list-style-type: none"> • Council run Youth Clubs in Baglan, Sandfields and Cimla, January 2018 • Looked After Children Youth Council YOVO group (Your Voice), 20 December 2017 • Youth Service Focus Group with 18-25 year olds, January 2018 • Young People’s Challenge Wales, 1 December 2017 • Youth Service Staff, 5 December 2017 • NPT Older Persons’ Council, 25 January 2018 • LGBT Forum, 17 January 2018 • Rural Development Plan, the Regenerate NPT Local Action Group and the Bryn Residents Action Group, 18 January 2018 • Local Development Plan Stakeholders, 17 January 2018
	<p>Mid & West Wales Fire & Rescue Service</p>	<ul style="list-style-type: none"> • Neath & Port Talbot Command Meeting, 14 December 2017 • Focus group with Neath Fire Station personnel which included representative body personnel, 11 January 2018 • Engagement event at Seven Sisters Young Firefighter Cadet Scheme, 23 January 2018. • Engagement event at Glynneath Fire Station, 23 January 2018 Advertised on-line, however nobody attended. • Engagement event at Amman Valley Fire Station, 29 January 2018 Advertised on line, however nobody attended. • Engagement event at Pontardawe Fire Station, 29 January 2018 Advertised on line, however nobody attended.

		<ul style="list-style-type: none"> • Due to an unforeseen operation issue, both planned events at Cymmer and Neath Fire Stations were unable to take place.
	ABMU Health Board	<ul style="list-style-type: none"> • Stakeholder Reference Group, 10 January, 2018 • Disability Reference Group, 29 December, 2017 • ABM Youth, 17 January, 2018 • ABM Community Health Council, 23 January, 2018 • Third Sector Network, 25 January, 2018 • Partnership Forum, 24 January, 2018
	Neath Port Talbot Council for Voluntary Service	<ul style="list-style-type: none"> • NPT Mental Health & Emotional Wellbeing Forum, 13 November 2017 • NPT Children and Young People's Voluntary Sector Forum. 21 November 2017 • Third Sector Consultation Workshop (Third Sector Strategic Forum), 25 January 2018 • NPT BME Community Association, 30 January 2018 • NPT Children and Young People's Voluntary Sector Forum, 30 January 2018
	Tai Tarian Housing Association	<ul style="list-style-type: none"> • Tai Tarian Academy Group, January 2018 • Individuals of the Tai Tarian Academy Group, January 2018
	Natural Resources Wales	NPT Biodiversity Partnership/NPTCBC Countryside Team, 7 December 2017

	Public Health ABMU	<p>The Team is engaged with the Tier 2 consultation, particularly through the Wellbeing and Work thematic group. The consultation has been promoted with the local public health team and disseminated to partner organisations.</p> <p>ABMU Public Health Team also advised that they have sent the consultation to the ABM LPHT for onward distribution to other partners; the Healthy Schools Team for circulation to NPT Schools; and Healthy Working Team, and the Workplace thematic working group.</p>
	DWP	<p>DWP, Job Centre Plus Neath, advised that they were unable to facilitate/undertake any face to face events during this period, therefore all activity has been email based.</p>
	South Wales Police	<p>Document shared with 'Safer Neath Port Talbot' Partnership with request to send to interested parties within their group. Information disseminated widely to other Stakeholders.</p>

Equalities Monitoring Information of Questionnaire Respondents:

Gender:

Female – 54% (68)
Male – 42% (52)
Prefer not to say – 4% (5)

Age:

Under 16 – 34% (42)
16-24 – 4% (5)
25-39 – 13% (16)
40-59 – 34% (42)
60-74 – 11% (13)
75+ - 3% (3)

Disability:

No – 69% (86)
Yes – 24% (30)
Prefer not to say – 7% (8)

Welsh Language:

Learner – 40% (50)
Little or no knowledge – 40% (50)
Fluent speaker and writer – 7% (8)
Fairly fluent speaker and writer – 7% (8)
Fairly fluent speaker – 4% (5)
Fluent speaker – 2% (3)

Religion / Belief:

No religion – 46% (55)
Christian – 41% (50)
Prefer not to say – 10% (12)
Muslim – 2% (2)
Any other religion – 2% (2)

Sexual Orientation:

Heterosexual/straight – 87% (107)
Prefer not to say – 10% (12)
Bisexual – 2% (3)
Gay – 1% (1)

Nationality:

Welsh – 66% (81)

British – 25% (30)

English – 3% (4)

Prefer not to say – 3% (3)

Scottish – 2% (2)

Irish – 2% (2)



Date Dyddiad 01639 417770
Direct line Rhif ffôn cllr.a.woolcock@npt.gov.uk
Email E-bost
Contact Cyswllt
Your ref Eich cyf AW Lett1
Our ref Ein cyf

Dear Chair of the Public Services Board

Re: Response to the Neath Port Talbot Public Services Board Consultation on the Draft Well-Being Plan.

As you are aware, my Committee has been identified by the Council as the Committee that will exercise the powers to Scrutinise the work of the Public Services Board set out in section 35 of the Wellbeing of Future Generations (Wales) Act 2015. In addition to those powers, my Committee is listed as a statutory consultee on the Public Services Board's Draft Local Wellbeing Plan under section 43 of the Act.

To this end my Committee met on 31st January 2018 where we heard from Members of the Public Services Board who have been identified to lead the development of work activities for each of the priorities set out in the Draft Well-being Plan. The Committee had asked to receive a more detailed focus of the activities included in the plan, how the proposed activities will make a difference and for clarity on the commitment required by the Council to undertake the proposed activities.

Our detailed comments can be found in the minutes of the meeting but I offer the following overall comments on behalf of the Policy and Resources Scrutiny Committee:

- The Committee were pleased to note the shared leadership commitment expressed.
- We agree with the priorities included in the Draft Well-being Plan and that they seem a reasonable and good fit with other Council priorities.
- We remain concerned about the level of funding and resources required to deliver on the priorities included in the plan. The Lead

Officers explained that no new resources were assumed, however this suggests that there might be a need to re-prioritise/re-direct existing resources. We would expect to see more explicit detail on these issues when the final version of the Well-Being Plan is brought to Council for ratification.

- It is difficult to argue with most of what is set out in the document. What we are most interested to see next is the detail of exactly how the aspirations will be met, over what timescale and how progress will be measured and reported upon. The current plan lacks important detail and to be credible the deliverables of the programme need to be more clearly spelled out.
- We would like to see more detail on how the activities will build on what already exists in communities as people are able to identify what needs to and could change. In particular we would encourage the Board to embrace the unique roles of Elected Members as Community Leaders, Town and Community Councillors, Volunteers, Voluntary Organisations and Industry.

I trust you will find the views of the Committee helpful to you in putting together the final Well-Being Plan.

Yours sincerely,

Councillor Arwyn Woolcock

Chair of the Policy and Resources Scrutiny Committee

Councillor Arwyn Woolcock

Home Address: 8 Barry Road, Lower Brynamman, Ammanford, SA18 1TU

Tel: 01269 825767

Cynghorydd Arwyn Woolcock

Cyfeiriad: 8 Barry Road, Lower Brynamman, Ammanford, SA18 1TU

Ffôn: 01269 825767

Croesewir gohebiaeth yn y Gymraeg a byddwn yn ymdrin â gohebiaeth Gymraeg a Saesneg i'r un safonau ac amserlenni.

We welcome correspondence in Welsh and will deal with Welsh and English correspondence to the same standards and timescales.

Written Responses (15 No.):



Ms Fiona Clay-Poole
Neath Port Talbot CBC
Civic Centre,
Port Talbot
SA13 1PJ

*Gofynner am/
Please ask for:*

Mr Roger Thomas

Rhif Est/Extn. No.

Direct Line: 0370 6060 699

E-bost/E-mail:

r.thomas@mawwfire.gov.uk

Fy Nghyf/My Ref.

Eich Cyff/Your Ref.

Dyddiad/Date:

13 December 2017

Dear Fiona,

Public Services Boards, Draft Well-being Plan Consultation.

Thank you for sending me your proposed Draft Well-being Plan for the Public Services Board.

As a statutory partner of the Public Services Board Mid and West Wales Fire and Rescue Service has made a significant contribution to the development of each of the proposed priorities, and can confirm that the Service is content with the proposals outlined within the Draft Plan.

We look forward to further developing our close working relationship with the Public Services Board and Partners during the implementation phase of the Plans and will endeavour to assist with the requirements for the delivery of the steps as outlined within the Well-being Plans.

Should you have any queries regarding this or wish to discuss this matter further, please do not hesitate to contact me.

Yours sincerely

Roger Thomas
Temporary Assistant Chief Fire Officer

Prif Swyddog Tân / Chief Fire Officer Chris Davies QFSM MBA

Y Pencadlys, Heol Llwyn Pisgwydd, Caerfyrddin. Sir Gâr SA31 1SP | post@tancgc.gov.uk | www.tancgc.gov.uk
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☎ 0370 60 60 699 📠 01267 220562

Rydym yn croesawu goheblaeth yn y Gymraeg a'r Saesneg - byddwn yn ymateb yn gyfartal i'r ddau ac yn atab yn eich dewis iaith heb oedi.
We welcome correspondence in Welsh and English - we will respond equally to both and will reply in your language of choice without delay.
Rydym yn croesawu galwadau yn y Gymraeg a'r Saesneg | We welcome calls in Welsh and English.



Electronic Response from the Arts Council for Wales.

December 2017

Dear colleagues

Neath Port Talbot Public Service Board Well-being Plan

Thank you for inviting us to contribute to your consultation about the Well-being Plan being developed by your Public Service Board.

We're writing to support you in this work and to offer our advice about the many ways that the Arts might help you in the delivery of your Plan.

We won't comment specifically on the individual objectives in the Plan – these are matters for your local citizens and partners to decide. However, we feel that there are opportunities for us to work collaboratively with you to find innovative ways of using arts and creativity to embed the sustainable development principles that are so fundamental to the Well-being of Future Generations (Wales) Act. As you'd expect, we're passionate in our belief that the arts make a clear contribution to citizens' well-being. The arts illuminate and give life to the wide range of strategies that underpin public life. From arts and health to cultural tourism, public art to town centre re-generation, the arts bring meaning, authenticity and enjoyment to our everyday lives. They create and sustain jobs, enrich education services, bring people together, improve our quality of life.

The arts matter.

We have attached a briefing note designed to do four things:

1. We highlight why the arts matter and how they can support the 7 goals of the Well-being of Future Generations (Wales) Act
2. We illustrate through case studies what might be possible through collaboration with artists or arts organisations in your locality
3. We provide you with a list of possible partners in your area should you need grassroots support or ideas to move your ambitions forward with creative ideas
4. We provide links to other resources that you might find useful

The Well-being of Future Generations (Wales) Act is challenging us all to think more imaginatively about sustainability and quality of life. I hope that you'll be persuaded that the arts can play an important role in achieving these goals. We wish you every success as you develop your plans and look forward to working with you as your ambitions move forwards to delivery.

With best wishes

Nick Capaldi
Chief Executive

*cc. Councillor Peter Rees, Neath Port Talbot County Borough Council
Paul Walker, Neath Port Talbot County Borough Council
Angie Dickinson, Neath Port Talbot County Borough Council*

Neath Port Talbot Public Services Board

Local Well-Being Plan (Consultation Draft – November 2017)

Comments & Observations – Planning Policy

Section 1 – Vision for Neath Port Talbot

Page 3 / 4th Paragraph: The Vision refers to ‘...*a first class digital and transport infrastructure...*’. Whilst this reference is welcomed, the Plan does not appear to carry this aspiration through to any specific priorities or actions?

Section 2 – The Well-being of Future Generations (Wales) Act 2015

Page 8 / 2nd Paragraph / 4th bullet: Amend to read ‘**Natural Resources Wales**’.

Section 3 - How this Plan has been developed

Page 9 / 5th Paragraph / Priorities (i)-(iv): by concentrating on ‘*children in their early years*’, ‘*ageing well*’ and ‘*well-being through the workplace*’, it is suggested that the well-being of those older young people and adults of working age who are unemployed may be missed. Supporting all groups will be key to addressing overall well-being in Neath Port Talbot.

Page 9 / 5th Paragraph / Priority (ii) ‘Create safe, confident and resilient communities’: this priority is welcomed and is the one that has relevance to land use planning. It is suggested however that consideration should be given to widening this priority to all people, not just vulnerable people.

Either way the wording of the priority should correspond on pages 9 and 26 - ‘*Create safe, confident and resilient communities, focussing on vulnerable people*’.

Page 9 / 5th Paragraph / Priority (iv) ‘Promote well-being through the workplace’: it is suggested that whilst this may be easy for some partner organisations, others may have constraints that would make this priority more difficult to achieve.

Page 10 / (i): ‘*Recognise and promote green infrastructure, how the green infrastructure can promote well-being, in particular for those groups of people identified in the above priority themes*’.

Whilst the inclusion of Green Infrastructure (GI) as a cross cutting theme is welcomed, consideration should be given to the provision of GI and how this could be achieved. It is suggested that generally, the Plan is unclear as to whether it intends to support the delivery of GI, or whether it simply recognises its importance for well-being.

Furthermore, specific actions in the Plan appear to be without GI influence. It may be the case that GI is being dealt with holistically, in which case it may be helpful to clarify this within the Plan.

Section 4 – The Partnership Structure

Page 12: The inclusion of NRW on two of the Task & Finish Groups is welcomed. There would be merit in having an environmental representation on each of the groups. If this is too much of a time commitment for a single partner organisation, some indication that the environment would be represented on these groups would be helpful.

Section 5 – Draft Cross-Cutting Priorities

Page 13 / 1st Paragraph / Definition of Green Infrastructure: It is considered that the definition of GI isn't necessarily clear and the definition by the European Commission and the subsequent description are not the same, with 'ecosystems' being omitted from any further comment.

It is also noted that 'Green infrastructure' and 'green space' are used interchangeably. The section begins using GI, but goes on to focus on green space. Whilst 'green space' has a vital role to play in well-being in terms of directly accessing these sites, GI has an important role to play in other services such as flooding, air quality, improvement of the urban landscape etc.

In addition, whilst the definition quoted includes the phrase '*strategic land use planning*', there is little reference to land use planning or the Council's Local Development Plan (LDP) throughout the document.

Page 13 / 2nd Paragraph: it is suggested that this should also include meadows, green roofs/walls and other natural habitats. Currently, it is considered that the list is overly focused on physically accessible green space, whilst GI is wider than this.

General: the prominence of GI is very much welcomed in the Plan, however some recognition of the role that the wider natural environment has for well-being would provide added value. GI is a very specific term, however there may be merit in being more inclusive in the definition in the Plan, to include wider ecosystems.

