



AGENDA

27th April 2021, 10.00am – Teams meeting

1. Welcome and apologies
2. Minutes of last meeting / Action Log
3. Well-being Assessment Planning 2021-22
 - (i) Future Generations Commissioner / WG letter 19th March 2021
 - (ii) Welsh Parliament Public Accounts Committee report summary *Delivering for Future Generations: the story so far*
 - (iii) Draft Joint Methodology Framework / Co-production Network for Wales support for PSBs
4. Action Plan progress updates

Community Themes

- a) Build links with relevant groups to support delivery of the Communities themed workstreams (**Sue Leonard/Iwan Thomas**)
- b) Build stronger links with Town and Community Councils – *Community Well Being and Resilience Project Evaluation* (**Iwan Thomas**)

Becoming a Carbon Neutral County (NRW Funded Projects)

- c) Pembrokeshire Sustainable Natural Capital Forum (**Sue Leonard**)
- d) Review of activity helping to make Pembrokeshire carbon neutral (**Tegryn Jones**)

Recruitment and Employment Transformation Framework

- e) Develop a shared approach to staff well-being across PSB partner organisations (**David Evans/Alyson Phillips**)
- f) Raise awareness of schemes and initiatives to support employment and training (**David Evans/Alyson Phillips**)

Environmental and Climate Change Risk Assessment

g) Mapping of current climate and environmentally focused activity

(Andrea Winterton)

h) Building Climate Resilient Communities **(Andrea Winterton)**

5. Volunteering for Pembrokeshire programme
 - Volunteering for Pembrokeshire Strategy
 - Pembrokeshire Community Fund
6. Integrated Locality Networks
7. Operation Dawns Glaw – Mid and West Wales Fire Presentation
8. Integration of Early Years Transformation programme update
9. Pride in Pembrokeshire
10. AOB

Date and time of next meeting: 22nd June 2021, 10.00am



AGENDA

27 Ebrill 2021, 10.00am - Cyfarfod Teams

1. Croeso ac ymddiheuriadau
2. Cofnodion o'r cyfarfod diwethaf / Cofnod camau gweithredu
3. Cynllunio Asesu Llesiant 2021-2022
 - (i) Comisiynydd Cenedlaethau'r Dyfodol / LC - llythyr o 19 Mawrth 2021
 - (ii) Crynodeb o Adroddiad Pwyllgor Cyfrifon Cyhoeddus Senedd Cymru - Cyflawni ar gyfer cenedlaethau'r dyfodol
 - (iii) Fframwaith Methodoleg Drafft ar y Cyd / Cymorth Rhwydwaith Cydgynhyrchu Cymru ar gyfer Byrddau Gwasanaethau Cyhoeddus

4. Diweddariadau ar gynnydd y Cynllun Gweithredu

Themâu cymunedol

- a) Creu cysylltiadau gyda grwpiau perthnasol i gefnogi cyflwyniad y ffrydiau gwaith ar thema cymunedau (**Sue Leonard/Iwan Thomas**)
- b) Creu cysylltiadau cryfach gyda Chynghorau Tref a Chymuned - *Gwerthusiad o'r Prosiect Lles a Gwydnwch Cymunedol* (**Iwan Thomas**)

Dod yn Sir Carbon Niwtral (Prosiectau a ariennir gan Cyfoeth Naturiol Cymru (CNC))

- c) Fforwm Cyfalaf Naturiol Cynaliadwy Sir Benfro (**Sue Leonard**)
- ch) Adolygiad o'r gweithgaredd sy'n helpu i droi Sir Benfro'n garbon niwtral (**Tegryn Jones**)

Fframwaith Trawsnewid Recriwtio a Chyflogaeth

- d) Datblygu dull a rennir o ran lles staff ar draws sefydliadau partner y Bwrdd Gwasanaethau Cyhoeddus (**David Evans/Alyson Phillips**)
- dd) Codi ymwybyddiaeth o gynlluniau a mentrau i gefnogi cyflogaeth a hyfforddiant (**David Evans/Alyson Phillips**)

Asesiad Risg Amgylcheddol a Newid yn yr Hinsawdd

- e) Mapio'r gweithgareddau sy'n ymwneud â'r hinsawdd a'r amgylchedd
(Andrea Winterton)
- f) Creu cymunedau sy'n gallu gwrthsefyll y newid yn yr hinsawdd
(Andrea Winterton)

5. Rhaglen Gwirfoddoli dros Sir Benfro
 - Strategaeth Gwirfoddoli ar gyfer Sir Benfro
 - Cronfa Gymunedol Sir Benfro
6. Rhwydweithiau Ardal Integredig
7. Ymgyrch Dawns Glaw - Cyflwyniad y Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru
8. Diweddariad Rhaglen Drawsnewid Integreiddio'r Blynyddoedd Cynnar
9. Gwobr Balchder yn Sir Benfro
10. UFA

Dyddiad ac amser y cyfarfod nesaf: 22 Mehefin 2021, 10.00am

Pembrokeshire Public Services Board
Bwrdd Gwasanaethau Cyhoeddus Sir Benfro



MINUTES OF PEMBROKESHIRE PUBLIC SERVICES BOARD
Tuesday 23rd February 2021 at 10.00am (Skype meeting)

Present:

Tegryn Jones	Chief Executive, PCNPA (Chair)
Sue Leonard	Chief Officer, PAVS (Vice-Chair) (left 12.00pm)
Richard Brown	Interim Chief Executive, Pembrokeshire County Council
Dr Steven Jones (SPJ)	Director of Community Services, PCC
Jonathan Griffiths	Director of Social Care & Housing, PCC
Darren Thomas	Head of Infrastructure, PCC (left 12.00pm)
Rachel Moxey	Head of Regeneration & Economic Development, PCC
Iwan Thomas	Chief Executive Officer, PLANED
Dr Barry Walters	Principal, Pembrokeshire College
Supt. Anthony Evans	Dyfed Powys Police (left 12.10pm)
Christine Harley	Head of Dyfed Powys Local Delivery Unit, HMPPS
Cllr. Cris Tomos	Pembrokeshire County Council
Kevin Jones	Assistant Chief Fire Officer, M&WW Fire & Rescue Service
Ann Owen	Welsh Government
Alison Perry	Director of Commissioning, Dyfed Powys OPCC
Andrea Winterton	Marine Service Manager, Operations, NRW (from 10.45am)
Martyn Palfreman	Head of Regional Collaboration, WWCP
Philip Kloer	Executive Medical Director, Hywel Dda UHB (left 12.15pm)
Elaine Lorton	County Director, Pembrokeshire, Hywel Dda UHB (left 11.25am)

In attendance

Chris Bowron	WLGA
Alan Netherwood	Consultant, Netherwood Sustainable Futures (left 12.00pm)
Viola Traynor	Corporate Policy Support Officer, PCC
Clare Hale	Strategic Partnership and Inclusion Manager, Hywel Dda UHB

Support/Secretariat

Nick Evans	Corporate Policy and Partnerships Manager, PCC
Lynne Richards	Corporate Partnerships Officer, PCC
Amy Richmond-Jones	M&WW Fire & Rescue Service
Jemma Rees	Corporate Partnerships Support Officer, PCC

Apologies

Anna Bird	Head of Strategic Partnership Development, Hywel Dda UHB
Ros Jervis	Director of Public Health, HDUHB
Alyson Phillips	Pembrokeshire Partnership Manager, DWP
Anna Malloy	Port of Milford Haven
Cllr. Elwyn Williams	Vice-Chair MAWW Fire Authority
Maria Battle	Chair, Hywel Dda UHB
Diane Lockley	Pembrokeshire One Voice Wales Area Committee

The meeting commenced at 10.05am

1. Welcome and Apologies

Introductions were made and apologies received from those listed above.

2. Minutes of last meeting

The minutes of the last meeting held on 24th November 2020 were confirmed as an accurate record.

3. Community Safety and Cohesion

SPJ gave an overview of the paper noting that the last several months had seen an increase in community safety and community cohesion issues, related both directly and indirectly to the Covid-19 pandemic, with Community Safety Partnership meetings being held 6-weekly from March 2020. The issues have affected a number of communities across Pembrokeshire in various ways, as well as impacting on the resources of a number of PSB partners. The proposal in the paper asked partners to consider whether it would be appropriate for the PSB to receive regular updates around community safety and cohesion whilst also considering how relevant community safety issues can be captured and included in the emerging Well-being Assessment.

Partners supported the proposal.

4. Volunteering for Pembrokeshire programme

Sue Leonard updated PSB partners on the programme and provided a more specific update on the development of a volunteering strategy, the community hub, community fund, PCSN groups and work with Town and Community Councils.

She highlighted the areas of the programme where support from PSB partners would be required, specifically around development of;

- Volunteering Strategy for Pembrokeshire – two events would be held to support this area of work and SL also asked partners to share their volunteer strategies. A draft strategy for Pembrokeshire would be available by the end of March for general sign up by PSB partners
- Pembrokeshire Community Fund – it was hoped that by investing in community resilience, the community fund might provide opportunities for consistent investment and drive forward actions within communities at a more strategic level
- Volunteer recognition awards – this would include a refresh of the PSB Pride in Pembrokeshire Award. JR was currently undertaking an evaluation of the awards process to date. SL noted that the award required more buy-in from PSB partners in terms of funding as PCC were currently the only organisation providing funding for the monthly awards. Partners donating funding to the award could then ‘sponsor’ an award, which would assist in raising awareness of their involvement in the PSB generally and within their own organisations. Several partners offered funding.
- Increasing active citizenship – this was an ongoing piece of work to raise awareness of the work of Town and Community Councils and the benefits of getting involved in community focused activity involving Planed, PAVS and One Voice Wales

ALL

Pembrokeshire had been awarded £240k on 22nd January and SL noted that it was a credit to the partnership arrangements already in place that Pembrokeshire had mobilised quickly with work well underway in several areas as the funding would need to be used by 31st March. JG updated briefly on the links between this work and the PCC transformation programme.

5. Action Plan progress updates

PSB partners provided brief updates on progress to deliver the action plans that had been endorsed by the Board in November 2020.

Build links with relevant groups to support delivery of the Communities themed workstreams (Leads - Sue Leonard/Iwan Thomas)

SL briefly updated on the Together for Change programme and further engagement work that had taken place within communities. She gave an overview of the Pembrokeshire Engagement and Co-production network that had operated several years ago and asked for PSB partner support to re-convene this network with the involvement of partners' engagement officers.

Build stronger links with Town and Community Councils (Lead - Iwan Thomas)

IT explained how this particular piece of work had evolved and what the CWBR project had achieved in terms of building links with Town and Community Councils. He also made reference to the work being undertaken by PCC and a seminar with T&CCs, PCC, PAVS and Planed that had been held in January to support communication and engagement with them going forward. A second seminar was due to be held on 25th February.

Pembrokeshire Sustainable Natural Capital Forum (Lead - Sue Leonard)

SL noted that this was a piece of work being funded through the NRW strategic allocated funding to the end of March 2021. Ged Davies was the consultant that was undertaking the work on behalf of PAVS. Over 60 organisations and individuals were interested in joining the forum to date and a number of opportunities had been identified for funding to support the ideas generated through the forum.

Review of activity helping to make Pembrokeshire carbon neutral (Lead - Tegryn Jones)

TJ noted that this work was also being funded by the NRW SAF but that it was in its initial stages with consultants Land Use Consultants being appointed last week. Eight proposals had been submitted to undertake the work. Relevant contact details from PSB partner organisations had been received therefore work on the project could begin.

Develop a shared approach to staff well-being across PSB partner organisations (Leads - David Evans/Alyson Phillips)

BW noted that information from Pembrokeshire College and DWP had been gathered to date and contact made with the PSB HR representatives group to ask them to make any relevant information available. The key action for the next reporting period would be to bring this group together for a more detailed discussion.

Raise awareness of schemes and initiatives to support employment and training (Leads - David Evans/Alyson Phillips)

Schemes operating in Pembrokeshire College and PCC were going ahead which BW noted was positive in the current circumstances. 180 individuals had started the Kickstart scheme with PCC since November 2020 and a further 55 applications had been submitted were awaiting evaluation by DWP.

Mapping of current climate and environmentally focused activity (Lead - Andrea Winterton)

AW noted that one of the issues that seems to be emerging as we develop an increasing focus on climate change activity is the lack of a climate strategy for Pembrokeshire as a whole. Although the goals for moving towards carbon neutrality are clear, the climate adaptation elements are a little more ad hoc and opportunistic, sometimes lacking coherence and a strategic approach across the county.

AW said that she felt that this was something that needed to be raised with PSB members. In order to help with first steps towards a more joined up approach on this issue across Pembrokeshire is a good understanding of what is already happening on a local basis so with that in mind a task and finish group has been scheduled for the beginning of March.

The focus of the task and finish group will be:

- to understand what work is already being undertaken
- the better coordination of climate adaptation and resilience work
- to ensure current and future adaptation and resilience work is approached in a coordinated joined up way
- to avoid duplication of effort and encourage complementary action
- to inform strategic development through undertaking practical work

Whilst there is obvious overlap it was also agreed to set up a separate task and finish group to similarly focus on a joined up co-ordinated approach to address the nature emergency by working to achieve ecosystem resilience.

Building Climate Resilient Communities (Lead - Andrea Winterton)

The Building Climate Resilient Communities project is the second part of the approach following the pilot project undertaken in the communities of Fishguard and Goodwick, areas identified as being vulnerable to climate change risks in an initial NRW project a couple of years ago. AW noted the challenges in this type of work, not least on resourcing and ways of working.

AN then gave a presentation on the work he had undertaken in Fishguard and Goodwick, providing an overview of each of the following areas;

- The Plan developed for the area and recommended priorities
- The process of engagement and organisations and individuals engaged with
- Where the PSB should become involved and how

Partners then discussed the presentation and suggestions around the role of PSBs going forward.

AW noted that the actions outlined in the presentation would require resources, especially if the process were to be repeated across Pembrokeshire. She repeated her earlier comments about the ad hoc approach to the adaptation agenda and suggested that a more strategic discussion would allow partners to focus on the best areas to target resources and explore bids for additional resources if required. TJ agreed that a more strategic approach was needed. SPJ asked what the practical steps were that the North Wales PSBs had taken in addition to lobbying Ministers. AN outlined the approach taken in North Wales which had explored addressing the climate change emergency by mirroring the emergency planning process using a Gold/Silver/Bronze governance approach and agreed to forward the report and recommendations from North Wales to SPJ.