In addition, it is considered that the Plan would benefit from further clarity in respect of addressing how the cross cutting GI theme feeds into the other identified priorities.

Page 13 / 4th Paragraph: given declining budgets, it is suggested that budget pressures could be referenced as a conflicting issue, both in relation to the creation of new and the enhancement of existing or replacement of equipment/ facilities etc.

Page 13 / 4th Paragraph: '*There is no strategic over-arching approach to the provision of green space in the county borough and a lack of recognition of the myriad direct and indirect well-being benefits that a well-maintained network of green spaces can provide*'.

It should be noted that the strategy of the Council's adopted LDP (Jan'16), recognises the important role both the natural and built environment contributes to the health and well-being of the population of NPT.

As an example, the following extract is copied from Chapter 2 (The Strategy) of the LDP:

2.4.10 *Both the natural and built environment contain features that can impact on the health and well-being of the population. A well designed, adequately resourced and well-connected neighbourhood can have positive health benefits. Ensuring that connections between the places where the residents of Neath Port Talbot work, live, play, relax and socialise can help contribute towards the creation of healthy and sustainable communities.*

2.4.11 *The quality of the natural environment and the basic natural services that it provides are of great importance for health and well-being. The strategy will seek to protect the environment (air, water and ground quality) and the amenity of the local communities and ensure the location of major housing developments takes account of the need to reduce people's exposure to those elements that can have an adverse impact on their health, including siting sensitive developments away from sources of noise, air pollution and flood risk.*

2.4.12 *The quality of the built environment can also influence the health and well-being of the population. Well connected, accessible, attractive and safe communities with access to community facilities (such as shops, schools, health-care facilities and open space) may encourage greater levels of physical activity (walking and cycling) and social activity which in turn can improve health and well-being.*

'Health' is identified as one of four overarching policies in the LDP (Strategic Policy SP2 Health) and is considered to be of primary importance for the whole County Borough. The measures outlined in the policy have fundamentally influenced the development of the Plan, and will be addressed and implemented through a number of the Plan's policies and proposals.

Furthermore, LDP policies (SP10, OS1 and OS2) seek to address inequalities in open space provision (including greenspace) by retaining and enhancing existing provision and requiring new development to make provision where there is a need.

Page 15 / 3rd Paragraph: Amend to read '*Green infrastructure is a vital component of good place design, allowing for active travel, greater community **cohesion**, reduced...*'.

Page 16 / 1st Paragraph: as per comment above, it is suggested that budget pressures could be referenced as a conflicting issue.

Page 17 / 3rd Paragraph 'What steps will we take?': it is suggested that the last sentence be amended to read '*There will need to be a focus on a large scale behaviour change approach to encouraging communities to **value and** access green spaces, **whilst taking a more active role in looking after these local sites***'.

Page 18 / 4th Paragraph: the recognition of the value of projects such as 'Working with Nature' and 'Actif Woods' is welcomed (Note: Actif Woods also runs in NPT).

Page 19 / 2nd Paragraph: Amend to read '*NPT Countryside & Wildlife Team, the Economic Development/Regeneration Team, Planning **Policy and Development Management Teams, Estates...***'.

Page 19 / Table – Step 2(a): '*Understand future development proposed by public and private sector in the county*' – it is suggested that this statement does not appear to recognise that the Plan should be aiming to influence and shape future development via the planning system as part of working towards the achievement of the vision.

Page 19 / Table – Step 3: It is currently unclear what benefit there would be in providing a toolkit in community involvement – further clarification in this respect would be welcomed.

There are many examples of community involvement already working in the County Borough. There is a need to appropriately resource this activity and to provide continuity in projects / activities already underway. It is suggested that the following alternative wording could be included '**Assess / explore funding opportunities to deliver long term and sustainable community engagement activities**'.

Section 6 – Local Draft Priorities

Pages 26-29 Draft Priority (ii) - Create safe, confident and resilient communities, focussing on vulnerable people: it is considered that the document would benefit from a brief explanation as to why Sandfields West was selected as the pilot area.

Pages 32-33 Draft Priority (iv) – Promote well-being through and in the workplace: this priority does not appear to have any associated actions?

Section 7 – Delivering and Monitoring Progress

Whilst it is noted that the delivery of the Plan will be monitored by the Public Services Board, with annual reports prepared and published, more information in respect of the delivery mechanisms would be welcomed (e.g. does the Plan have a start/end date; is there a review cycle associated with the Plan etc.).

Subsequent LDP reviews will need to show how it accords with the Local Well-Being Plan, and this process would be assisted if the mechanisms for delivery were more clearly defined in the document.

Ceri Morris

Planning Policy Manager / Rheolwr Polisi Cynllunio

Environment /Amgylcheddol

Neath Port Talbot County Borough Council

Cyngor Bwrdeistref Sirol Castell-nedd Port Talbot

Welsh Government response to the consultation on the draft local well-being plan for Neath Port Talbot, required by the Well-being of Future Generations (Wales) Act.

Thank you for sight of the Neath Port Talbot PSB draft Local Well-being Plan as a partner among what is clearly a wide range of stakeholders consulted.

Welsh Government acknowledges that the preparation of a local well-being plan is a significant undertaking and recognise the amount of work that has been accomplished.

We have structured our response to the consultation as follows (we will be using the same approach in responding to each of the plans):

- General comments providing an overview of thoughts on the plan
- More specific comments on the way in which the plan has been prepared, such as observations on the approach the PSB has taken to choosing the objectives.
- A final summary table which identifies the areas we would suggest could benefit from further development. We are adopting a consistent approach to these matters which have been categorised as follows:
 - Category A – these are significant issues which we hope would be addressed prior to publication of the final plan. They might relate, for example, to compliance with the statutory requirements or major concerns with key elements of the Plan
 - Category B – these are issues which, if addressed prior to publication, would strengthen the final plan. While we acknowledge in the time remaining that may not be possible, we think these important matters will add genuine value to the plan and prioritised alongside early development.
 - Category C – these are matters which would strengthen the plan but could be addressed as it continues to develop and evolve.

Overall Thoughts

We recognise that this is an initial version of the plan and understand that it will continue to evolve until publication and beyond. We are reassured about the direction the Board is taking to meet the step-change required.

In particular, there is a clear demonstration of who will lead, and who will collaborate to deliver each of the objectives.

The Plan would be strengthened by a clearer explanation of how the steps will maximise its contribution to the national well-being goals. Also, at present, we feel that although the Plan acknowledges which of the goals the objectives relate to, the relationship between the proposed steps and the well-being goals is not sufficiently explained.

While we are supportive of a focused method to target interventions, we feel an explanation of the conscious choice to propose a 'narrow and deep' approach could be included in the final Plan.

We feel that timescales, for delivery of the Plan and for the achievement of the proposed outcomes, is an area for development in working towards the final Plan. In particular, we highlight the need for clearer differentiation of short, medium and long-term in relation to these aspects, and substantive comments can be found under "Timescales".

Comments on particular aspects of the draft Plan

Structure and Format

On the whole, the Plan is both logically structured and clearly laid out, making it easy to navigate. It sets out its intentions very clearly and the structure closely reflects those intentions. However, in our view, the way the green infrastructure objective has been presented (as a cross-cutting priority separate from the other local priorities) detracts somewhat from the flow of the document. We would suggest either re-considering where this sits within the structure or explaining more clearly its relationship to the other local priorities.

The language is pitched at an appropriate level for the public and makes the document easily readable. However in its current form the document is rather text-heavy, and the use of graphics and other forms of presentation, where appropriate, would further aid its accessibility and impact.

Timescales

We expect the structure and format of Plans to both reflect long-term thinking and include a clear distinction between short, medium and long term actions. At this stage, the draft plan does not strongly convey a long-term focus and does not consider the timescales over which outcomes will be realised. Further, while

no timescales have been set for the objectives, the proposed actions appear to be short-term in nature and consideration of potential medium and long-term actions under each objective, and the linkages between them would be helpful. If it is not possible to identify medium to long term actions at this stage, it would be useful to acknowledge this and set out how they will be developed and over what timescale.

To assist in the Board's consideration of the medium and long-term, the Welsh Government has developed a brief exercise, available under the Future Trends Resource, to support the PSBs in identifying what potential future impacts, risks and opportunities may occur in their area, according to their unique trends. This might assist the Board in identifying and analysing how these trends will affect the local area or the region.

Involvement

We welcome the commitment to involve people and stakeholders in the development and lifetime of the plan. While the intention of the plan is commendable, we feel it would benefit from more detail covering the methods and results of engagement to this point.

We feel that a section, perhaps even in the form of a link or an appendix, might explain clearly how the PSB, through the extensive engagement periods, involved people and organisations in different parts of the process. For example, who was involved in the prioritisation exercise to whittle down from the 65 identified issues to four more focussed areas?

Conveying the scope and scale of the engagement activity and demonstrating how it fed in to the objectives and steps would reinforce the Plan considerably.

Collaboration

We welcome the very clear presentation of the proposed partnership structure, including who will lead, and who will collaborate to deliver the objectives. It is important that the people the PSB engages with can bring the best range of insights, constructive challenge, data and solutions to the PSB. To this end, we would suggest reaching out to other partners with an interest in the interventions being proposed, such as existing equality networks, youth forums, employability support services, and businesses operating in the area.

It would be beneficial if the Plan considered the role community and town councils in the area could play towards meeting the objectives in the plan,

particularly those under a duty to do so. At the very least we would expect engagement with each of the community and town councils in the area, to ensure their views are taken on board.

Integration and Prevention

There is a noticeable effort in the Plan to illustrate how green infrastructure is inter-linked with, and dependent on, the other objectives, and how that objective will contribute to the national Well-being Goals. While this is welcomed, we feel there is scope to develop further the interrelationships between the other objectives, and how some actions proposed might contribute to more than one objective.

There is evidence of a preventative focus in the Plan, but we feel there is scope to be more explicit and elaborate on the theme of prevention. More specifically, it would be useful to explore how the particular actions proposed might prevent problems from getting worse, and what the implications of preventative approaches are on the way the Board will operate and deploy resources. While the current draft goes some way in exploring prevention, it would benefit from more prominent focus.

Balance and Comprehensiveness

Although the Plan includes objectives which clearly touch on three of the four pillars of well-being outlined in the Act, it leans heavily towards social well-being and includes no obvious reference to cultural well-being. For example, there is limited consideration of the “Wales of vibrant culture and a thriving Welsh Language” well-being goal, and how the objectives in the draft might contribute to this. Whilst this may be perfectly justifiable, some discussion around balance and emphasis would be helpful in making this clearer.

The draft Plan clearly considers issues which the Board believes could benefit from focused activity in particular communities, in this case Sandfields West. While we are supportive of this very focused approach, some indication of the rationale behind targeting this particular area, perhaps drawing on evidence from the Assessment, would help to explain why it lends itself to the actions being proposed.

It would be helpful, and fit with taking a long-term approach, to explore what will happen after these targeted interventions are delivered (for example, whether to roll this work out to other areas or if there will be consideration of addressing different challenging facing different communities).

The draft Plan makes an attempt to demonstrate how the green infrastructure cross-cutting objective will contribute towards the national well-being goals. While this is positive, there is limited information on how the other objectives contribute to the goals, or how any of these could be maximised. Including some discussion of the Board's thinking on maximisation would reinforce this element of the Plan.

Also in relation to maximisation, it would be helpful to indicate whether the objectives relate to enhancing current approaches or pursuing new ones.

A brief discussion of the context around where the Plan sits in relation to other strategies, plans and programmes to address how they complement one another and ensure avoidance of duplication and gaps would add value. For example, since you started preparing the plan, we have published Prosperity for All which sets out Welsh Government's objectives and steps that provide a useful national context for some of your own priorities.

Reflective and Critical Approach

There is currently limited detail on the processes of developing the Plan, specifically in relation to how the priorities were initially identified and how the objectives were formulated. For example, although the prioritisation workshop is mentioned and we know the Board took a structured and logical approach to it, we feel that further detail on this would strengthen the Plan significantly.

The actions appear to be fairly developed ideas, which undoubtedly have a rational basis and have been informed through extensive consultation and advice. Recognising that the Plan is a work in progress, further discussion of why these particular interventions are proposed, why the Board feels they will be effective and what alternatives were considered would strengthen it significantly. With this in mind we feel the ways in which the Assessment contributed to the development of the objectives and steps (i.e. the prioritisation and response analysis undertaken), as well as the actual process for developing them, needs to be explained more clearly. While these elements are touched upon, further detail would also help to strengthen the Plan.

The intention to consider how to track progress and demonstrate outcomes in the Plan is welcomed. When this aspect of the plan is developed, it would be helpful to consider structured evaluation for certain key activities, in addition to performance monitoring. For example it would be helpful to describe how progress in the short and medium, as well as the long term, will be assessed.

Areas for Development

Category A

- Maximising contribution to the national well-being goals (see Integration and Prevention)

Category B

- Being clearer on short, medium and long term actions (see Timescales)
- Considering a longer term approach (see Timescales)
- Reflecting extent of engagement undertaken (see Involvement)
- Involving other partners (see Collaboration)
- Demonstrating the interrelationships between 4 draft objectives (see Integration and prevention)
- Discussing how objectives and actions are preventative in nature (see Integration and Prevention)
- Balance across the pillars of well-being (see Balance and Comprehensiveness)
- Reflecting the thought process behind the targeted approach (see Balance and Comprehensiveness)
- Discussing impact and ambition of the interventions (see Reflective and Critical Approach)
- Conveying how steps were formulated and how they will be measured (see Reflective and Critical Approach)

Category C

- Enhancing current approaches or pursuing new ones? (see Balance and Comprehensiveness)
- Placing the Plan in the wider partnership landscape (see Balance and Comprehensiveness)

Neath Port Talbot Older Persons' Council's response to the Public Services Board's consultation on the Draft Well-being Plan.



At their meeting on 25 January 2018, the Neath Port Talbot Older Persons' Council considered the Draft Well-being Plan, and wish to offer the following response to the consultation:

Question 1 Do the draft Well-being priorities provide a good focus to improve social, economic, environmental and cultural well-being.

The Older Person's Council 'Sort of' agree to this statement, but would like to offer the following comments:

- **The Older Persons' Council are pleased to note that 'Ageing Well' is a priority in the Plan, and recognise the impact that good social, economic, environmental and cultural well-being has, not only upon the lives of those who are over the age of 50, but during the earlier life course of every individual.**
- **The Older Person's Council are impressed with not only the ambitions of this plan but also the aspirations to work collaboratively to achieve the objectives. However, whilst much of the vision will be achieved with little or no outlay, for this work to be truly effective there is also a need for dedicated and adequate funding.**
- **The priority of 'Promote well-being through the workplace' is a good one, however we are concerned if this is achievable and wonder how you would encourage small enterprises to adopt this priority.**

In response to the question whether we think anything has been missed from the draft priorities or for a comment, the OPC would like to state:

- **We have stated 'sort of' for this question because the Plan is soft on detail on how, when, whose responsibility and what resources are needed to work towards achieving these priorities. As we do not have sufficient evidence, we feel that we are unable to comment further on the viability of these priorities.**

- Whilst the ‘Actions’ do state that the PSB will be mapping assets in the community, so that the use of assets should be maximised, we feel that this should be included in the priorities, as underused assets and resources such as school premises, clinics, college libraries, etc, could be key to contributing towards achieving these priorities in a cost effective way.