AW suggested that a mapping exercise should be the first step in understanding where the gaps and need are in current arrangements. Partners agreed that the governance approach and principle of strategic direction being used in North Wales had merits. DT noted that PSBs could add significant value in terms of strategic support and coordination and that he was happy to become more involved especially given his existing strategic role in coastal and flooding issues and emergency planning. It was agreed that;

- Mapping exercises are already underway as part of PSB work by NRW and PCNPA to look at PSB organisations' involvement in carbon neutral programmes and climate and environmentally focused activity. Once this work has been completed it will be considered alongside the report on the Fishguard and Goodwick Climate Resilience project to determine priority areas to focus on (Tegryn Jones and Andrea Winterton to progress this work)
- A meeting of 'Gold' level PSB organisation representatives will then be arranged to discuss how this approach can be taken forward, with progress to be reported back to the next PSB meeting in April

TJ/AW
TJ/NE/
LR to
arrange

6. Well-being Assessment Planning 2021-22

NE noted that the PSB is required to undertake a Well-being Assessment (WBA) to inform its Well-being Plan, with the next WBA needing to be completed by May 2022. The first WBA was developed during 2016 and a regional approach was taken with PSBs in Ceredigion and Carmarthenshire. The three PSBs also worked in partnership with the Regional Partnership Board, which is required to undertake a Population Assessment by the Social Services and Well-being (Wales) Act 2014. Partners were provided with a proposed way forward and draft timescales for development of the next Well-being Assessment. PSB partners approved the proposed approach.

7. Economic Recovery Plan

A copy of the Economic Recovery Plan developed by the Council's Economic Recovery Group and approved by Cabinet in September 2020 was presented to PSB partners, who were invited to consider how they can take advantage of opportunities to work together to deliver economic recovery and regeneration across the County. Rachel Moxey, Head of Economic Development and Regeneration, highlighted the measures of success contained within the Plan based around the themes of Connected, Offering and Discovered. It was noted that there were opportunities to link more closely with PSB partners around the Plan in general and in particular the measures of success.

8. Integration of Early Years Transformation Programme update

Partners were provided with a brief update on the programme, which revolves around testing the core components for a single integrated early years' service and considering what it will take to develop a fully integrated and responsive early years' service in each local authority area, focused on the coordination of services locally, their planning and commissioning and how best to identify and address needs. Funding was awarded in January 2021 to enable Pembrokeshire to undertake a number of mapping and scoping exercises in support of the process. The bid to Welsh Government required sign off from the PSB Chair, and it was therefore suggested that the Board receive regular progress updates.

Partners agreed to receive regular progress updates including a more detailed update from the PCC Lead Officer at the next meeting in April.

**LR for
agenda**

9. Improving Communications

Under the previous arrangements of the Local Service Board (LSB), a newsletter was produced as a means of updating stakeholders and residents on the delivery of shared priorities and to highlight good examples of partnership working in general.

NE outlined the proposal around re-introducing the newsletter in order to improve the PSB's communication with stakeholders and residents, to increase the PSB's visibility, and to raise the profile and general awareness of PSB activity through the inclusion of a range of information, including;

- updates on the delivery of key PSB priorities and outcomes
- emerging national developments and guidance from Welsh Government and the Future Generations Commissioner
- highlighting opportunities for people to participate in various types of engagement and community involvement activity
- promoting good news stories and examples of effective partnership working in the County
- promoting Pride in Pembrokeshire (and / or similar voluntary award schemes which may emerge)
- raising awareness of important initiatives which individual partners wish to promote

It was noted that although the process will be managed and co-ordinated by the Council's Corporate Policy and Partnerships team that it will require input from all PSB partners in order to make the newsletter informative, meaningful and effective

PSB partners supported the proposal to re-introduce a newsletter and agreed that their involvement in terms of contributing to the content and promoting and distributing it would be key to its success.

10. AOB

TJ noted that he would be attending a meeting of PSB Chairs next month with the Senedd Public Accounts Committee around delivery of the WBFG Act and would circulate the agenda to partners if relevant.

TJ

The meeting ended at 12.25pm.

Pembrokeshire Public Services Board
Bwrdd Gwasanaethau Cyhoeddus Sir Benfro



COFNODION BWRDD GWASANAETHAU CYHOEDDUS SIR BENFRO
Dydd Mawrth 23 Chwefror 2021 am 10:00am (Cyfarfod Skype)

Yn bresennol:

Tegryn Jones	Prif Weithredwr, Awdurdod Parc Cenedlaethol Arfordir Penfro (Cadeirydd)
Sue Leonard	Prif Swyddog, Cymdeithas Gwasanaethau Gwirfoddol Sir Benfro (Is-Gadeirydd) (gadawodd am 12:00pm)
Richard Brown	Prif Weithredwr Interim, Cyngor Sir Penfro
Dr Steven Jones (SPJ)	Cyfarwyddwr Gwasanaethau Cymunedol, Cyngor Sir Penfro
Jonathan Griffiths	Cyfarwyddwr Gofal Cymdeithasol a Thai, Cyngor Sir Penfro
Darren Thomas	Pennaeth Seilwaith, Cyngor Sir Penfro (gadawodd am 12:00pm)
Rachel Moxey	Pennaeth Adfywio a Datblygu Economaidd, Cyngor Sir Penfro
Iwan Thomas	Prif Weithredwr, PLANED
Dr Barry Walters	Pennaeth, Coleg Sir Benfro
Yr Uwch-arolygydd	
Anthony Evans	Heddlu Dyfed Powys (gadawodd am 12:10pm)
Christine Harley	Pennaeth Uned Gyflawni Leol Dyfed Powys, Gwasanaeth Prawf a Charchardai Ei Mawrhydi
Y Cyngh. Cris Tomos	Cyngor Sir Penfro
Kevin Jones	Prif Swyddog Tân Cynorthwyol, Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru
Ann Owen	Llywodraeth Cymru
Alison Perry	Cyfarwyddwr Comisiynu, Swyddfa Comisiynydd Heddlu a Throseddu Dyfed Powys
Andrea Winterton	Rheolwr Gwasanaeth Morol, Gweithrediadau, Cyfoeth Naturiol Cymru (o 10:45am)
Martyn Palfreman	Pennaeth Cydweithio Rhanbarthol, Partneriaeth Gofal Gorllewin Cymru
Philip Kloer	Cyfarwyddwr Meddygol Gweithredol, Bwrdd Iechyd Prifysgol Hywel Dda (gadawodd am 12:15pm)
Elaine Lorton	Cyfarwyddwr Sirol, Sir Benfro, Bwrdd Iechyd Prifysgol Hywel Dda (gadawodd am 11:25am)

Yn bresennol

Chris Bowron	Cymdeithas Llywodraeth Leol Cymru
Alan Netherwood	Ymgynghorydd, Netherwood Sustainable Futures (gadawodd am 12:00pm)
Viola Traynor	Swyddog Cymorth Polisi Corfforaethol, Cyngor Sir Penfro
Clare Hale	Rheolwr Partneriaeth Strategol a Chynhwysiant, Bwrdd Iechyd Prifysgol Hywel Dda

Cymorth/Ysgrifenyddiaeth

Nick Evans	Rheolwr Polisi a Phartneriaethau Corfforaethol, Cyngor Sir Penfro
Lynne Richards	Swyddog Partneriaethau Corfforaethol, Cyngor Sir Penfro
Amy Richmond-Jones	Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru
Jemma Rees	Swyddog Cymorth Partneriaethau Corfforaethol, Cyngor Sir Penfro

Ymddiheuriadau

Anna Bird	Pennaeth Datblygu Partneriaeth Strategol, Bwrdd Iechyd Prifysgol Hywel Dda
Ros Jervis	Cyfarwyddwr Iechyd y Cyhoedd, Bwrdd Iechyd Prifysgol Hywel Dda
Alyson Phillips	Rheolwr Partneriaeth Sir Benfro, Yr Adran Gwaith a Phensiynau
Anna Malloy	Porthladd Aberdaugleddau
Y Cyng. Elwyn Williams	Is-Gadeirydd Awdurdod Tân Canolbarth a Gorllewin Cymru
Maria Battle	Cadeirydd, Bwrdd Iechyd Prifysgol Hywel Dda
Diane Lockley	Pwyllgor Ardal Un Llais Cymru Sir Benfro

Dechreuodd y cyfarfod am 10:05am

1. Croeso ac Ymddiheuriadau

Gwnaed cyflwyniadau a derbyniwyd ymddiheuriadau gan y rhai a restrir uchod.

2. Cofnodion y cyfarfod diwethaf

Cadarnhawyd fod cofnodion y cyfarfod diwethaf a gynhaliwyd ar 24 Tachwedd 2020 yn gofnod cywir.

3. Diogelwch a Chydlyniant Cymunedol

Rhoddodd SPJ drosolwg o'r papur gan nodi y bu cynnydd mewn materion diogelwch cymunedol a chydlyniant cymunedol dros y nifer o fisoedd diwethaf, a'r rheiny'n gysylltiedig yn uniongyrchol ac yn anuniongyrchol â phandemig Covid-19, gyda chyfarfodydd y Bartneriaeth Diogelwch Cymunedol yn cael eu cynnal bob chwe wythnos o fis Mawrth 2020. Mae'r materion wedi effeithio ar nifer o gymunedau ledled Sir Benfro mewn amryw ffyrdd, yn ogystal ag effeithio ar adnoddau nifer o bartneriaid y Bwrdd Gwasanaethau Cyhoeddus. Roedd y cynnig yn y papur yn gofyn i bartneriaid ystyried a fyddai'n briodol i'r Bwrdd Gwasanaethau Cyhoeddus gael diweddariadau rheolaidd am ddiogelwch a chydlyniant cymunedol gan hefyd ystyried sut y gall materion diogelwch cymunedol perthnasol gael eu cofnodi a'u cynnwys yn yr Asesiad Llesiant a oedd wrthi'n datblygu. Cefnogwyd y cynnig gan y partneriaid.

4. Rhaglen Gwirfoddoli dros Sir Benfro

Rhoddodd Sue Leonard ddiweddariad i bartneriaid y Bwrdd Gwasanaethau Cyhoeddus ynglŷn â'r rhaglen a darparodd ddiweddariad mwy penodol ar ddatblygu strategaeth

gwirfoddoli, yr hwb cymunedol, y gronfa gymunedol, grwpiau Rhwydwaith Cymorth Cymunedol Sir Benfro a gwaith gyda Chynghorau Tref a Chymuned.

Amlygodd y meysydd o fewn y rhaglen lle byddai angen cymorth gan bartneriaid y Bwrdd Gwasanaethau Cyhoeddus, yn benodol mewn perthynas â datblygu;

- Strategaeth Wirfoddoli ar gyfer Sir Benfro – byddai dau ddigwyddiad yn cael eu cynnal i gefnogi'r maes hwn o ran gwaith a gofynnodd SL i bartneriaid rannu eu strategaethau gwirfoddoli hefyd. Byddai strategaeth ddrafft ar gyfer Sir Benfro ar gael erbyn diwedd mis Mawrth i bartneriaid y Bwrdd Gwasanaethau Cyhoeddus ymrwymo iddi'n gyffredinol
- Cronfa Gymunedol Sir Benfro – y gobaith oedd, trwy fuddsoddi mewn cydnerthedd cymunedol, y gallai'r gronfa gymunedol ddarparu cyfleoedd i fuddsoddi'n gyson a gyrru camau gweithredu mewn cymunedau yn eu blaenau ar lefel fwy strategol
- Gwobrau cydnabod gwirfoddolwyr – byddai hyn yn cynnwys diweddarau Gwobrau Balchder yn Sir Benfro'r Bwrdd Gwasanaethau Cyhoeddus. Roedd JR wrthi'n cynnal gwerthusiad o broses y gwobrau hyd yma. Nododd SL fod angen mwy o gefnogaeth i'r gwobrau gan bartneriaid o ran cyllid gan mai Cyngor Sir Penfro oedd yr unig sefydliad ar hyn o bryd a oedd yn rhoi cyllid ar gyfer y gwobrau misol. Wedyn gallai partneriaid a oedd yn rhoi cyllid tuag at y gwobrau 'noddi' gwobr, a fyddai o gymorth i godi ymwybyddiaeth o'u hymwneud â'r Bwrdd Gwasanaethau Cyhoeddus yn gyffredinol ac o fewn eu sefydliadau hwy eu hunain. Cynigiodd nifer o bartneriaid gyllid tuag at y gwobrau.
- Cynyddu dinasyddiaeth weithredol – roedd hwn yn ddarn o waith a oedd yn mynd rhagddo i godi ymwybyddiaeth o waith Chynghorau Tref a Chymuned a manteision ymwneud â gweithgarwch cymunedol a oedd yn cynnwys Planed, Cymdeithas Gwasanaethau Gwirfoddol Sir Benfro ac Un Llais Cymru

PAWB

Roedd Sir Benfro wedi cael £240k ar 22 Ionawr a nododd SL ei fod yn glod i'r trefniadau partneriaeth a oedd eisoes wedi'u sefydlu bod Sir Benfro wedi rhoi pethau ar waith yn gyflym gyda gwaith wedi hen ddechrau mewn nifer o feysydd gan y byddai angen defnyddio'r cyllid erbyn 31 Mawrth. Rhoddodd JG ddiweddariad byr ar y cysylltiadau rhwng y gwaith hwn a rhaglen drawsnewid Cyngor Sir Penfro.

5. Diweddariadau ar gynnydd gyda Chynlluniau Gweithredu

Darparodd partneriaid y Bwrdd Gwasanaethau Cyhoeddus ddiweddariadau byr ar y cynnydd o ran cyflawni'r cynlluniau gweithredu a gymeradwywyd gan y Bwrdd ym mis Tachwedd 2020.

Adeiladu cysylltiadau â grwpiau perthnasol i gefnogi cyflwyno'r ffrydiau gwaith â thema Cymunedau (Arweinwyr - Sue Leonard/Iwan Thomas)

Rhoddodd SL ddiweddariad byr ar y rhaglen Gyda'n Gilydd dros Newid a gwaith ymgysylltu pellach a oedd wedi digwydd mewn cymunedau. Rhoddodd drosolwg o rwydwaith Ymgysylltu a Chydgynhyrchu Sir Benfro a fu'n weithredol nifer o flynyddoedd yn ôl a gofynnodd am gefnogaeth partneriaid y Bwrdd Gwasanaethau Cyhoeddus i ailgynnull y rhwydwaith hwn gyda swyddogion ymgysylltu'r partneriaid yn cael eu cynnwys ynddo.

Adeiladu cysylltiadau cryfach â Chynghorau Tref a Chymuned (Arweinydd - Iwan Thomas)

Eglurodd IT sut yr oedd y darn penodol hwn o waith wedi esblygu a beth oedd y prosiect CWBR wedi'i gyflawni o ran meithrin cysylltiadau â Chynghorau Tref a Chymuned. Cyfeiriodd hefyd at y gwaith a oedd yn cael ei wneud gan Gyngor Sir Penfro a seminar gyda Chynghorau Tref a Chymuned, Cyngor Sir Penfro, Cymdeithas Gwasanaethau Gwirfoddol Sir Benfro a Planed a gynhaliwyd ym mis Ionawr i gefnogi cyfathrebu ac ymgysylltiad gyda hwy wrth edrych tua'r dyfodol. Roedd ail seminar yn mynd i fod yn cael ei chynnal ar 25 Chwefror.