Questions 2 & 3 – regarding the Welsh and English Languages

- The Older Persons’ Council does not feel that this Plan will have an effect upon the opportunity to use the Welsh Language or on treating the Welsh and English Languages equally.

The actions to achieve these priorities may have an impact upon the languages, but this document in its current form does not evidence how this could be done.

We would suggest that as well as the Green Infrastructure being highlighted as a ‘Cross-cutting Priority’, so too should the Welsh Language, to ensure that it and it’s parity with the English Language, are recognised in all work to achieve priorities and the ultimate vision. So too should recognition of equality be given more emphasis as a ‘Cross-cutting Priority’, as whilst this Plan addresses the requirements of the Well-being of Future Generations (Wales) Act, so too should it recognise and address the Equality Act 2010 and Welsh Language legislation.

Question 4 – The Vision

- The Older Persons’ Council ‘sort of agree’ with this Vision, but feel it could be a little more succinct.

Question 5 – See our response to Question 1

Question 6 – The Older Persons’ Council wish to be involved in future engagement in the development of this plan, and can be contacted at opc@npt.gov.uk.

Clive Owen, Chair
Neath Port Talbot Older Persons’ Council
opc@npt.gov.uk

25 January 2018



Diane Engelhardt House, (Unit 2) Treglown Court, Dowlais Road, Cardiff, CF24 5LQ
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24th January 2018

Dear Neath Port Talbot Public Services Board,

I am writing to you in response to the consultation of your draft Wellbeing Plan as required of you under the Well-being of Future Generations (Wales) Act.

I would urge you to prioritise preventing and protecting children from abuse, neglect and other forms of childhood adversities, thus enabling you to fully realise the rights of children who live in your county, as set out in the United Nations Convention on the Rights of the Child (UNCRC).¹

The Harvard Centre for the Developing Child states:

*The future of any society depends on its ability to foster the healthy development of the next generation. Extensive research on the biology of stress now shows that healthy development can be derailed by excessive or prolonged activation of stress response systems in the body and brain. Such **toxic stress** can have damaging effects on learning, behavior, and health across the lifespan.*²

Toxic stress response in a child can occur when they experience prolonged periods of abuse or neglect or experience violence, parental mental ill health or substance misuse. The more adversities experienced as a child, the more toxic stress response and greater likelihood of developmental delay and later health problems.³

Besides your local child protection data and recorded police offences data, there are national research studies that can be extrapolated for your area. There are two key sources:

- Welsh Adverse Childhood Experiences (ACE) Study from 2015 which found that 10% of Welsh adults experienced sexual abuse, 17% physical abuse and 16% experienced domestic abuse and 14% mental illness in the household⁴

¹ <https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>

² <https://developingchild.harvard.edu/science/key-concepts/toxic-stress/>

³ *ibid*

⁴ <http://www.wales.nhs.uk/sitesplus/888/page/88504>

MAE POB PLENTYNDOD WERTH BRWYDRO DROSTO EVERY CHILDHOOD IS WORTH FIGHTING FOR

National Society for the Prevention of Cruelty to Children (NSPCC). Noddwr Brenhinol: Ei Mawrhydi'r Frenhines. Ulywydd: Ei Uchelder Brenhinol Iarllless Wessex. Sefydlwyd yn 1884. Ymgorfforwyd gan Siartr Frenhinol RC000374. Rhif elusen gofrestredig 216401 (Cymru a Lloegr) a SC037717 (Yr Alban).
National Society for the Prevention of Cruelty to Children (NSPCC). Royal Patron: Her Majesty The Queen. President: HRH The Countess of Wessex. Founded in 1884. Incorporated by Royal Charter RC000374. Registered charity number 216401 (England and Wales) and SC037717 (Scotland).

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toxic stress response and threaten children's healthy development, learning and health are identified early and action taken to ameliorate their effects.

Consequently in line with Article 19 of the UNCRC, I urge you to prioritise prevention and protection of children from abuse, neglect and adverse childhood experiences. In addition, to be effective, the prevention programmes you commission must be grounded in theory and evidence¹⁰

To prevent and protect children from adverse childhood experiences I would like to see your plan contain:

- **support for parents/ carers in the pregnancy and early childhood, including evidence based programmes for vulnerable parents**
- **training for professionals on the signs of adverse childhood experiences and how they should respond**
- **In line with Article 39 of the UNCRC, to provide therapeutic recovery services for children who experienced violence, abuse and neglect to help them recover from their experiences and get back on track.**

Children are living much of their lives online, and although access to the internet can be very beneficial, it can also leave them vulnerable to risks. In Wales, and the rest of the UK, we are seeing a significant increase in recorded offences for indecent images and recorded sexual offences, which often have an online element.¹¹ NSPCC has also increasingly seen children turning to Childline for support with online issues, such as seeing distressing and illegal material on line, cyberbullying, online grooming and sexting.¹² **I would therefore urge your plan to include online safety; in particular ensuring children know how to keep themselves safe online and adults and professionals knowing how to keep children safe online.**

To assist you preventing and protecting children, NSPCC provides a range of materials and universal preventive services that are freely available, such as our public facing campaigns and lesson resources (eg. Underwear Rule, ShareAware and Take 5) and our online safety workshops for parents in partnership with O2. In addition we have a growing research and intervention evidence base that we would be pleased to share as a result of piloting a range of prevention services which we have now evaluated.

¹⁰ <https://www.nspcc.org.uk/services-and-resources/research-and-resources/2015/preventing-child-sexual-national-strategy/>

¹¹ <https://www.nspcc.org.uk/services-and-resources/research-and-resources/2017/how-safe-are-our-children-2017/>

¹² <https://www.nspcc.org.uk/services-and-resources/research-and-resources/2017/how-safe-are-our-children-2017/>

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All this information is free to access: <https://www.nspcc.org.uk/services-and-resources/impact-evidence-evaluation-child-protection/>.

We are also looking for partners to support in delivering a range of evidence based services to help children and families recover from abuse and neglect.

If you would like to discuss any of this with us please contact vivienne.laing@nspcc.org.uk

Yours sincerely

Des Mannion

NSPCC National Head of Service Cymru / Wales
Children's Services Development and Delivery

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CYNGOR IECHYD CYMUNED
COMMUNITY HEALTH COUNCIL

ABERTAWE BRO MORGANNWG

Response to the Neath Port Talbot local well-being plan

January 2018

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Introduction

This response has been produced by Abertawe Bro Morgannwg Community Health Council (ABM CHC).

ABM CHC is the independent watchdog of NHS services within Bridgend, Neath Port Talbot and Swansea and we seek to encourage and enable members of the public to be actively involved in decisions affecting the delivery of healthcare for their families and local communities.

CHCs seek to work with the NHS, and regulatory bodies to provide the crucial link between those who plan and deliver the National Health Service in Wales, those who regulate it, and those who use it.

CHCs maintain a continuous dialogue with the public through a wide range of community networks, direct contact with patients, families and carers through our, Complaints Advocacy Service, visits to NHS services and through public and patient engagement.

Our response

Overview

The document identifies some important areas where a partnership approach has the potential to add real value.

We welcome the commitment to working better with communities to develop detailed proposals to take forward this draft plan.

It will be important that this involvement leads to a clear set of actions and that targets are developed in partnership so that partners and communities can clearly see where progress is made.

Evaluation should be built in from the start to ensure that lessons learnt from pilot activity can be used to inform future developments.

Your Vision

1. Vision for Neath Port Talbot

We want Neath Port Talbot to be a vibrant and healthy place where people have an equal chance to get on in life - a place where people want to live, learn, invest and visit for many generations to come.

We want local public services, which includes the Third Sector, to be effective and value for money, easy for people to use, offering quality employment where people are valued and appreciated for the work they do. Together with citizens, we will build on our strong and cohesive communities where the rights

of everyone will be respected and protected.

We want our public services to be focused on enabling people and communities to be resilient and it will be the norm for citizens to experience seamless, personalized high quality services. Public service delivery will create the right conditions for investment that will enable the county borough to attract and sustain quality sustainable employment for local people.

ABM CHC welcomes this aspiration and we are keen to play our part in achieving it. We look forward to working with others, to ensure the views and experiences of people in our communities are central to the design and development of integrated services.

Our communities will be well connected through a first class digital and transport infrastructure and our natural Environment will be protected but also developed to support healthy living and investment

People tell us that transport can be a significant barrier to accessing services. Later this month the Board of Community Health Councils will be releasing a report about non emergency patient transport which reinforces the need for integrated support for people who find themselves in vulnerable situations.

We also know from our work on service change just how important transport links can be in influencing how people feel about accessing services in their communities and beyond.

Your local priorities

Draft Priority: Support children in their early years, especially children at risk of adverse childhood experiences and,

Draft Priority: Create safe, confident and resilient communities, focussing on vulnerable people

We welcome the pilots in Sandfields taking a more holistic and integrated approach to support for children and families and building on community assets. We are particularly encouraged by the commitment to involve children and communities in shaping the pilot and look forward to working with partners to promote and ensure engagement and involvement of people in any proposed changes to the way that NHS services are delivered as part of the project.

We hope that the views and experiences shared with us by people in vulnerable situations (for example people who are homeless or vulnerably housed) can be used to inform detailed plans as they develop.

Draft Priority: Encourage Ageing Well

Our engagement with people using NHS services has shown that people value the opportunity to build and maintain social interactions and take part in meaningful activities when in hospital.

We have also engaged widely with people living with dementia and identified a range of actions that people feel the NHS and partners should take to improve their lives and those of carers. We therefore welcome the health related actions identified in the plan and again look forward to working with partners to promote and ensure engagement and involvement of people in any proposed changes to the way that NHS services are delivered.

Contact us

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@ABMCHC

Accessible formats

If you would like this publication in an alternative format and/or language, please contact us. You can download it from our website or order a copy by contacting our office (contact details above).

04/10/2017 (via email)

Advice from the Future Generations Commissioner to Neath Port Talbot PSB

Dear Neath Port Talbot Public Services Board and supporting officers,

Thank you for seeking my advice on how you might take steps to meet your draft well-being objectives. My team have found regular conversations with your supporting officers, attending workshops of the PSB and the opportunity of attending your Public Services Board (PSB) meeting very helpful in giving them an understanding of how you work together as a PSB; the method you have taken to well-being planning and your intentions to deliver the objectives and take steps in a different way. As they will have discussed with you, I was keen that my advice would be useful to you and the context within which you work, so I hope you have also found these regular touch-points helpful and that they have given you some guidance along the way.

Over the last fourteen weeks, you have been developing the following draft objectives and themes, which I am using as the basis for this advice:

- (Protect/safeguard) Children in their early years, especially children at risk of adverse childhood experiences.
- (Create) Safe, confident and resilient communities, (with a particular focus on vulnerable people).
- (Encourage) Ageing well.
- (Promote) Well-being through the workplace.

- With a cross-cutting priority of: Recognising and promoting the role of green infrastructure to support the economic, social and cultural well-being of the people of Neath Port Talbot.

As you know, in setting draft objectives and taking steps to meet them, PSBs must use the five ways of working to challenge business as usual and to maximise their contribution to each of the seven national well-being goals. My advice is in two parts – firstly, to help you consider how you might do this effectively. Secondly, based on your themes and draft objectives it provides prompts, resources and contacts to help you demonstrate through your well-being plan that you have used the five ways of working and seven well-being goals to shape your steps. The purpose of this advice is not to give you my opinion on your well-being objectives. These are determined and owned by you, as a collective PSB.

I would encourage you to read this in conjunction with my response to your well-being assessment. I was keen that it was a 'feed-forward', rather than 'feedback', helping you to consider how to approach continuous assessment and well-being planning. As you know, I have recently published 'Well-being in Wales: Planning today for a better tomorrow', which highlights key findings and recommendations for all PSBs and public bodies on the key areas of change needed to make better decisions for future generations. Both of these resources are also intended as advice to you.

Adopting different ways of working to take steps to meet your draft objectives:

Setting objectives and steps is not business as usual. In the past, we have drawn out themes and priorities and written plans that show what we are doing anyway. Achieving the ambitions of this Act is about the 'what' and the 'how' i.e. what are you doing to contribute to our shared vision of the seven national well-being goals? The goals acknowledge that sustainable development connects the

environment in which we live, the economy in which we work, the society in which we enjoy and the cultures in which we share, to people and their quality of life, so what are you going to do differently together? And, how you are applying the sustainable development principle to shape your actions for Neath Port Talbot?

To adapt your ways of working in this way requires a fundamentally different approach. Academi Wales' Sustainable Futures Architecture articulates succinctly how leadership behaviours need to change. You could use this framework to help explore your board's own behaviours and how you can change. As such, you need to give yourselves the time and space as a PSB to question whether current approaches to public service delivery are fit for the future and explore key pressures and tensions in delivery for each of your objectives. Practically, I am advising that PSBs take a dedicated meeting or create sessions for each of your draft objectives to be discussed.

I know you have been holding workshops to bring people together around developing steps to meet your draft objectives. Similar future sessions need to use the five ways of working as a method of challenging the approaches that have gone before and the seven well-being goals as a framework for looking at how you can have an impact in many different forms of well-being. These sessions, and those of the PSB, have to be focused on action. Meetings need to be more than a polite discussion if you are going to take a different approach, with partners being clear on the actions they have responsibility for, the approach you will take together and the steps you will take to meet your objectives and maximise contribution to the seven national well-being goals. I would like to understand what each draft objective and step you are setting means for Neath Port Talbot and how this is a different way of working to what you have done before.

I would advise that you will need to demonstrate how your PSB has considered the following in relation to each of your objectives:

- **Long-term:** What do you understand about the long-term trends, opportunities, risks and likely scenarios for this issue? What are they and have you explored their impact on your steps? Are there current gaps in your data or understanding? What fore-sighting or future trends information do you need to understand this issue better? What capacity, confidence and expertise do you need to fill gaps in knowledge? To inform the action you take, you will need to adequately map and consider the future trends for each of your objectives. My office is working with others to build capacity in this area and, as your support team are aware, Welsh Government have been adding to the 'Future Trends' report resources, which you should make most use of by accessing through Objective Connect or by contacting David Thomas. [The Oxford Martin 'Now for the long-term'](#) report shows global and national future trends that we all need to react to in carrying out sustainable development.
- **Prevention:** In considering this issue, do you have an understanding of what you are trying to prevent? What are the root causes of the issue and when and where would be the best point to intervene? Are you clear on whether it is primary prevention i.e. seeking to prevent something before it has even occurred; secondary prevention i.e. preventing something from getting worse; or tertiary prevention i.e. softening the impact of something that has ongoing effects; that is needed? This is the difference between encouraging someone to wear a bicycle helmet (primary prevention of head-injury); putting someone in the recovery position if they have fallen from their bike (secondary prevention of the injury worsening) and counselling after the accident (tertiary prevention to help ongoing injuries from worsening).

Many PSBs haven't used their assessments to fully understand both the current situation and the scale and nature of the response required. I appreciate you might not know the full picture yet, but I want to see all PSBs exploring how they break cycles and dig deeper into data to see the implicit messages in the data to better understand the causes and effects of key issues and trends

to inform your steps.

- **Collaboration:** I am also pleased to hear that you are considering the different relationships between national, regional and local structures and considering where the most effective interventions may need to happen in order to address the issues you have identified in your assessment of well-being. I acknowledge that this process is complicated but it is important that the people who sit around the PSB table can bring the best range of insights, constructive challenge, data and solutions to the PSB. Have you got the right people around the table, at the right level to make decisions around an issue? Who else might you need to be collaborating with to better understand this? As recommended in my report on the Well-being Assessments, now is a timely opportunity to review the invited membership of the PSB and consider who are the 'unusual' suspects that you may need to work with to take steps to meet your objectives?

In delivering the steps, how might your organisations collaborate? You will need to demonstrate how your PSB is considering the steps that need to be taken together and across organisational boundaries in order to effectively meet your objectives. This could include co-locating staff, breaking down traditional structures, arranging job-swaps and secondments and, importantly, pooling resources. I will want to see how you have considered these benefits and how the steps you will take move you towards achieving this collaboration.

- **Integration:** For each objective, how are you going to move away from just doing something that meets the objective, and instead, demonstrate that you are taking steps which maximise your contribution to each of the goals? I am pleased to hear that in your discussions you have started to consider the interconnections between your emerging objectives to help inform your decisions about the most effective steps and would urge you to continue to do this deliberately and explicitly. Instead of looking at this issue in a traditional and general sense, have you looked at the definition for each of the goals to widen your understanding of well-being for this issue and the opportunities which might exist for meeting these goals through each of your objectives? How well do you understand the contribution your organisation makes at the moment to this objective? And do you understand how different is the contribution you will need to make going forward for this objective?

How can you plot what's going on elsewhere in your organisations, the strategies and plans at a regional or a national level, to connect and lead with others on achieving this objective? As a PSB, have you yet acknowledged the barriers or tensions that have arisen and what steps can you (or others) take to remove them? Who else is needed around the PSB table to help you interconnect decision-making and improve well-being for this issue?

- **Involvement:** Your well-being assessment involved a wide range of people. I want to see a demonstrated focus now from PSBs of going beyond the usual consultation and ad-hoc engagement. At present, it's not clear how residents are involved in the development of your well-being objectives and steps. How are you seeking to understand the lived experiences of people in your area and how is this shaping your actions? How are you actively seeking better ways of involving people in decision-making? How can you collaborate with members of the community in meeting these steps? As with the Social Care Wales Board, what options are there for involving people with lived experience on Boards and partnership groups?

Your support officers have worked hard to help you achieve this level of progress in assessing well-being for the area, synthesising this evidence into high-level themes and drafting your emerging objectives and steps, but I must emphasise that it is your leadership that is required to adopt a new way of working. I know you have used the goals to help form your objectives, but they are also there to help you to explore the tensions and opportunities of working together to achieve a better public service for Wales.

As leaders, I am sure that you are part of many partnership structures, meetings and initiatives, but the

PSB is meant to be the opportunity for integration and collaboration at a senior and influential level. To create ownership and collaborative action at PSB, you need to build understanding and respect for each other's professions and debate your motivations. I have made the recommendation in 'Well-being in Wales: Planning today for a better tomorrow' that we move away from seeing PSBs as a local authority-led committee meeting – as a place of action, not a place of interesting presentations. The PSB should be about a new way of working, not driven by any one organisation's culture. The Chair of the PSB, how and where meetings are held and how the PSB is supported can all shift mindsets and allow for healthier challenge to 'business as usual'.

This leadership and partnership working permeates at every level of your member organisations. Consistency in representation and how you take messages back from PSB to your own organisations is critical to building relationships and creating action. Communicating why the work of the PSB matters to your own senior management teams and using the well-being plan to challenge current practices within your own departments is crucial to creating the culture change you have highlighted in your discussions with my team. I have a role to recognise and mitigate barriers, but so do you – as senior leaders, in challenging your managers to work differently and be 'safe to fail'.

Alongside this, you will also need to demonstrate how each of your organisations are taking all reasonable steps in the exercising of their functions to meet the PSB's objectives. I appreciate that during the first phases of implementation of the Act this may be challenging as the objectives of individual public bodies have been set. So, whilst I am sympathetic to the needs of PSBs and public bodies to have time to work towards alignment I will want to see that the work of the PSB is not seen as something separate to the priorities of its member bodies. I am encouraged that you have acknowledged this and recognise that you need to understand existing partnership and organisational arrangements to make some changes. Other PSBs seeking to create organisational change through their objectives include Torfaen, who are looking at organisational development in the context of the Act, Pembrokeshire, Caerphilly and Cardiff - you may wish to engage directly with them to share ideas and learning.

It follows that co-ordinating this work needs to be recognised by all of you as members of the PSB. I am interested in how different PSBs are supported and it appears that when support is multi-agency, resourced and committed to by different partners, collaboration and integration across departments and structures becomes easier. As with other areas, you now have a regional officer to co-ordinate this work, which is positive but some PSBs are already adopting closer working arrangements, a multi-agency virtual team with a senior leader or more formal secondments and co-location. There are several resources that may be of use, such as [Designing Multi-Agency Partnerships](#); [Leading Culture Change](#) and [Stepping up: a framework for public sector leadership on sustainability](#). This will require you, people in positions of leadership, to play your part and be brave in driving the changes needed.

This advice should be taken by all PSBs, but I appreciate every PSB has taken a different approach to drafting their well-being objectives and will be going about delivering their well-being plan in the context that is right for them. The second section my advice seeks to help you demonstrate through your well-being plan that you have used the five ways of working and seven well-being goals to shape your steps.

Advice on how you might take steps to meet your draft objectives: From the regular conversations you have had with my team, I know your supporting officers have worked hard over the summer to draw on your assessment findings, prioritise issues through engaging with you and engaging with others to gather professional knowledge to draft your objectives and steps. This section of my advice is intended to give you ideas, information and contacts that might help to demonstrate how you have considered the steps you will take in the context of Neath Port Talbot.

I would encourage you to build on developing inter-connections between the themes and objectives in agreeing and delivering your steps to meet these objectives. It is important that you consider how your objectives both individually and as a collective set, maximise their contribution to all the well-being goals and not just make links to a smaller number of well-being goals where there is a clear and direct connection. For example, I can't currently see reference to improving economic well-being in Neath Port Talbot. How will Britain's exit from the EU impact on programmes of funding? What opportunities are there with the Swansea Bay City Deal to improve the social, cultural, environmental and economic well-being of the region? For each of your objectives, you will need to set them in the context of Neath Port Talbot, rather than general terms. By exploring connections to all the well-being goals, you will not only gain a more holistic picture of the issue you are trying to resolve but you also can maximise the range of resources and opportunities you can draw on to help you find solutions.

- Children in their early years, especially children at risk of adverse childhood experiences.

You have rightly identified in your assessment that children who experience stressful and difficult childhoods are more likely to have poor well-being later in life. Most PSBs have drafted objectives linked to this topic and I would like to understand, in taking steps to meet their objective, what's going to change at all levels to make this happen? How will services aimed at prospective parents and families change in Neath Port Talbot to provide children with the best start in life? What local evidence will you use to understand the successful service models and the preventative interventions that work? How might focusing on adverse childhood experiences (ACEs) as a PSB play out in reality for your organisations and services? Who might you need to involve to understand this better? Who needs to be around the table to make it happen?

Have you considered the long-term trends of this objective? The complex socio-economic situations in many communities in Wales would suggest that families are not receiving the right support at the right time, and cycles are continuing to the next generation. The costs of the worst start in life are enormous, both to the individual's life and to public services. [Late intervention services for young people are estimated to cost England and Wales £17bn per year](#) (£6bn on child protection and safeguarding, £5.2bn on crime and anti-social behaviour, £3.7bn on youth economic inactivity, £680m on school absence and exclusion, £610m on child injuries and mental health problems, and £450m on youth substance misuse). Prevention is at the core of this objective and I would advise that your organisations recognise it is part of all of their responsibilities to prevent poor outcomes. Of course, this objective is about prevention and breaking the cycle, which not only relates to children yet to be born but those families already in need and young people likely to become parents. I am also encouraging PSBs to think about what this draft objective means in the context of the seven well-being goals. The Public Health Wales' [First 1000](#)

days work shows how investing in a child's life from the very beginning can have benefits to all areas of their well-being.

I know you have started to progress a 'Children's Community' pilot in the ward area of Sandfields West. If this is to be one of your steps to meeting this draft objective, you must show your workings as part of your well-being plan. Currently, the draft actions you have set out to begin the pilot are business as usual, they do not fundamentally challenge the way that things are already done. Here, you need to use your influence and collaboration with one another to make change happen. As I have said above, this means taking action - not just talking about current provision.

Taking a place-based approach can be beneficial in focusing efforts and funding opportunities on a geographical place. It's important, therefore, that this is a wider focus than just children and ACEs, as you will inevitably impact these if you focus on understanding the area, its assets and its limitations as the people who live there do. This approach should be more about the integration of services and providing preventative support to families and young people. What evidence have you used to determine a pilot approach in this area? As I said in my feedback to your well-being assessment, a better explanation of the diversity of your communities is needed – particularly as you go about developing steps on a place-based method. How have the people of Sandfields West been involved in developing this approach? Do they see themselves as a distinct community or is it a false electoral boundary? How have, or will, the assets of the area been explored beyond what public services exist and more about the heart and soul of the community? The [Centre for Regeneration Excellence Wales' 'Deep Place' study in Tredegar](#) gives evidence on how an understanding of place can have multiple benefits on well-being and the Royal Town Planning Institute's report on ['Poverty, Place and Inequality'](#), includes several recommendations around why place-based approaches are key to tackling inequality between and within communities.

Steps to meet this objective have to be much wider than what early years, education or health services can do. Your well-being assessment highlights that child poverty affects almost a third of children in Neath Port Talbot. A [2013 review carried out by the London School of Economics for the Joseph Rowntree Foundation](#) found that children in lower-income families have worse cognitive, social-behavioural and health outcomes. Crucially, this study demonstrated that it was in part because they are poorer, not just because low income is correlated with other household and parental characteristics. How can the PSB collaborate with others to improve the economic well-being of families across the region? If we know that by the time children in some areas reach reception class in school, the circumstances of where they live already affects well-being, then we need to be intervening at a much earlier stage in responding to these trends.

As such, it is time that we stopped seeing pregnancy and early years purely as a 'health' issue, and explore the opportunities that exist in challenging current service delivery with this objective as a focus and the seven national well-being goals as a guide. Children live within families, that live within communities and they access many services. As you have acknowledged, many factors exist outside the health of a family that impact on giving children the best start in life. The [New Economics Foundation 'Backing the Future' report](#) highlights how we have

a role in addressing both material well-being and external circumstances – such as housing, poverty, and schooling – as well as psychosocial well-being and inner resources.

Poverty, abuse, discrimination and other forms of disadvantage can have long-lasting effects on children and young people's well-being and can severely impact their prospects of securing a prosperous, healthy, safe and socially active future. Childhood is a key window of opportunity and the positive interventions Wales puts in place now to protect and provide for children will help to secure a more prosperous, healthy and cohesive future for Wales. I have been working with the Children's Commissioner to advise that public bodies and PSBs should give a greater focus to children's rights and well-being in their ongoing assessment work and well-being planning. A focus on children's rights can help PSBs in consultation, decision-making and programme-planning. This would include developing a children's rights policy focus, enabling children to learn about their rights and empowering them to play an active role in their communities. To support this work, a toolkit is being tested and will be available before the end of the year. The Children's Commissioner's office would be happy to advise on engaging with children and young people and taking a child-rights approach to securing well-being for future generations.

The work on Adverse Childhood Experiences (ACEs) provides us with the evidence to show how children's long-term well-being is affected by events of situations in their childhood. Taking a preventative approach means shifting resources to deal with root causes. Although having workforces that are ACE-aware, able to spot warning signs and provide some support is important; this goes beyond that to making sure that services people access are integrated, to break the cycle. As a PSB focusing on early years, you need to review initiatives that focus on mental health, substance misuse, criminal justice, housing services and others to ensure they are preventative, joined up and actively seeking to better situations for families and for future parents.

As public services, we often treat the symptoms of ACEs, such as mental illness, substance misuse and domestic abuse, rather than the root causes. Taking a preventative approach means shifting resources to deal with root issues. You have an opportunity to take this wider approach in your pilot 'Children's Community'. Alyson Francis, Director of the ACE Support Hub, has recently worked with my office to write to you outlining that ACEs are not another thing to do, but an opportunity to reconsider how we deliver services together that make sense for the families receiving them. The ACE Support Hub could also act as a central place for PSBs to share practice, as most PSBs have identified draft objectives connected to early years, giving children a good start in life and preventing ACEs. My team listened to the feedback of your support officers and have worked with the Good Practice Exchange Wales to create a [webinar on understanding ACEs](#) on the 7th November, which may be helpful to you in considering your steps for this objective. Alyson Francis and I will both be on the panel and questions can be provided to us live.

Understanding the lived experiences of people who have been through trauma in their lives also gives a fresh perspective on shaping preventative services. Currently, our services are often not set up in a way that make sense for people to help themselves. We deal with people in neat 'service-user' categories, such as 'domestic abuse victim', 'anti-social behaviour perpetrator', 'substance misuser', 'problem tenant', which often create

barriers for people to have equality of opportunity or outcome. This approach means we fail to join up the dots, to integrate and to spot signs of a worsening situation. We often can't see how our services are unequal in the way they are set up and, how people most in need can't access them in the way they need to.

The five ways of working are intended to challenge how we currently do things and provide a different lens as a whole public service for dealing with problems. Involving people is central to challenging the system because only by understanding the lived experiences of people can we design services that are fit for current and future generations. This example ['Why poor people don't plan long-term'](#) provides an insight into the barriers people face in overcoming inequality and the case studies [contained in this report by Locality](#) demonstrate the financial and social costs of not taking this holistic and preventative approach to people's lives. Seeing things from other people's perspectives, from all walks of life, will help you to contribute to a more equal Neath Port Talbot. I'd like to see you reflecting on this in developing steps to meet this objective and piloting your work in Sandfields West.