Fforwm Cyfalaf Naturiol Cynaliadwy Sir Benfro (Arweinydd - Sue Leonard)

Nododd SL fod hwn yn ddarn o waith a oedd yn cael ei ariannu trwy gyllid strategol a ddyrannwyd gan Cyfoeth Naturiol Cymru hyd at ddiwedd mis Mawrth 2021. Ged Davies oedd yr ymgynghorydd a oedd yn gwneud y gwaith ar ran Cymdeithas Gwasanaethau Gwirfoddol Sir Benfro. Roedd gan dros 60 o sefydliadau ac unigolion ddi-ddordeb mewn ymuno â'r fforwm hyd yn hyn ac roedd nifer o gyfleoedd wedi cael eu hadnabod ar gyfer cyllid i gefnogi'r syniadau yr oedd y fforwm wedi esgor arnynt.

Adolygiad o weithgareddau sy'n helpu i wneud Sir Benfro sy'n garbon niwtral (Arweinydd - Tegryn Jones)

Nododd TJ fod y gwaith hwn hefyd yn cael ei ariannu gan Cyfoeth Naturiol Cymru trwy gyllid strategol a ddyrannwyd ond mai dim ond megis dechrau ydoedd gyda'r ymgynghorwyr Land Use Consultants wedi'u penodi wythnos diwethaf. Roedd wyth cynnig wedi cael eu cyflwyno i wneud y gwaith. Roedd manylion cyswllt perthnasol gan sefydliadau partner y Bwrdd Gwasanaethau Cyhoeddus wedi dod i law ac felly gallai gwaith ar y prosiect ddechrau.

Datblygu dull a rennir ar gyfer llesiant staff ar draws sefydliadau partner y Bwrdd Gwasanaethau Cyhoeddus (Arweinwyr - David Evans/Alyson Phillips)

Nododd BW fod gwybodaeth gan Goleg Sir Benfro a'r Adran Gwaith a Phensiynau wedi cael ei chasglu hyd yma ac y cysylltwyd â chynrychiolwyr Adnoddau Dynol y Bwrdd Gwasanaethau Cyhoeddus i ofyn iddynt drefnu bod unrhyw wybodaeth berthnasol ar gael. Y cam gweithredu allweddol ar gyfer y cyfnod adrodd nesaf fyddai dod â'r grŵp hwn ynghyd ar gyfer trafodaeth fwy manwl.

Codi ymwybyddiaeth o gynlluniau a mentrau i gefnogi cyflogaeth a hyfforddiant (Arweinwyr - David Evans/Alyson Phillips)

Roedd cynlluniau a oedd yn weithredol yng Ngholeg Sir Benfro a Chyngor Sir Penfro yn mynd yn eu blaenau, a dywedodd BW fod hynny'n beth cadarnhaol dan yr amgylchiadau presennol. Roedd 180 o unigolion wedi dechrau'r cynllun Kickstart gyda Chyngor Sir Penfro ers mis Tachwedd 2020 ac roedd 55 o geisiadau pellach wedi cael eu cyflwyno ac yn disgwyl i gael eu gwerthuso gan yr Adran Gwaith a Phensiynau.

Mapio gweithgarwch presennol sydd â ffocws ar yr hinsawdd a'r amgylchedd (Arweinydd - Andrea Winterton)

Nododd AW mai un o'r materion sydd i'w gweld fel pe baent yn dod i'r amlwg wrth i ni ddatblygu ffocws cynyddol ar weithgarwch sydd â ffocws ar y newid yn yr hinsawdd yw'r diffyg strategaeth ar yr hinsawdd ar gyfer Sir Benfro gyfan. Er bod y nodau ar gyfer symud tuag at fod yn garbon niwtral yn eglur, mae'r elfennau o ran addasu i'r newid yn yr

hinsawdd ychydig yn fwy ad hoc ac oportiwnistaidd, ac weithiau ceir diffyg cydlynad a dull strategol ledled y sir.

Dyweddod AW ei bod hi'n teimlo bod hyn yn rhywbeth yr oedd angen ei godi gydag aelodau'r Bwrdd Gwasanaethau Cyhoeddus. Er mwyn helpu gyda'r camau cyntaf tuag at ddull mwy cydgysylltiedig ar y mater hwn ledled Sir Benfro mae angen dealltwriaeth dda am yr hyn sydd eisoes yn digwydd yn lleol felly gyda hynny mewn golwg mae grŵp gorchwyl a gorffen wedi cael ei drefnu ar gyfer dechrau mis Mawrth.

Ffocws y grŵp gorchwyl a gorffen fydd:

- deall pa waith sy'n cael ei wneud yn barod
- cydlynu gwaith ar addasu i'r newid yn yr hinsawdd a'i wrthsefyll yn well
- sicrhau bod gwaith ar addasu a gwrthsefyll yn awr ac yn y dyfodol yn cael ei wneud mewn ffordd gydgysylltiedig, gydlynol
- osgoi dyblygu ymdrech a hybu camau gweithredu cyflenwol
- goleuo datblygiad strategol trwy wneud gwaith ymarferol

Er bod gorgyffwrdd amlwg cytunwyd hefyd y byddai grŵp gorchwyl a gorffen ar wahân yn cael ei sefydlu i ganolbwyntio yn yr un modd ar ddull cydlynol, cydgysylltiedig o fynd i'r afael ag argyfwng byd natur trwy weithio i gyflawni cydnerthedd ecosystemau.

Adeiladu Cymunedau sy'n Gallu Dygymod â'r Newid yn yr Hinsawdd (Arweinydd - Andrea Winterton)

Y prosiect Adeiladu Cymunedau sy'n Gallu Dygymod â'r Newid yn yr Hinsawdd yw ail ran y dull yn dilyn y prosiect peilot a gynhaliwyd yng nghymunedau Abergwaun ac Wdig, ardaloedd y nodwyd eu bod yn agored i risgiau'r newid yn yr hinsawdd mewn prosiect cychwynnol gan Cyfoeth Naturiol Cymru gwpl o flynyddoedd yn ôl. Nododd AW yr heriau a oedd yn rhan o'r math hwn o waith, yn anad dim o ran darparu adnoddau a ffyrdd o weithio.

Wedyn rhoddodd AN gyflwyniad ar y gwaith yr oedd ef wedi'i wneud yn Abergwaun ac Wdig, gan ddarparu trosolwg o bob un o'r meysydd canlynol;

- Y Cynllun a ddatblygwyd ar gyfer yr ardal a blaenoriaethau a argymhellir
- Y broses ymgysylltu a sefydliadau ac unigolion yr ymgysylltwyd â hwy
- Ble y dylai'r Bwrdd Gwasanaethau Cyhoeddus chwarae rhan a sut

Wedyn bu partneriaid yn trafod y cyflwyniad ac awgrymiadau ynghylch rôl Byrddau Gwasanaethau Cyhoeddus yn y dyfodol.

Nododd AW y byddai angen adnoddau ar gyfer y camau gweithredu a nodwyd yn y cyflwyniad, yn enwedig pe bai'r broses yn cael ei hailadrodd ledled Sir Benfro. Ailadroddodd ei sylwadau cynharach am y dull ad hoc mewn perthynas â'r agenda addasu ac awgrymodd y byddai trafodaeth fwy strategol yn galluogi partneriaid i ganolbwyntio ar y meysydd gorau i dargedu adnoddau ac archwilio cynigion am adnoddau ychwanegol pe bai angen. Cytunodd TJ fod angen dull mwy strategol. Gofynnodd SPJ beth oedd y camau ymarferol yr oedd Byrddau Gwasanaethau Cyhoeddus Gogledd Cymru wedi'u cymryd yn ychwanegol at lobïo Gweinidogion. Amlinellodd AN y dull a ddefnyddiwyd yng Ngogledd Cymru a oedd wedi archwilio'r posibilrwydd o fynd i'r afael ag argyfwng y newid yn yr hinsawdd trwy efelychu'r broses cynllunio at argyfwng gan ddefnyddio dull llywodraethu Aur/Arian/Efydd ac fe gytunodd i anfon yr adroddiad a'r argymhellion o Ogledd Cymru ymlaen at SPJ.

Awgrymodd AW mai ymarfer mapio ddylai fod y cam cyntaf o ran deall ble y mae'r bylchau a'r angen yn y trefniadau presennol. Roedd y partneriaid yn cytuno bod rhinweddau'n perthyn i'r dull llywodraethu ac egwyddor cyfeiriad strategol a oedd yn cael eu defnyddio yng Ngogledd Cymru. Nododd DT y gallai Byrddau Gwasanaethau Cyhoeddus ychwanegu gwerth sylweddol o ran cefnogaeth a chydlynu strategol a'i fod yn hapus i chwarae mwy o ran yn enwedig o ystyried ei rôl strategol bresennol mewn materion arfordirol a llifogydd a chynllunio at argyfwng. Cytunwyd fel a ganlyn;

- Mae ymarferion mapio eisoes yn digwydd fel rhan o waith y Bwrdd Gwasanaethau Cyhoeddus gan Cyfoeth Naturiol Cymru ac Awdurdod Parc Cenedlaethol Arfordir Penfro i fwrw golwg ar y rhan a chwaraeir gan sefydliadau'r Bwrdd Gwasanaethau Cyhoeddus mewn rhaglenni carbon niwtral a gweithgarwch sydd â ffocws ar yr hinsawdd a'r amgylchedd. Unwaith y bydd y gwaith hwn wedi cael ei gwblhau bydd yn cael ei ystyried ochr yn ochr â'r adroddiad ar y prosiect Dygymod â'r Newid yn yr Hinsawdd yn Abergwaun ac Wdig i bennu meysydd blaenoriaeth i ganolbwyntio arnynt (Tegryn Jones ac Andrea Winterton i symud y gwaith hwn yn ei flaen)
- Wedyn bydd cyfarfod o gynrychiolwyr sefydliadau'r Bwrdd Gwasanaethau Cyhoeddus ar lefel 'Aur' yn cael ei drefnu i drafod sut y gellir bwrw ymlaen â'r dull hwn, gydag adroddiad ar y cynnydd yn cael ei gyflwyno i gyfarfod nesaf y Bwrdd Gwasanaethau Cyhoeddus ym mis Ebrill

TJ/AW

TJ/NE/
LR i
drefnu

6. Cynllunio Aseiad Llesiant 2021-22

Nododd NE ei bod yn ofynnol i'r Bwrdd Gwasanaethau Cyhoeddus gynnal Aseiad Llesiant i oleuo'i Gynllun Llesiant, a bod angen cwblhau'r Aseiad Llesiant nesaf erbyn mis Mai 2022. Datblygwyd yr Aseiad Llesiant cyntaf yn ystod 2016 ac fe ddefnyddiwyd dull rhanbarthol gyda Byrddau Gwasanaethau Cyhoeddus yng Ngheredigion a Sir Gaerfyrddin. Fe weithiodd y tri Bwrdd Gwasanaethau Cyhoeddus mewn partneriaeth gyda'r Bwrdd Partneriaeth Rhanbarthol hefyd, y mae'n ofynnol iddo gynnal Aseiad Poblogaeth yn ôl Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014. Darparwyd ffordd arfaethedig ymlaen ac amserlenni drafft i'r Aelodau ar gyfer datblygu'r Aseiad Llesiant nesaf. Fe wnaeth partneriaid y Bwrdd Gwasanaethau Cyhoeddus gymeradwyo'r dull arfaethedig.

7. Cynllun Adfer Economaidd

Cyflwynwyd copi o'r Cynllun Adfer Economaidd a ddatblygwyd gan Grŵp Adfer Economaidd y Cyngor ac a gymeradwywyd gan y Cabinet ym mis Medi 2020 i bartneriaid y Bwrdd Gwasanaethau Cyhoeddus, gan eu gwahodd i ystyried sut y gallant fanteisio ar gyfleoedd i gydweithio i gyflawni adferiad ac adfywiad economaidd ledled y Sir. Fe wnaeth Rachel Moxey, Pennaeth Datblygu ac Adfywio Economaidd, amlygu'r mesurau o lwyddiant a oedd wedi'u cynnwys yn y Cynllun ac a oedd yn seiliedig ar themâu Cysylltiedig, Cynnig a Darganfod. Nodwyd fod cyfleoedd i gysylltu'n agosach â phartneriaid y Bwrdd Gwasanaethau Cyhoeddus mewn perthynas â'r Cynllun yn gyffredinol ac yn arbennig y mesurau o lwyddiant.

8. Diweddariad ar Raglen Drawsnewid Integreiddio'r Blynyddoedd Cynnar

Darparwyd diweddariad byr ar gyfer y partneriaid ynglŷn â'r rhaglen, sy'n troelli o amgylch profi'r elfennau craidd ar gyfer un gwasanaeth blynyddoedd cynnar integredig ac ystyried beth fydd yn ei gymryd i ddatblygu gwasanaeth blynyddoedd cynnar cwbl integredig ac ymatebol yn ardal pob awdurdod lleol, gyda ffocws ar gydlynu gwasanaethau'n lleol, eu cynllunio a'u comisiynu a sut orau i adnabod a diwallu anghenion. Dyfarnwyd cyllid ym

mis Ionawr 2021 i alluogi Sir Benfro i gynnal nifer o ymarferion mapio a chwmpasu i ategu'r broses. Roedd yn ofynnol i'r cynnig i Lywodraeth Cymru gael ei gymeradwyo gan Gadeirydd y Bwrdd Gwasanaethau Cyhoeddus, ac felly awgrymwyd fod y Bwrdd yn cael diweddariadau rheolaidd ar y cynnydd.

Cytunodd y partneriaid i gael diweddariadau rheolaidd ar y cynnydd gan gynnwys diweddariad manylach gan Swyddog Arweiniol Cyngor Sir Penfro yn y cyfarfod nesaf ym mis Ebrill.

**LR ar
gyfer yr
agenda**

9. Gwella Cyfathrebu

O dan drefniadau blaenorol y Bwrdd Gwasanaethau Lleol, roedd cylchlythyr yn cael ei lunio fel modd i roi diweddariad i randdeiliaid a thrigolion ynglŷn â chyflawni blaenoriaethau a rennir ac i amlygu enghreifftiau da o weithio mewn partneriaeth yn gyffredinol.