Most PSBs have identified draft objectives connected to early years, giving children a good start in life and preventing ACEs including Cwm Taf, Bridgend, Blaenau Gwent, Newport and Conwy / Denbighshire.

- Safe, confident and resilient communities, (with a particular focus on vulnerable people).

Your well-being assessment highlighted that people feel that there is a sense of community spirit in Neath Port Talbot and strongly associated their well-being with friends, family and a good community. As I said in my feedback to your well-being assessment, interpreting the spatial differences between different communities in Neath Port Talbot is important in understanding where public services can be of most use. I know you are also considering the impact of regional working – through the Valleys Taskforce; the Swansea and Cardiff City Regions; and regional footprints, such as the Regional Partnership Board. It is important to remember that you can influence each other and what goes on locally, as well as look outwards and influence what else is happening regionally and nationally. For example, in addressing this objective, how will you be tasking the Social Services and Well-being Regional Partnership Board in taking steps to meet it? As a collective, what conversations are you having with Swansea and Cardiff City Deal Partnerships to discuss the potential benefits for Neath Port Talbot?

Although this objective very much interconnects with your other three draft objectives, I feel it is most important that you dig deeper into the data here and understand what you are trying to affect. Vulnerability can mean many different things, and I know my team have already advised that you should be seeking to plan from an asset based approach as much as possible that seeks to reduce vulnerability through your draft objectives and steps.

As I said in my response to your assessment, how much have you looked at the strength of the community sector in supporting social well-being, the nature of social networks, the social fabric of towns and villages? How can the vibrancy of culture around the arts, language, social networks, cultural activities, local food and drink, agricultural shows, information networks and volunteering help to connect communities? In order to do this, you must involve people in taking steps to meet this objective. Listen to what people have told you about their

communities and collaborate to find solutions using the seven well-being goals. I would advise each of your organisations to commit to the National Participation Standards and [Participation Cymru](#) can support your officers in gaining the skills vital for effective and meaningful involvement. [Co-production Network Wales](#) could help you to identify and engage community leaders.

As leaders of local agencies, you have a key role to play in promoting and supporting community cohesiveness, given your role in community leadership and support, and role in community capacity building through, for example, facilitating networking and coordination, and providing training for community groups and employees. The research documented in '[What Works in Community Cohesion](#)' provides a useful reference for PSBs on the different dimensions of community cohesion. Ask yourselves if current provision is appropriate to manage increasing vulnerability? Are these issues currently managed adequately and in what areas might they need more collective or preventative action? What impact does perceptions of safety have on people's ability to access services or play an active role in their communities? How do levels of volunteering differ across the county? How involved are volunteers in the work of the PSB?

I would advise you to take immediate steps towards better integration of services, co-locating teams, pooling resources and working in a way that makes sense for your communities. Some people access many services and better integrating these provisions would help them to help themselves. The idea of 'community hubs' is becoming more widespread and examples such as the [Bromley by Bow Centre in East London](#); [Leeds Neighbourhood Networks](#) and [Solva Care](#) demonstrate innovative initiatives that focus on the needs of the community first and integrate services to improve well-being. The third sector also have useful knowledge on– linking people with local activities and services in their area and helping them to stay active and well. [WCVA produced wider information](#) on how the third sector play a role in contributing to the seven well-being goals.

Most people will only get involved in something that directly impacts them, their family or the place where they spend time and, often, this can lead to much bigger outcomes - shown by the work that '[Nurture Development](#)' do around [Asset Based Community Development](#). Have you also considered how you might connect with people in the future? What sort of changes might you need to make to your organisational systems and policies to enable people to get more involved in communities and shape local services? Currently, research shows that children aged between five and 16 years spend an average of six and a half hours a day in front of a screen; [28% of young people use social media](#) as their primary news source; [43% of 'millennials' are driven to make financial donations through social channels](#). Although some people are currently offline, and there is clearly a need for a tailored approach, there is a real opportunity to engage with people that is most convenient to them and is part of their daily life, not an additional chore. "[Monmouthshire Made Open](#)" is an example of an online platform that has anticipated how people might contribute to improving their area in the future, with opportunities to share ideas, ask the community, start a project and seek volunteers or resources. Matthew Gatehouse, working with Monmouthshire PSB, would be able to share their learning with you on establishing this website.

Vulnerability can mean several things; both picked up in your first and third draft objectives. For instance, your assessment shows how mental health has connections to substance misuse, housing issues, children's outcomes in life and many other aspects of well-being. Approximately 50% of people with enduring mental health problems display symptoms by the time they are 14 years old, and many at a much younger age. If the symptoms are there at such an early age – what can be done to prevent the problems at later life? If we know that on average, the NHS spend over £21 million on the prescription of anti-depressants, how can we act earlier? Cardiff [have trialled mental health lessons for children](#) and a new report from Republica and Barnado's, '[Making young minds matter](#)', highlights early interventions (such as in-school counselling in Wales) that can have a positive impact on mental health. I would advise you to involve children and young people in understanding any issues with accessing the right care and support, designing different services and evaluating the effects of this approach.

A number of PSBs are drafting objectives to develop strong social networks, introduce behaviour change, develop community connectedness and safety including the Vale of Glamorgan; Newport; Powys; Cwm Taf; and Monmouthshire.

- Ageing well.

I know you have started to consider how you can collaborate better as organisations to meet increasing demand from an older population, set to continue into the future. I am encouraged to also see recognition that older people are an asset – contributing to the economy, providing unpaid care, skills and volunteering. The work of the [Older People's Commissioner](#) is particularly helpful in exploring the steps you could take to meet this objective and includes her recent guidance to PSBs. Now that you have draft objectives and are considering your response, I would advise that you dig deeper into the data and, as with your other objectives, task other partnerships working in this area to integrate their work with the PSB. Think differently about how you work together on all of your objectives. Currently, your response to this objective is also business as usual – I want to see PSBs in a 'safe to fail' space, getting out there and trying new things rather than talking about existing initiatives in Council committee rooms. I was impressed to hear that some of you had taken a strategic lead for objectives, even when they were not immediately in your expertise and that this was bringing a fresh perspective to the response analysis. I'd encourage that this continues and you remove artificial organisational and professional knowledge barriers to collaborate for innovative solutions.

As such, how are you considering your own roles in responding to the challenges of demographic change? I am keen to see PSBs looking at preventative and asset-based approaches to their draft objectives. Currently, social services and health are barely dealing with the current demand and, unfortunately, many are looking at traditional models of resourcing 'crisis' intervention to deal with this. This is where the five ways of working should be challenging your thinking and I will be interested in seeing how you influence and task the Social Services and Well-being Regional Partnership Board in delivering your response to your objectives. [This report by the Young Foundation](#) provides inspiration on 'Innovating better ways of living late in life', challenging the

traditional siloes we are working in. Creating flexible and age friendly communities and environments can prevent people from needing social care, from becoming isolated, from suffering ill-health or having an accident at home.

Research by [Ageing Well Wales](#) suggests that loneliness in older people is both about how connected people are to their communities physically and about feeling purposeful in society, affecting their mental and physical health. Although technology is not going to provide all of the answers to isolation, think about the long-term impact it could have on our population. The older people of tomorrow are the younger people of today, who have far more technological skills at their fingertips. In our sharing economy, could there be solutions around carpooling or community transport connected to social media? How can technology help older people to feel safe at home? Plus, there are already examples of drones delivering medical supplies, video calling instead of GP appointments and virtual classrooms happening now. The 'Hypervillage' concept developed by FutureScape imagines villages connected by their assets, [encouraging people in rural communities to capitalise on technology](#). How have you thought about the long-term possibilities of employing technological solutions for this issue?

You have a role in planning, housing and transportation of creating places that are adaptable and able to change for at least the next two generations. Wales has an opportunity to develop housing that better meets demographic change, adopting technology to allow people to live independently for longer. The [Welsh Government has launched a £20 million innovative housing fund](#). Over the next two years, the fund will support both the supply of affordable housing and the improvement of the quality of housing that is delivered. PSBs should be seeking to influence how this fund is utilised and understand the impact it has on Wales to inform their long-term steps on housing. Programmes like the [World Health Organisation's Age Friendly Cities](#) initiative have encouraged and recognised those cities that have made themselves more age-friendly adapting buildings, transport and planning rules, which enable older people to stay healthy and connected to things that matter to them for longer; [Laguna woods](#), the first city exclusively for older people in the US and the Marjala suburbs in Finland are examples of design suited to multiple abilities. As well as responsibilities around planning and designing infrastructure, there are numerous innovative global projects encouraging co-housing, supported housing and homeshares. [Students are living rent free in nursing homes](#) in exchange for socialising and providing basic care to the older residents; Australia and New Zealand have introduced '[HomeShare](#)' schemes, and, as part of their national government's demography strategy, [Germany](#) has introduced intergenerational housing for older people and young families in need. In Singapore, young people are given a \$50,000 grant if they move within 1km of their aged grandparents. These are all innovations that are proving to have an impact and, with the number of older people increasing at a fast pace, what is the consequence of doing nothing?

This demonstrates the intrinsic link between your community environment and your well-being. As the Ageing Well in Wales research states, isolation is as much about being physically alone as feeling a part of something. Some research suggests that [just 5% of those over 65 years old](#) have any form of structured contact with younger people. [Intergenerational projects are shown to have benefits](#) for young and old, with both older and younger people taking on the role of mentor. How can you collaborate to create more opportunities for people to come together? How can increased involvement improve the health of older people in your area? The recent report

'[Health and Wellbeing in Rural Areas](#)' produced by Public Health England and the Local Government Association highlights issues of rurality in England, but also includes several useful case studies, such as the Fish Well Improvement project in Norfolk, that aims to improve health and well-being in these local areas. [Solva Community Council](#) in Pembrokeshire are an interesting example of how volunteers and older residents have benefited from a scheme to reduce isolation and improve well-being. In some parts of Wales, the third sector are acting as community connectors (funded through the Intermediate Care Fund) to help vulnerable people of all ages access things in their community and prevent the need for statutory services. There are many good examples of projects that seek to bring people together to learn new skills, socialise and build their resilience in later life, like [Men's Sheds Cymru](#), happening across Wales that the PSB could encourage and support.

Continuing to learn through life has been proven to have benefits for people's mental and physical well-being, as well as social well-being. There is a real opportunity here for you to consider how you maximise your contribution to the well-being goals. How can you encourage activities that promote art, culture, learning the Welsh language, caring for natural habitats, creating community food growing initiatives, for instance, that help with people's well-being? Looking to the long term, how can these activities prevent some of the preventable ill-health people are suffering that compromises their independence? Again, collaborating with the national public bodies subject to the Act could be of help here; please let my team know if you would like to connect with relevant individuals in these organisations.

Other PSBs with similar objectives include Conwy / Denbighshire, Monmouthshire, Cardiff, Ynys Mon and Gwynedd and Newport.

- *[Well-being through the workplace.](#)*

I have advised every PSB that the change begins with them and their own organisations; so I am encouraged to see that you are considering how you can have an impact on the well-being of your employees. As public services, you employ a significant chunk of the population of Neath Port Talbot and many of your workers will have families living in the area also. I advise that you start with the seven areas of change in the Act to think about what impact you can have: corporate planning, financial planning, workforce planning, procurement, assets, performance management and risk are the core organisational activities where applying the five ways of working would ensure the sustainable development principle frames how you work. I would also advise you to appreciate the influence you can have over other organisations too. In general, I would advise that as public service leaders, you consider what actions you can take or influence to meet this objective and maximise your contribution to each of the seven well-being goals. You will need to be clear about how you have reflected on the full definitions of each of the well-being goals.

There are many different ways of taking steps to meet this objective and examples across the world of innovative approaches. It not only makes financial sense (the conservative cost of work-related ill health in Wales is £500m per year) but improves well-being for the residents of Neath Port Talbot. The [Sunday Times compile an annual list of the 100 best companies](#) to work for; with the ability to filter by which ones are top for 'well-being' and

countries like [Sweden](#) have been ahead of Britain in how they ensure their staff are well and working to their best abilities. Closer to home, the collaboration between Welsh Government, Public Health Wales and Cardiff University, '[Healthy Working Wales](#)', is full of resources and guides to helping you collaborate in creating a well workforce. Public Health Wales have established a national '[Health and Sustainability Hub](#)' to co-ordinate their own work around the Act and, through your PSB representative, you might find it useful to link with the national team for further evidence and knowledge.

Evidence suggests that enabling people to make healthy choices is linked to their economic status, their environment and how they connect with others. You have identified from your engagement activity that people view social activities as being important to well-being. Change often 'sticks' when people are involved in wider social and cultural activities together; for example, the [Nudjed 'Behaviour Change is a Team Sport'](#) report found getting people together increased exercise patterns. Their work has included successfully working with young mums in the South Wales Valleys to get them involved in more physical activity. How does this relate to your other objectives and high-level themes? Can activities to address community resilience and isolation and loneliness help people to live healthier lives?

How can improving the natural environment also help manage their health? As I'm sure you've recognised there are opportunities for you to work with organisations such as the National Trust and Wildlife Trusts to develop a county-wide approach. The [Natural Resources Wales' 'Actif Woods'](#) project is an example of getting people outside, protecting their environment and enjoying the positive effects on health and well-being. How can you involve other 'unusual suspects' in exploring the steps to meet this objective? How can the third sector feel empowered to help? This [study, on social prescribing in Bristol](#), provides information on different models and gives some insight into the improvements in mental and general physical health. The recent BBC documentary, '[The doctor who gave up drugs](#)', showed several examples of how alternative approaches to prescribing pills can have a more holistic, long-lasting positive impact on someone's life – with people getting physically fitter and healthier mentally without the reliance on prescriptions.

Collaborating with 'unusual suspects' and involving people in how you take steps to meet this objective will enable you to maximize your contribution to the seven well-being goals. For example, what is the role of culture in enabling children and adults to live healthier lives? How might people take part in cultural activities to help build their confidence and capacity? [The Arts Council for Wales' strategy](#), outlines some of the benefits involvement in creative activity can have on the health, cohesion and skills of the population. The [Cultural Commissioning Programme, funded by Arts Council England](#) seeks to help commissioners of public services understand how they can improve outcomes by integrating arts and cultural activities into a range of services, including mental health and well-being, older people and place-based commissioning. Collaborating with the national public bodies subject to the Act, such as Sport Wales, Arts Council for Wales, National Museums of Wales and National Library of Wales, may be able to help you see how your steps to meet this objective could maximise contribution to each of the goals. Understanding how increasing the use of the Welsh language in your communities can also improve feelings of belonging, cohesion and reduce isolation. The Welsh Language Commissioner's team have been working with us on the best way to support PSBs contribute to '[Cymraeg 2050](#)'.