Amlinellodd NE y cynnig i ailgyflwyno'r cylchlythyr er mwyn gwella'r modd y mae'r Bwrdd Gwasanaethau Cyhoeddus yn cyfathrebu gyda rhanddeiliaid a thrigolion, i gynyddu amlygrwydd y Bwrdd Gwasanaethau Cyhoeddus ac i godi proffil gweithgarwch y Bwrdd Gwasanaethau Cyhoeddus ac ymwybyddiaeth gyffredinol ohono trwy gynnwys amrywiaeth o wybodaeth, gan gynnwys;

- diweddariadau ar gyflawni blaenoriaethau a deilliannau allweddol y Bwrdd Gwasanaethau Cyhoeddus
- datblygiadau cenedlaethol sy'n dod i'r amlwg a chanllawiau gan Lywodraeth Cymru a Chomisiynydd Cenedlaethau'r Dyfodol
- amlygu cyfleoedd i bobl gyfranogi mewn amryw fathau o weithgarwch ymgysylltu a chynnwys y gymuned
- hyrwyddo storïau newyddion da ac enghreifftiau o weithio'n effeithiol mewn partneriaeth yn y Sir
- hyrwyddo Balchder yn Sir Benfro (a / neu gynlluniau gwobrau gwirfoddol tebyg a allai ddod i'r amlwg)
- codi ymwybyddiaeth o fentrau pwysig y mae partneriaid unigol yn dymuno'u hyrwyddo

Nodwyd, er mai tîm Polisi a Phartneriaethau Corfforaethol y Cyngor fydd yn rheoli ac yn cydlynu'r broses, y bydd yn rhaid wrth fewnbwn gan holl bartneriaid y Bwrdd Gwasanaethau Cyhoeddus er mwyn gwneud y cylchlythyr yn addysgiadol, yn ystyrion ac yn effeithiol.

Fe wnaeth partneriaid y Bwrdd Gwasanaethau Cyhoeddus gefnogi'r cynnig i ailgyflwyno cylchlythyr ac fe gytunon nhw y byddai eu hymwneud hwy o ran cyfrannu at y cynnwys a'i hyrwyddo a'i ddosbarthu'n allweddol i'w lwyddiant.

10. Unrhyw Fater Arall

Nododd TJ y byddai'n mynd i gyfarfod Cadeiryddion Byrddau Gwasanaethau Cyhoeddus fis nesaf gyda Phwyllgor Cyfrifon Cyhoeddus y Senedd i drafod cyflawni Deddf Llesiant Cenedlaethau'r Dyfodol ac y byddai'n cylchredeg yr agenda i'r partneriaid os oedd yn berthnasol.

TJ

Daeth y cyfarfod i ben am 12:25pm.

ACTION LOG
Pembrokeshire Public Services Board Meeting, Tuesday 23rd February 2021
Skype Meeting

Present	<p>Tegryn Jones Sue Leonard Richard Brown Dr Steven Jones (SPJ) Jonathan Griffiths Darren Thomas Rachel Moxey Iwan Thomas Dr Barry Walters Supt. Anthony Evans Christine Harley Cllr. Cris Tomos Kevin Jones Ann Owen Alison Perry Andrea Winterton Martyn Palfreman Philip Kloer Elaine Lorton</p> <p><u><i>In attendance</i></u></p> <p>Chris Bowron Alan Netherwood Viola Traynor Clare Hale</p> <p><u><i>Support/Secretariat</i></u></p> <p>Nick Evans Lynne Richards Amy Richmond-Jones Jemma Rees</p>	<p>Chief Executive, PCNPA (Chair) Chief Officer, PAVS (Vice-Chair) (left 12.00pm) Interim Chief Executive, Pembrokeshire County Council Director of Community Services, PCC Director of Social Care & Housing, PCC Head of Infrastructure, PCC (left 12.00pm) Head of Regeneration & Economic Development, PCC Chief Executive Officer, PLANED Principal, Pembrokeshire College Dyfed Powys Police (left 12.10pm) Head of Dyfed Powys Local Delivery Unit, HMPPS Pembrokeshire County Council Assistant Chief Fire Officer, M&WW Fire & Rescue Service Welsh Government Director of Commissioning, Dyfed Powys OPCC Marine Service Manager, Operations, NRW (from 10.45am) Head of Regional Collaboration, WWCP Executive Medical Director, Hywel Dda UHB (left 12.15pm) County Director, Pembrokeshire, Hywel Dda UHB (left 11.25am)</p> <p>WLGA Consultant, Netherwood Sustainable Futures (left 12.00pm) Corporate Policy Support Officer, PCC Strategic Partnership and Inclusion Manager, Hywel Dda UHB</p> <p>Corporate Policy and Partnerships Manager, PCC Corporate Partnerships Officer, PCC M&WW Fire & Rescue Service Corporate Partnerships Support Officer, PCC</p>
Apologies	<p>Anna Bird Ros Jervis Alyson Phillips</p>	<p>Head of Strategic Partnership Development, Hywel Dda UHB Director of Public Health, HDUHB Pembrokeshire Partnership Manager, DWP</p>

Anna Malloy	Port of Milford Haven
Cllr. Elwyn Williams	Vice-Chair MAWW Fire Authority
Maria Battle	Chair, Hywel Dda UHB
Diane Lockley	Pembrokeshire One Voice Wales Area Committee

No.	Action	Owner	Target Date	Resolution
1.	Partners with volunteering strategies to share with SL	ALL	asap	-
2.	Mapping exercises are already underway as part of PSB work by NRW and PCNPA to look at PSB organisations' involvement in carbon neutral programmes and climate and environmentally focused activity. Once this work has been completed it will be considered alongside the report on the Fishguard and Goodwick Climate Resilience project to determine priority areas to focus on	TJ/AW	End March 2021	Verbal update at meeting
3.	A meeting of 'Gold' level PSB organisation representatives will then be arranged to discuss how this approach can be taken forward, with progress to be reported back to the next PSB meeting in April	TJ/NE/LR to arrange	April 2021 PSB Meeting	tbc
4.	Partners to receive a more detailed update on the Early Years Integration Transformation programme from the lead PCC Officer at the next meeting	LR to contact lead officer	asap	On agenda
5.	Circulate the agenda for the Senedd Public Accounts Committee meeting with PSB Chairs regarding delivery of the WCFG Act if relevant	TJ	When received	Report on agenda



Item 3

DATE OF MEETING	27 th April 2021
REPORT TITLE	Well-being Assessment Planning 2021-22
STATUS	For information / discussion / agreement
PURPOSE	<p>To update the PSB on a number of items relevant to the Well-being Assessment planning process. These are;</p> <p>(i) Guidance from the Future Generations Commissioner / WG, 19th March 2021</p> <p>(ii) Welsh Parliament Public Accounts Committee report summary <i>Delivering for Future Generations: the story so far</i> (<i>link to full document can be found here</i> https://senedd.wales/senedd-now/news/well-being-of-future-generations-act-report/)</p> <p>(iii) Draft Joint Methodology Framework / Co-production Network for Wales support for PSBs</p>
RECOMMENDATION(S)	<p>That the PSB:</p> <p>(i) considers the guidance set out in the letter from the FGC / WG</p> <p>(ii) considers the conclusions and recommendations set out in the PAC report</p> <p>(iii) agrees the recommendations set out in the report at 3(iii)</p>
AUTHOR	Lynne Richards, Corporate Partnerships Officer, PCC

To: Chairs of Public Services Boards

19 March 2021

Dear Chairs

We are writing to you about the next assessments of local well-being which will be due for publication in May 2022. In response to your feedback, and in an effort to be as helpful as possible in supporting you to prepare these assessments, we are providing you with a clear set of joint expectations. Our focus is on the main areas we consider will go towards providing you with a comprehensive view of the state of well-being in your area, ultimately equipping you with a good, clear understanding of the sort of priorities you as a PSB can target your collective efforts to best effect on in your well-being plan.