Other PSBs seeking to improve health, improve prevention include Blaenau Gwent; Ceredigion; Ynys Mon and Gwynedd.

- Recognising and promoting the role of green infrastructure to support the economic, social and cultural well-being of the people of Neath Port Talbot.

The green and blue infrastructure in Neath Port Talbot is highly valued and with rivers, green spaces, forests and parks, it is a great asset to you. I am pleased to hear that your initial response template acknowledged the multiple benefits of having a good quality natural environment, the important economic role it has through the development of tourism and sustainable energy infrastructure, but also the positive impact it has on physical and mental health, as well as mitigating the effects of extreme weather and climate change. There are many opportunities to be realised in celebrating the natural environment of Neath Port Talbot, but also risks in the form of extreme weather, loss of habitat and biodiversity.

As my team have already advised, the change demanded by the Well-being of Future Generations Act starts with you and your own ways of working. As with all of your objectives, I would strongly advise you to consider how your own policies and workplaces contribute to delivering your plan. I am encouraged that you are considering well-being in the workplace, as large employers for the people of Neath Port Talbot. With higher education represented on your Board and Town and Community Councils, how can you involve students, members of the community and business owners in your well-being policies? How can this connect to green infrastructure and the natural environment?

I would advise you to think about your own roles in protecting this environment for future generations, which will need to be clear in the steps you will take to meet this objective. Think about the seven corporate functions outlined in the Act; for example, you have a large amount of public estate. How can you plan, design and locate future developments (as part of your Local Development Plan) in a way that contributes to a more globally responsible Wales and a resilient Wales? You should explore what tangible actions you can take, such as how you refurbish buildings, improve infrastructure and locate public spaces, which can have a positive impact on well-being. [The Closing the Circle](#) report on the circular economy and the Welsh Environment is a useful report by Constructing Excellence in Wales. It demonstrates a potential economic opportunity of an additional £1 billion per annum by 2035 through the practical application of circular economy principles and give practical examples in where the public sector can look to minimise waste and resources in future projects. This is an increase of 12.5 per cent in the turnover of the Welsh built environment sector and generates 7,300 jobs (gross). You can also take inspiration from some of the projects mentioned in the recent [Constructing Excellence Awards](#), such as the Active Classroom. Having a consideration of how 'green' these buildings are, both in terms of energy efficiency and sustainable construction, is a quick win for you as a PSB.

What can you do, as Chief Executive, Chair or Leader, now to mitigate the effects of our loss of environment and be more globally responsible? Air quality is of particular concern for your county, largely due to the steelworks

and to traffic levels. It is pleasing to hear that levels have improved in recent years, but you must think about the long-term impacts of this on future generations. Although the public sector only accounts for a relatively small amount of Wales' emissions, you are uniquely placed to influence emissions far more widely in areas such as transport, energy, land use and procurement. [The Welsh Government recently published](#) carbon emission levels subdivided by Local Authority and also released a [Call for Evidence](#) to explore the most effective mechanisms for achieving a carbon neutral public sector by 2030. I will be hosting an event on the 9th November, in partnership with Welsh Government and Natural Resources Wales to: explore how the public services in Wales can involve people in collaborating and integrating their work, to take greater account of the long-term carbon implications of their activities, and help prevent the effects of climate change becoming even worse.

The UK has pledged to have zero emissions by 2050 and every Welsh Government has pledged for more green jobs. But despite Wales being a place of great potential in providing natural energy, only 10% of Wales' electricity in 2013 was provided through renewable energy. Last year, the National Assembly for Wales Environment and Sustainability Committee produced '[A Smarter Energy Future for Wales](#)', with 19 recommendations for how Wales could transform its approach to energy. More recently, Smart Energy GB have produced a report on '[A Smart Energy Future for Rural Areas](#)', giving examples and case studies of rural areas across the UK who are making that transition. You may find this [seminar](#) from the National Assembly for Wales' Research Service and the Learned Society for Wales, provides insights from the leading energy experts in Wales and their thoughts on the future of renewable energy in Wales. [The Policy Forum for Wales](#) keynote seminar takes place on the 7th December this year, with a focus on priorities for energy policy, growing the sector in Wales and increasing investment in renewables.

This is an opportunity to maximise your contribution to the seven well-being goals and create interconnections between your objectives. The [Wildlife Trust in Wales report into green infrastructure](#) outlines how green infrastructure delivers a wide range of proven, tangible, and cost-effective economic, social and environmental benefits. The [Design Commission for Wales](#) also has case studies and resources on design that focuses on users, maximises energy efficiency and has been shown to significantly improve patient recovery in health. In each of these areas my office can connect you to these people and organisations who may be able to assist you as you develop your work.

Many of the people in Neath Port Talbot rely on their environment for income, food, water, and recreation. In the future, the effects of climate change are likely to cause droughts in the summer, meaning a shortage of water, declining bio-diversity and a knock-on effect for agriculture. How are you considering the potential economic effect of a changing climate? If you are seeking to use your natural resources for economic benefit, how have you considered the long-term impact of extreme weather events on these resources? How can you use scenarios to imagine what preventative action you could take to protect agriculture, water supplies and transportation in the event of extreme weather? [Zero Carbon Britain's recent 'Making it Happen'](#) report sets out what responsibilities we all have to future generations to acting on climate change now.

I ask that you demonstrate consideration of the long-term impacts of extreme weather events that will pose particular risks for your area. I urge you to consider the impact of climate change on Blaenau Gwent, as an area with nine community areas at risk of flooding. Flooding affected homes and businesses last year in a number of counties and extreme flooding impacted Port Talbot, Neath and Baglan six years ago. Well-being assessments show how flooding affects people's health and well-being long after the event, with the most vulnerable in society adversely impacted. Expected annual damage [to residential properties is estimated to be £22 million](#), so, understanding how different weather events impact on different geographical and demographic communities is crucial to prevention.

Involving people in the running of their community can also have a positive effect on helping to make the local environment more resilient. [NESTA has a guide](#) to working with communities to tackle climate change, including the 'Big Green Challenge', where participants changed their lifestyles to reduce their carbon footprint. Projects such as ['Rainscape' through Dwr Cymru](#) suggest ways that we can all mitigate the effects of floods, and an extreme example includes the [Isle of Eigg in Scotland](#), where the community are having a positive impact on their environment by introducing renewable community energy schemes, building sustainable businesses and improving biodiversity. This clearly begins with helping people to gain the confidence and knowledge of accessing their local environment. Linked to your earlier objectives, getting people involved around a place and a common cause can be extremely powerful. The [Natural Resources Wales' 'Actif Woods'](#) project is an example of getting people outside, protecting their environment and enjoying the positive effects on health and well-being and, as above, 'social prescribing' is becoming more commonplace in treating health conditions. How can you involve other 'unusual suspects' in exploring the steps to meet this objective?

For instance, you have identified how urbanisation and industry is harming the natural habitats of the county. Collaborating with businesses in how you take steps to meet this objective will be important to protect and enhance the land and halt declining biodiversity. For each of these steps, use the definitions of the well-being goals to think about how you can do something different and achieve maximum impact, plus integrate across many of your draft steps. For example, how can you enable corporate volunteering opportunities that seek to enhance the resilience of the natural environment? What volunteering schemes could help to create a more globally responsible Neath Port Talbot? How can people encourage equality through their volunteering and cohesion within some of your communities? [Business in the Community](#) has a range of practical ways for businesses to work together and take action to help tackle some of the key environmental and social issues facing society.

It is positive that the natural environment is being used for tourism also, with over 2 million visitors last year to the county. I am interested in how you can encourage sustainable tourism in Wales, perhaps by working more regionally to connect fantastic environmental assets, such as woodlands, parks, sites of special interest with active travel opportunities, public transport and, at the same time, benefit local business? This involves a place-based focus on planning and a wider focus on the environmental, social and cultural well-being of an area – rather than pure economic gain. Connected to the poor air quality in some parts of the county, how can you better listen

to people's motivations for using their cars rather than other forms of transport? Some PSBs are introducing electric charging points and electric pool cars into their organisations to encourage this modal shift. Consider what practical action you can take now to benefit future generations.

There are many PSBs seeking to protect their environment and undertake further work to understand the risks for their communities, including Blaenau Gwent; Caerphilly; the Vale of Glamorgan; Powys; Carmarthenshire and Ceredigion.

I hope you have found this advice helpful in moving forward towards publishing a well-being plan for formal consultation. Please get in touch with my team if you want further contact details for any of the organisations and reports mentioned in this letter.

I am also learning the best ways to advise, support and monitor how public bodies are seeking to apply the five ways of working and maximise their contribution to the seven well-being goals, so I would welcome any feedback from you, supporting officers and the Neath Port Talbot PSB Scrutiny Committee on how I have chosen to approach this statutory duty and the advice I have given.

I look forward to receiving your draft well-being plan and please keep in touch with me and my team.

Yours sincerely,

Sophie Howe



Comisiynydd
**Cenedlaethau'r
Dyfodol**
Cymru

**Future
Generations**
Commissioner
for Wales



**Caring Together
Western Bay**
Health and Social Care Programme
**Gofalu Gyda'n Gilydd
Bae'r Gorllewin**
Rhaglen Iechyd a Gofal Cymdeithasol

1 February 2018

Response to Neath Port Talbot Public Services Board Well-being Plan Consultation

Context

The Western Bay Area Plan sets out how the Western Bay Regional Partnership Board (RPB) will respond to the findings of the Western Bay population assessment published on 1 April 2017 (<http://www.westernbay.org.uk/1306-2/>).

It has been prepared to meet the requirements of the Statutory Guidance in relation to Area Plans under section 14A of the Social Services and Well-being (SS&WB) (Wales) Act 2014. Additionally, every local Council area in Wales is legally required to have a Public Services Board (PSB) whose purpose is to work collectively to improve local social, economic, environmental and cultural well-being.

Given the interdependencies between the Area Plan and the local Well-being Plans, we feel it is important to identify both the commonalities and differences across the two in an effort to support our future work together. We are pleased to have the opportunity to respond to your plan and recognise that the priorities relate specifically to the needs of your local population.

The Area Plan is split into two sections. This first section is the longer term 5 year plan (2018-2023) and the second section is the corresponding action plan which is a one year transition plan (2018/2019), recognising the potential boundary changes in relation to ABMU Health Board and Bridgend CBC, which is currently subject to consultation.

The main focus of the Area Plan is on following Regional Partnership Board priorities for regional and integrated working between health and social care; these are the priority areas for integration in part 9 of the SS&WB Act Wales, 2014 and the priorities for the allocation of the Integrated Care Fund:

- Older People
- Children and Young People with Complex Needs
- Mental Health
- Learning Disabilities (including Autism)
- Carers and Young Carers

Many of the findings of the population assessment are being addressed by partners as part of their core business on a local basis or by existing partnerships between organisations across the region. The plan briefly describes where this is taking place and links to further information.



**Caring Together
Western Bay**
Health and Social Care Programme
**Gofalu Gyda'n Gilydd
Bae'r Gorllewin**
Rhaglen Iechyd a Gofal Cymdeithasol

Response

It is clear from the Neath Port Talbot Well-being Plan that the findings from the local well-being assessment have been used to develop the draft objectives that the Public Service Board is committed to delivering. Additionally, the Western Bay Area Plan and Action Plan respond to the population assessment and has priorities around children and young people, mental health, learning disability and autism, sensory impairment, health and physical disability, violence against women, domestic abuse and sexual violence, safeguarding and deprivation of liberty safeguards, secure estate and older people. These key themes are reflected within the 4 objectives of the Neath Port Talbot Well-being plan and could be used to support further development of the local well-being plan particularly when co-ordinating the use of existing data which is mentioned on page 27 of the Well-being Plan.

We are particularly pleased to see that the vision laid out in the Well-being Plan has strong links with the Western Bay programme. For example, key features of the Well-being Plan include focussing on enabling communities to be resilient and to providing the best start in life for all children in Neath Port Talbot.

Additionally, it is clear that there is a strong focus on prevention as one of the sustainable development principles which is a key element of the Western Bay programme. Two other sustainable development principles in the Well-being Plan are integration and collaboration which again gives a sense of cohesion between the local authority objectives and the regional objectives which strengthens our collaboration.

The pilot in Children's Community in Sandfields West sounds like a promising project and further discussion would be useful to explore how we can work together on this. There are potential opportunities to join this up with some other regional projects including IFSS, the regional MAPSS project, the Carers partnership, Integrated Autism Service and the Violence Against Women chapter in the Area Plan.

We are pleased that the key priority areas within the Area Plan are further referenced within the Neath Port Talbot Well-being Plan. The priority which aims to create, safe, confident and resilient communities has links to multiple Area Plan chapters including older people, safeguarding and physical disabilities. In terms of substance misuse there are links to the Area Planning Board for substance misuse and IFSS which specifically works with families with substance misuse issues.

Other key themes which link with the Area Plan include falls and falls prevention. Regionally, the Community Services programme commissioned a Falls Response / Prevention report in the Spring of 2017. Once the final iteration of the report is complete we will use the report in the operational subgroup to decide whether the Mobile Response service should be extended across the region. Additional work regarding falls within the Health Board is focusing on hospital falls and so there are further opportunities to develop this work regionally.



**Caring Together
Western Bay**
Health and Social Care Programme
**Gofalu Gyda'n Gilydd
Bae'r Gorllewin**
Rhaglen Iechyd a Gofal Cymdeithasol

We are pleased to see links between the employment opportunities within the Well-being Plan and the Community Services Programme and Recruitment and Retention of Care Workers Campaign in Western Bay. It has been suggested that a pre-employment course for unemployed individuals be developed regionally and so other opportunities for joint working could be explored here.

Conclusion

It is clear from the objectives within the well-being plan and the priorities within the Area Plan that there is a strong focus regionally on securing better outcomes and well-being for citizens in Neath Port Talbot. There are also clear opportunities to join up some of the interdependencies to focus on shared outcomes across the region.

The Western Bay Area Plan is an expression of joint working between the Social Services, Health and Housing Directorate in Neath Port Talbot Council and the ABMU HB (primary and community care in particular but also other delivery units), as well with the third and independent sectors.

We are keen to explore how we can ensure closer synergies between local well-being and Public Service Board priorities, to the regional Area Plan in ensuring the citizens across Western Bay achieve the best possible outcomes. Future opportunities might include collaboration to deliver engagement and consultation across a regional footprint, so local people are clear about the different plans and their function.

The Area Plan is currently being engaged on across a wide range of stakeholders including our regional citizen's panel. It will be published early in April 2018. We welcome feedback and comment from our local partners on this plan and can provide a copy if requested, although it should be noted that the Area Plan has been produced with the input of local leads in the local authority and health board, as well as partners outlined above.

Thank you for the opportunity to respond to the draft plan.

Sara Harvey
Western Bay Programme Director

Please note that this response has been provided by the WB Programme Office team and not endorsed by the partnership.

Neath Port Talbot Well-being Plan (draft)

Wales Biodiversity Partnership Local Nature Partnerships leader response

This response acknowledges the considerable effort in producing the draft plan and the challenges of addressing well-being and identifying opportunities for collaboration and new ways of working in Neath Port Talbot. The response also recognises the considerable level of engagement carried out and the ambition for the Well-being Objectives to serve as an integrated set. This response focuses on the environment and biodiversity based on the respondent's expertise but recognises that integration and innovation will be key to the delivery of well-being in the area across all the well-being goals.

Draft Objectives	Actions	Comments on the actions	Opportunities	General Comment's
Support children in their early years, especially children at risk of adverse childhood experiences	Performance management framework to be developed to monitor actions	The following are welcomed in the draft plan: Natural Environment will be protected and developed to support healthy living and investment	Neath Port Talbot's outstanding natural environment with sites of national (SSSI) an international importance (SACs) are situated on people's doorsteps.	Strong ambitions set out in the draft plan to promote individual and community well-being and to tackle inequality.
Create safe, confident and resilient communities, focussing on vulnerable people	Annual reporting Scrutiny Committee overview			There is an attempt in the draft plan to bind social, environment and economic objectives to promote well-being through GI improvements.
Encourage Ageing Well	Strong focus on green infrastructure (GI) and the setting up of a Green Infrastructure Working Group	Green and blue spaces are highly-valued by individuals and communities and promote social cohesion	Parks, gardens, green and blue spaces as recognised in the draft plan. The Biodiversity and resilience of ecosystems duty is a statutory mechanism the PSB bodies can use to maintain and enhance biodiversity and in doing so promote the	
Promote well-being through and in the workplace		Recognition that healthy and resilient environment supports economic and social prosperity		
Cross-cutting theme:				
Recognise and promote green infrastructure, how the green infrastructure can promote well-being, in particular for those groups of people identified in the above priority	Multi-agency Task and Finish Groups to address the draft objectives	Recognition that there are		The plan has a strong focus on GI which is important but does not fully integrate the natural environment across the piece. In particular, the

<p>themes</p>		<p>opportunities for street and community trees and the use of sustainable drainage schemes to reduce air pollution and tackle flooding</p> <p>Multi-agency Task and Finish Groups to address the draft objectives welcomed.</p> <p>The following are highlighted as areas to integrate and work into future actions:</p> <p>Pressures on the natural environment are recognised but will need working up into actions. The focus on GI is recognised but the natural environment is wider than settlement boundaries.</p> <p>To that end, what actions are in place to address the decline in biodiversity and in</p>	<p>resilience of ecosystems. In turn this contributes to social, economic, cultural and environmental well-being.</p> <p>Neath Port Talbot has a long standing and successful Local Nature Partnership which can add considerable value to realising the ambitions of the plan. Also, Neath Port Talbot is an active and valued partner in the Glamorgan Biodiversity Action Group</p> <p>Existing plans and policies which would strengthen environmental resilience, e.g. LDP policies, previous attempts at Green Infrastructure mapping and Local Biodiversity Action Plans</p> <p>Iconic species such as the Fen raft spider and</p>	<p>well-being goal Resilient Wales' goal is partially addressed through climate change actions in the draft plan but ecosystem resilience and biodiversity actions will require further development.</p> <p>Healthy functioning ecosystems and biodiversity underpin economic and social resilience and help tackle climate change</p> <p>Appendices would have been useful to capture the metrics and give a flavour of the social, economic and environmental make-up of the area</p>
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		<p>ecosystems resilience as identified in the ‘State of Nature report’ 2016 and SoNaRR 2016 respectively?</p> <p>A mechanism whereby the Green Infrastructure Working Group or members of the group can influence and provide input to the task & finish groups is required</p> <p>The promotion of volunteering and social action is welcomed. What provisions are in place to support and build on existing groups in green volunteering?</p>	<p>Honey buzzard</p> <p>A suite of local nature reserves</p> <p>Network of Sites of Importance for Nature Conservation (SINCs)</p> <p>Opportunities to promote nature connectedness and educational awareness through outdoor learning</p> <p>Build on the ‘Working with Nature’ project and Actif Woods project</p> <p>Action for Pollinators (towns, schools, community organisations taking part in the national Bee Friendly scheme)</p>	
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Dear Colleague

Neath Port Talbot Black Minority Ethnic Community Association was set up in July 2017 with the aims of promoting equality and diversity, promoting racial harmony and integration and empowering members of the BME community. We also aim to provide a voice and be representative of BME communities.

We welcome the opportunity to comment on Neath Port Talbot Public Services Board draft Local Well-being Plan and the chance to ensure that the needs of BME communities are recognised.

From our early work, we know that many members of our community find it difficult to access services due to a language barrier, and this is particularly true for older members of our community. It is important that language and access to services for all members of the community is considered in the implementation of the plan.

We are currently undertaking two key pieces of work around understanding and addressing the language barrier. These will support the implementation of the well-being plan, and ensure that the needs of BME communities in Neath Port Talbot are met. We are working with Neath Port Talbot CVS and Neath Port Talbot County Borough Council to undertake a community profile. This will provide information on the make-up of BME communities in Neath Port Talbot, including the languages spoken, as well as the needs of BME communities, in particular around access to services and community safety.

We have already developed an Access Card, which aims to enable those who don't speak English and Welsh as a first language to communicate that they require an interpreter to enable them to access key services. We are currently working with service providers to raise the profile of the Access Card.

We are keen to improve the health and wellbeing of our community. We have secured funding to run a BME Family Wellbeing Day in February which aims to raise awareness of healthy lifestyles and provide an opportunity for the community to access free health checks. This also supports the priorities identified in the draft plan.

We feel that the plan would benefit from recognising the needs of BME communities; there is no specific mention of BME communities in the plan currently. It would also be helpful if there was a greater focus on promoting community cohesion as there is evidence of more and more members of BME communities living, working and travelling through Neath Port Talbot.

To note, we found the draft well-being plan lengthy. We are also concerned that members of BME communities may have found it problematic to comment or to respond to the consultation without translation or interpretation support.

We would welcome the opportunity to meet with members of the PSB to discuss our work, and in particular the outcome of the Community Profile once this is complete.

Yours sincerely

Farida Patel
Chair

Neath Port Talbot Black Minority Ethnic Community Association
C/O Neath Port Talbot CVS, 17-19 Alfred Street, Neath. SA11 1EF



Neath Port Talbot Public Services Board draft Local Well-being Plan Consultation

A Response from the Third Sector
in Neath Port Talbot

January 2018

Neath Port Talbot CVS

Tŷ Margaret Thorne

17-19 Alfred Street

Neath

SA11 1EF

A response to the Neath Port Talbot Public Services Board draft Local Well-being Plan Consultation

Introduction

Neath Port Talbot CVS is the County Voluntary Council and a Charitable Company set up to promote, support and develop the Third Sector in Neath Port Talbot. It has over 500 member organisations and is in touch with over 1,000 Third Sector organisations operating in Neath Port Talbot covering various communities of interest, public services and geographical communities (from small local groups covering smaller wards and deprived communities to large national organisations). Some are wholly volunteer-led and run, and others employ a workforce.

As an infrastructure organisation, our role in supporting the development of communities and building community resilience is clear. We provide capacity building, support and guidance to third sector organisations, helping them to develop, plan for growth and sustainability, to deliver services, opportunities and activities that positively impact on, and improve outcomes for, citizens and service users. We also have an important role in engagement and representation.

Our aim is to promote the development of a local third sector that is effective and efficient, informed and influential; a sector which is able to improve and achieve positive outcomes for local people. The organisation has strong partnership links locally and regionally and works in a number of strategic areas, such as Health, Education and Learning, Regeneration, and Children and Young People.

As part of this work and its key representative function, Neath Port Talbot CVS facilitates a range of third sector forums and networks, which engage the sector in Neath Port Talbot in order to gather the views of the sector and to feed these views into key decision-makers and delivery partners. The organisation also promotes a range of messages to its staff and to the wider community through its newsletters, website and social media.

Engagement with the Third Sector

This paper sets out the response to the consultation on behalf of the Third Sector in Neath Port Talbot. A consultation event was held as part of the

Third Sector Strategic Forum which provided an opportunity for the Sector to meet and discuss key areas of the consultation, and in particular three of the key priority areas; Green Infrastructure, Ageing Well and Well-being through the workplace. Comments were also taken on the other areas in the plan. This paper reflects these views as well as other views gained through our engagement with the Sector through our topic based forums.

General comments

The Third Sector welcomed the opportunity to respond to the consultation and supported the vision and overarching priorities identified. However there was a general feeling that the actions within some of the priorities are “business as usual” and there is scope for more innovation and the opportunity to do things differently.

It was felt that there are a number of key areas which are potentially cross-cutting which are not given enough emphasis – these include transport, domestic violence, unpaid carers. Bereavement has also been raised as an issue which is not recognised in the plan and it was also felt that an emphasis on community cohesion may be helpful.

Whilst acknowledging that loneliness and isolation has been identified as a theme under Ageing Well, it is important to note that this affects all ages and should not be solely a focus of the Ageing Well priority; it is a much wider issue especially with children and young people.

It was felt that the different priorities in the plan are disconnected, and that the connections and links should be drawn out, e.g. there is cross over between the Ageing Well and Resilient Communities priorities.

It may be helpful to include information on the time period of the plan (e.g. 2018-2023).

The Sector was concerned regarding the accessibility of the consultation; its format and language would make it inaccessible for some members of the community.

Children in their early years

The Sector would welcome more detail and further engagement around the ‘children in their early years’ priority. The sector felt it could contribute significantly to this area given the opportunity.

The Sector also felt that there are many organisations already delivering in the Sandfields West area and there has been little engagement to date with organisations regarding the work. Whilst appreciating that the pilot area has been chosen based on the evidence available, the Sector would also welcome further information on why this area was chosen. Every area has its own issue and would benefit from support.

Concern was expressed regarding the intention to focus on one area; there is no mention regarding the scaling up or widening of this approach during the lifetime of the plan. What about other communities in Neath Port Talbot? There was also a fear that the proposal to pilot in one specific area will be to the detriment of other areas as it may result in services and funding being diverted.

It was felt that this approach may replicate work that has been started previously, how will this work be fully implemented to the benefit of communities in Neath Port Talbot?

The name of the priority may benefit from being reconsidered – children in their early years suggests early years only whereas the priority appears to cover a much broader age range.

Safe, confident and resilient communities

The Sector would welcome the opportunity for meaningful engagement and involvement in this priority. It would like to raise concerns regarding the focus on one particular area over other areas in Neath Port Talbot and would welcome further detail on the plans to scale up and expand any approach to other areas in Neath Port Talbot. How does the priority complement and duplicate with the priority around children in their early years?

The sector is concerned with the intention to focus two priorities on one area of Neath Port Talbot (Sandfields West). Why has this area been chosen for both priorities? Could one pilot be in a rural area to demonstrate a commitment to all areas of Neath Port Talbot? The valley communities often feel forgotten about in terms of service provision.

Ageing Well

There is a need to ensure that there are links between the themes within this priority. There needs to be a clear definition of what this priority covers – what age does it start? Arguably Ageing Well starts at a very young age not just in later life.

It was felt that the focus should be on enabling, this wasn't clearly reflected in the current document. There is also a need to treat people as individuals not statistics. The terminology used was felt to be negative; could the themes be worded more positively?

Transport cannot be underestimated – it has an impact on so many things and can prevent the escalation of issues.

The links between Ageing Well and other priorities cannot be ignored. Intergenerational work will be important in strengthening social networks and building resilient communities.

Wellbeing through the workplace

Detailed feedback has already been provided to the Priority Lead. The general view on this priority was that this work has the potential to transform the way work is undertaken in Neath Port Talbot, however there is a significant change in mind-set required for this to be successful at all levels.

The Sector is facing significant issues (as with other Sectors), regarding job security/redundancies which impacts on wellbeing. The cuts in some statutory services are placing increased demands on the services and staff that remain. New models of service delivery will be key, but these will require culture change.

With regards to wellbeing through work, there is a significant workforce in the Third Sector in Neath Port Talbot. Due to the funding arrangements, employment in the Sector can often be insecure and low paid, with high levels of stress and staff turnover. This is compounded by a perception that the Sector's workforce is part time, cheaper and not as professional. The Sector locally is made up of a number of smaller organisations which can mean that management staff in the Sector can be isolated. The Sector would be keen to explore how wellbeing can be improved in the

workplace, what opportunities are there to access wellbeing support, for training, peer support and to share back office functions.

The role of volunteering in improving wellbeing and providing a purpose was also recognised.

Green Infrastructure

Detailed feedback has already been provided to the Priority Lead. Families should be enabled to use green space, and to feel safe using it. There is a need to change the language when talking about communities, the focus needs to be more positive. The cost of using green spaces also needs to be considered i.e. car parking charges, and how this can be a barrier for some.

(Via Email - O'Brien, Christopher <Christopher.O'Brien@rspb.org.uk>)

Dear Neath Port Talbot PSB,

Re: Neath Port Talbot PSB Local Well-being Plan Consultation

The Royal Society for the Protection of Birds (the RSPB) is the charity that takes action for wild birds and the environment. With over one million members (59,690 in Wales), we are the largest wildlife conservation organisation in the UK. We strongly believe that sustainability should be at the heart of decision-making.

Across Wales we own or manage 16,172 hectares of land for nature conservation on 18 reserves.

We understand the importance of Local Well-being Plans (LWBP) and National Park Management Plan in supporting a holistic, citizen focused approach to public service planning and delivery across Wales and in setting the overarching strategic framework for all the other local authority plans and strategies, including Local Development Plans.

Having reviewed the draft LWBP and considered key findings of the Future Generations Commissioner's Report, *Well-being in Wales: Planning today for a better tomorrow (2017)*, we believe the draft LWBP could be improved. We trust our suggestions (attached) will be considered in the constructive nature intended. Time is of the essence if we are to meet international commitments to halt and reverse biodiversity decline by 2020, and deliver wider benefits of biodiversity to improve the well-being of current and future generations in Wales.

If you would like to explore our observations further, do not hesitate to get in touch. Furthermore, as a voluntary organisation, the RSPB would welcome consultation on future iterations of the Neath Port Talbot PSB LWBP.

Kind regards, Chris.

Christopher O'Brien MRTPI

Uwch Swyddog Polisi - Cynllunio/Senior Policy Officer - Planning

Pencadlys RSPB Cymru Castlebridge 3, 5 - 19 Heol Ddwyreiniol y Bontfaen, Caerdydd, CF11 9AB

RSPB Cymru Wales Headquarters Castlebridge 3, 5-19 Cowbridge Road East, Cardiff, CF11 9AB

Ffôn/Tel 02920 353278

rspb.org.uk

Gadewch inni roi cartref i natur yng Nghymru
Let's give nature a home in Wales



Mae RSPB Cymru'n rhan o'r RSPB, elusen bywyd gwyllt fwyaf y DU, sy'n ysbrydoli pawb i roi cartref i fyd natur. Ynghyd â'n partneriaid, rydym yn gwarchod adar a bywyd gwyllt sydd mewn perygl fel bod ein trefi, ein harfordir a'n cefn gwlad yn fwrllwm o fywyd unwaith eto. Mae gennym hefyd brif ran o fewn BirdLife International, partneriaeth fyd-eang o gyrrff cadwraeth natur.

RSPB Cymru is part of the RSPB, the UK's largest nature conservation charity, inspiring everyone to give nature a home. Together with our partners, we protect threatened birds and wildlife so our towns, coast and countryside will teem with life once again. We play a leading role in BirdLife International, a worldwide partnership of nature conservation organisations.

Mae'r Gymdeithas Frenhinol er Gwarchod Adar (RSPB) yn elusen gofrestrdig: Lloegr a Chymru rhif 207076, yr Alban rhif SC037654

The Royal Society for the Protection of Birds (RSPB) is a registered charity: England and Wales no. 207076, Scotland no. SC037654

(Attachment)



RSPB observations on the Neath Port Talbot PSB Local Well-being Plan.

Introduction

The Royal Society for the Protection of Birds (the RSPB) is the charity that takes action for wild birds and the environment. With over one million members (59,690 in Wales), we are the largest wildlife conservation organisation in the UK. We strongly believe that sustainability should be at the heart of decision-making.

Across Wales we own or manage 16,172 hectares of land for nature conservation on 18 reserves.

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Having reviewed the draft LWBP and considered key findings of the Future Generations Commissioner's Report, *Well-being in Wales: Planning today for a better tomorrow (2017)*, we believe the draft LWBP could be improved. We trust our suggestions will be considered in the constructive

nature intended. Time is of the essence if we are to meet international commitments to halt and reverse biodiversity decline by 2020, and deliver wider benefits of biodiversity to improve the well-being of current and future generations.

Objectives

Objectives should adopt an integrated approach to maximising the board's contribution to achieving the national well-being goals and secure the ability of future generations to meet their own needs and we welcome the recognition of green infrastructure as a cross-cutting priority.

The Well-being of Future Generations (Wales) Act's 'Resilient Wales' goal requires action to ensure our well-being is supported by a biodiverse natural environment with healthy functioning ecosystems. NRW's State of Natural Resources Report (SoNaRR) notes none of Wales' ecosystems is currently resilient, with the decline in range and/ or population of many species, a key indicator of this.

We were heartened that the Future Generations Commissioner found *'a strong acknowledgement throughout the assessments of the value of a quality environment and landscape to well-being and this featured very strongly in local engagement.'*¹

If we are to secure the benefits of healthy ecosystems for current and future generations and at the same time halt and reverse biodiversity decline in line with international commitments, there is an urgent need to ensure we live within environmental limits. Locally distinctive objectives must contribute to this aim and help fulfil the objectives set out in Wales' national biodiversity strategy, the Nature Recovery Action Plan. To this end LWBP's must ensure:

- *Biodiversity is protected, conserved and where appropriate restored and loss has been halted.*
- *Habitats occur across their natural range and are able to support viable populations of representative, rare, vulnerable, and valued species and the functioning of healthy, resilient and adaptable ecosystems.*
- *Species and habitats of principle importance (i.e. s.7, European Protected Species and site features for designations such as SSSI, SPA, SAC) must be safeguarded and their management, monitoring and condition improved.*
- *Key pressures on species and habitats are identified.*

Any future sectoral objectives, developed to address the Future Generations Commissioner's observations that *'little consideration and attention to the challenges of the future for farming', and 'to the potential of places to generate more renewable energy'*² should focus on ensuring activities are undertaken in a way that supports the Resilient Wales goal; in other words, in harmony with nature.³

Actions

When reviewing Well-being assessments, the Future Generations Commissioner found:

¹ Section 2.3. [Well-being in Wales: Planning today for a better tomorrow \(2017\)](#)

² Section 1.6. [Well-being in Wales: Planning today for a better tomorrow \(2017\)](#)

³ [RSPB's 2050 Energy Vision](#) & [WEL Sustainable land management vision](#)

*'Very few of the assessments consider ways in which services could be delivered in ways which minimise damage to the natural environment and to biodiversity, which will be essential to prevent further decline in the future.'*⁴

Urban open spaces, distinctive landscapes and ecosystems are public goods which should be a focus for collaborative action by public service providers; where biodiversity is maintained and enhanced, services such as flood mitigation and carbon sequestration are provided to society. The benefits of spending time in nature to physical⁵ and mental⁶ health and to childrens' development⁷ are well documented.

Actions within the LWBP should represent **all** reasonable steps your PSB could take to meet your LWBP's objectives and these should be guided by the principles of Sustainable Management of Natural Resources (SMNR). We agree with the Future Generations Commissioner's suggestions⁸ that:

'There is the opportunity for well-being planning to build links with a range of plans and areas of work required by legislation including the Environment (Wales) Act...' and;

'...the link to local development plans seems to be a particular missed opportunity given its significance in terms of development of housing and associated infrastructure, employment opportunities and the protection of the natural environment, and consideration of positive or negative impacts.'

We consider, at the very least, actions towards ensuring delivery of the Biodiversity and Resilience of Ecosystems duty⁹, which will in turn provide wider well-being benefits and opportunities, should be included in the LWBP. For example:

- Ensuring appropriate management and comprehensive monitoring of protected sites to attain favourable condition of site features (species and/ or habitats).
- Exemplar practice in management and monitoring of the wider public sector estate to support biological diversity and resilient ecosystems (by enhancing diversity, connectivity, scale, condition and adaptability of ecosystems¹⁰).
- Ensuring residents' connections with nature by designating Local Nature Reserves under the National Park and Access to the Countryside Act 1949.
- Securing landscape scale resilience of ecosystems by reviewing, designating and promoting management arrangements for 'Special Landscape Areas' in accordance with NRW's LANDMAP Guidance Note 1: LANDMAP and Special Landscape Areas (2017).
- Adopting, implementing and monitoring a long-term 'open space strategy'.

⁴ Section 1.6. [Well-being in Wales: Planning today for a better tomorrow \(2017\)](#)

⁵ [RSPB's Natural Health \(2004\)](#)

⁶ [RSPB's Natural Thinking \(2007\)](#)

⁷ [The RSPB's report 'Every Child Outdoors – Wales'](#)

⁸ Section 2.1. [Well-being in Wales: Planning today for a better tomorrow \(2017\)](#)

⁹ Section 6 Environment (Wales) Act

¹⁰ These are aspects of the resilience of ecosystems, as set out in section 6(2) of the Environment (Wales) Act

- Protecting locally important habitats and species by designating, monitoring and reporting the condition of 'Sites of Importance for Nature Conservation' (SINCs).
- Measures to ensure the natural resource / ecosystem value influences decisions on the disposal of public land.
- Inviting a 'peer review' of access to environmental information and its application in decision making, compliance records and grounds maintenance programmes.
- Sharing expertise in commissioning surveys and undertake environmental assessment.
- Preparing, resourcing and monitoring a nature recovery action plan in line with national priorities.
- Detailing support provided to environmental partnership working and communities.

General comment: Environmental Assessment

As the LWBP sets the overarching strategic framework for all the other plans and strategies within the PSB area (*sets the framework for future development consent of projects*), including the Local Development Plan (*town and country planning*), the LWBP could be captured by the Environmental Assessment of Plans and Programmes (Wales) Regulations 2004. Accordingly we suggest you consider compliance and are mindful that Regulation 9, provides Neath Port Talbot PSB (*the responsible body*) an opportunity to record its determination of the requirement for an environmental assessment alongside publication of the final LWBP.

For further information please contact:

Christopher O'Brien: Senior Policy Officer – Planning, RSPB Cymru.

Tel 02920 353278. E-mail christopher.o'brien@rspb.org.uk

Email received from NPT CVS

I'm forwarding the below 10 bullet points to you as requested one of the attendees of our workshop on the wellbeing plan. He has asked that they be circulated to stakeholders associated with the PSB's Plan..

1. *Consideration to how does the future Bridgend alignment with RCT and Merthyr going to fit into the Western Bay Structure on the wellbeing of residents.*
2. *Clear and concise strategic arrangements for domestic violence (DV) victims.*
3. *Recognition within the Well-being Plan that DV victims can be affected by DV within their homes, by family members and friends; plus may experience abuse and harassment from people employed within other organisations and matters pertinent to DV cultural/ideology issues.*
4. *Recognition and clear feasible solutions illustrated within the Well-being Plan of a commitment to support DV victims residing within the Western Bay area by offering support services to either male and female victims whom may have been traumatised by being stopped from or unjustly limited to seeing a child(ren) or grandchild(ren) due to false allegations upon a parental family separation.*
5. *Ensure the Well-being Plan recognises a strategic need to assist DV victims who have experienced or is currently experiencing Parental Alienation (PA) that has been recognised as a type of abuse by CAFCASS CEO and senior family law judiciary professionals; and implement an agreed strategic partnership operational procedure to support the welfare of parental alienation victims.*
6. *Ensure the Well-being Plan enables partnership working involving MPs and AMs on creating legislation incorporated into the Wellbeing Plan to ensure children have direct contact with their parents, grandparents and family members when safe to do so; and ensuring workable protocols of ensuring false allegations are not taken at face value by professionals involved in children welfare and contact arrangements.*
7. *Illustrate clear strategic solutions in the Well-being Plan of safeguarding pertinent funding for DV gender responsive organisations operating within the Western Bay Region supporting DV clients.*
8. *The Well-being Plan to show commitment that funding is just equitably distributed to all DV organisations operating within the Western Bay region in defined data disclosure protocols that supports equality and transparency methodologies with pertinent key stakeholders involved with the Well-being Plan.*
9. *Ensure the Well-being Plan recognises the wishes and feelings of DV victims are reasonably heard and considered by professionals involved with their wellbeing.*

10. Ensure the Well-being Plan shows the importance of DV victims, compliance with the protected characteristics stated within the Equality Act 2010, and a FSA (feasible, suitable and acceptable) strategy to reduce or stop DV; that will positively impact on reducing public expenditure, and improving organisational efficiency/performance when agreed partnership workable procedures addressing/reducing DV in the Western Bay area are implemented and evaluated by pertinent organisations; and pertinent published data held is accurately disclosed in the public domain.



Gweithredu dros Gartrefi Cynnes
Action for Warm Homes

Neath Port Talbot Service Board Local Well-being Plan

Consultation Response

NEA Cymru welcomes the opportunity to contribute to the development of the Well-being Plan of the Neath Port Talbot Public Service Board. We appreciate the time and effort that has gone into producing the Plan which looks to build a more prosperous, resilient and healthier Wales.

Although the Plan does briefly mention fuel poverty, it does not offer any solutions to tackle the problem. 25% of households in Neath Port Talbot are living in fuel poverty. That's nearly 15,000 households that cannot afford to adequately heat their home, or who are in crippling debt to their energy supplier. Alleviating this problem can encourage a number of environmental, economic and social benefits. Health in particular can be impacted. Our evidence continues to show that there is an increased risk of heart attacks and strokes for households living in fuel poverty, as well as worsening respiratory illnesses such as Chronic Obstructive Pulmonary Disease (COPD) and asthma. There is also strong existing evidence that cold homes can worsen arthritic, rheumatic conditions and also increase propensity to falls. In addition, these households are most susceptible to premature death. The World Health Organisation estimates that 30% of winter deaths are caused by cold housing. By tackling fuel poverty pressure can be alleviated on the health service and illnesses, even death, can be avoided.

NEA Cymru feels that the Well-being Plan needs to contain sufficient detail on how the Public Service Board intends to address the problem of fuel poverty and energy inefficiency across the Public Service Board area. The Welsh Government target to eradicate fuel poverty by 2018 is unlikely to be met. More work needs to be done alongside the Nest and Arbed schemes to ensure that the problem is addressed. In particular, more work needs to be done at a local level through a co-ordinated and joined up approach to ensure scheme resources are applied in the most efficient and effective way.

For example, the Energy Company Obligation (ECO) is a government energy efficiency scheme in Great Britain to help reduce carbon emissions and tackle fuel poverty. Under ECO flexible eligibility, local authorities have flexibility to determine eligibility rules for some elements of the obligation, whereby households in fuel poverty are referred to suppliers for support in energy saving measures. By setting local eligibility criteria, local authorities will be able to align eligibility for ECO with other local priorities. For instance, if elderly low income households, those with young children, or people suffering from a range of medical conditions exacerbated by living in cold damp conditions are local priorities, then these households can be included in those eligible for ECO. This will enable the scheme to be used to assist such households. Additionally, it will enable a local authority to maximise the ECO delivery in their area and access some of the £70 million of the scheme which can be utilised in this way.





*Gweithredu dros Gartrefi Cynnes
Action for Warm Homes*

An example of effective multi-agency partnerships is demonstrated by the Healthy Homes Healthy people projects. This brought together the Flintshire and Cardiff Affordable Warmth Partnerships, both consisting of the local authority, Public Health Wales, environmental health, Care and Repair agencies, energy advice organisations and social landlords. The project included Housing Health and Safety Rating System visits, benefit and debt advice, energy efficiency and other home improvements, health related advice, tenancy support, fire safety visits, and police home safety advice. This joined-up approach of services is essential for alleviating fuel poverty.

NEA Cymru is advocating the following actions that can be taken by the Public Service Boards to tackle fuel poverty:

1) Establish an Affordable Warmth Group with accompanying action plan

An Affordable Warmth strategic group would include key stakeholders from the Public Service Board area to be involved in advising and tackling fuel poverty. The group would meet every quarter to discuss fuel poverty and debt issues affecting households in the area. As an example, Cardiff Council has established an Affordable Warmth Steering Group. Discussions have included collective switching, energy efficiency schemes, and the availability of funding.

2) Financial Capability and Income Maximisation

Financial capability and income maximisation is essential to addressing fuel debt. Frontline staff should be suitably trained to recognise the symptoms of fuel poverty and fuel debt and how vulnerable households can be assisted. Support can be given to switch energy provider, claim schemes and assistance such as the Warm Home Discount, Winter Fuel Payment, Priority Service Register, NEST and assist with applying for grants to trust funds to clear energy debt arrears.