Covid-19 has brought huge challenges to the public sector and PSB partners have demonstrated real dedication and resolve in overcoming some truly testing situations over this period. PSBs are demonstrating that they too have a crucial role to play in the recovery from the pandemic, in considering the social, economic, environmental and cultural impacts on communities and co-ordinating the longer-term response. Many of you will have produced community impact assessments and these will be useful starting points for the well-being assessments.

We recognise that the assessments are a big undertaking and our officials want to support you in the best way possible. The attached annex sets out clearly what our expectations are, the ways we can support you, and helpful resources.

Yours sincerely



Sophie Howe
Comisiynydd Cenedlaethau'r Dyfodol Cymru
Future Generations Commissioner for Wales



Julie James AS/MS
Y Gweinidog Tai a Llywodraeth Leol
Minister for Housing and Local
Government

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Welsh Government and Future Generations Commissioner's Expectations: Public Services Boards and the second round of Assessments of Local Well-being (2021-22)

Overarching messages

- This is about **purpose not process**. Your assessments are significant because they have an important role in determining what your boards' priorities should be, and what will be in the local well-being plan.
- We would like to see boards operating within the spirit of the Act and we are looking for your approach to be **ambitious but achievable**. We want your PSBs to *aspire* to produce an excellent assessment, but also recognise the time and data available to you may limit what you can deliver. As a minimum, it is expected that:
 - The assessment covers the four dimensions of well-being (i.e. economic, social, environmental and cultural well-being) rather than focusing too heavily on one aspect, and draws out the links between pieces of data rather than viewing them in isolation.
 - The assessment takes account of the long term needs of the area as well as the short term.
 - The assessment looks at both the PSB area as a whole and at smaller communities and localities within the PSB area.
 - The approach taken to preparing the assessment reflects the 5 ways of working¹.
- The assessment is the **foundation on which everything else is** built. Boards should have a robust, objective understanding of their area to inform decisions on where they should focus their combined efforts. It is the point at which you *consider everything* to enable you to prioritise and not *cover everything* in your local well-being plan.
- We would like to see **leadership and buy-in** from organisations across the PSB, and a clear collaboration and connection between the executive/senior members of the PSB and support teams/officers.
- Ideally, the PSB members would **collaborate** to inform the development of the assessment.
- The assessments are important as a **wider resource** for partners, communities and others to draw on for the next five years. We encourage you to factor this thinking into their design, use and function.
- You should see the assessments as part of an **ongoing journey** on the use of evidence and analysis – continuing to build on their assessment of your area beyond the formal publication of a product to meet the legal requirement.
- There is **complete local (or regional) flexibility over how PSBs (plus RPBs and other partnerships) organise themselves to produce these**

¹ Long term, Prevention, Integration, Collaboration, Involvement

assessments, plans and how they deliver them. For example, using the last assessment as a starting point for update and refinement may be reasonable, if it incorporates and builds on all of the learning from the first round.

- We recognise the challenges locally in making sense of the requirements on the same organisations to produce similar assessments and plans under different national legislation e.g. the Population Needs Assessments. We would encourage partnerships to seek to **join up and avoid duplicating** work.
- In the context of the current expected timescales of local government elections, your Board must publish its assessment no later than **5 May 2022**.

Key differences from the first round of assessments

- There should be **learning from the first iteration**. We encourage you to reflect on your first round of the assessment process and your own experiences, and working as a Board, decide collectively what you're going to be doing and what you'll put most focus into. Consider any feedback on the first cycle of well-being assessments from members of the public, other organisations within your area, the formal feedback from Welsh Government and the [Future Generations Commissioner](#), to **consider what you may wish to improve upon or do differently this time round**.
- There is an opportunity to **reflect on the new sources of data and information which are available to the Board** since the last assessments were produced, e.g.:
 - Your experience of delivering the Act;
 - Local involvement exercises;
 - National data and information, e.g. core data sets from Data Cymru; NRW's Area Statements; Data Cymru's data catalogue; national briefings, and Audit Wales and other inspectorate reports.

Welsh Government will update you on sources available to support you.

- We continue to encourage **local variation** in how the assessments are approached. Your Boards have (deliberate) flexibility in how they are structured, provided they meet the core requirements set out in the Act and statutory guidance. You may wish to structure and present differently this time based on your own views of the last cycle.

Challenges and limitations

- We recognise there may be challenges and limitations to the assessments and would **encourage honest self-reflection** on these in the assessment. It is better to be honest about barriers that have been encountered in the assessment process than to hide them. Telling us about such issues may enable us to support you overcoming these issues.
- Where there are constraints, we would like you to reflect on how you might overcome them – either on your own, or with support from other PSBs and us.

What makes a strong well-being assessment

Data and analysis

Reflecting on the last cycle of assessments and feedback, we generally found that stronger well-being assessments:

- **Demonstrated a critical analysis and interpretation of the data**, and didn't just set out the data collected.
- Were '**honest**' in their assessments, and open/reflective about what the assessment doesn't tell you as well as what it does. For example, where there isn't data available or where the implications are unclear.
- Evidenced how they were **using and understanding the data** sets prepared by Data Cymru.
- Took a **collaborative approach** to the interpretation of data and evidence, drawing on the resources and expertise across PSB members.
- Demonstrated a **good understanding and interpretation** of what national and regional level data/evidence means for the local area.

For the second cycle, you now have information and evidence from the [Area Statements](#) and [State of Natural Resources Report](#) to inform assessments. Your Natural Resources Wales representative can help you interpret these for your area.

Guidance on use of evidence and analysis

- The [guidance on use of evidence and analysis](#) is available to help PSBs prepare assessments.
- It is expected that the assessments will draw largely on quantitative data, supplemented by qualitative data.
- Assessments can be strengthened by moving beyond broad descriptive analysis, and by identifying priorities to be analysed in more depth at a later date to inform local wellbeing plans.

Ways of working - Long-term thinking

Analysis from the [Future Generations Commissioner](#), [Audit Wales](#) and others (e.g. [Cardiff University](#)) has highlighted that generally, futures and long-term thinking is an under-developed area. Stronger assessments of local well-being will:

- Undertake **sophisticated planning for the future**, informed by a rounded understanding of current needs, future trends and multi-generational policy challenges. Future techniques can help here.

- **Make use of the second Future Trends Report**, interpreting what these mean for your local area. There will be support sessions in conjunction with Welsh Government on this in 2021.

This is an area where we hope to provide tailored network support through 2021-22, in conjunction with the second Future Trends report, and building on the futures / long-term webinar we held with coordinators in December 2020.

Ways of working - Involvement

Due to the pandemic, community involvement looks and feels different to before. However, this has opened the door to new opportunities and a way for both organisations and people to learn new skills. Strong well-being assessments will:

- **Build on the base-lining involvement exercises undertaken during the first round** which sought to establish what the issues were (as opposed to starting again). For example, involving people around your existing objectives with a focus on what has improved, and what still needs doing.
- **Apply a range of involvement methods, tools and approaches** – as was discussed during the ‘involvement’ webinars in October 2020 and February/March 2021.
- Evidence the **work undertaken with other organisations and networks** that has helped influence and inform your involvement.
- **Build on some of the great examples of collaboration with the voluntary sector and local communities** we’ve seen through the pandemic, and how you are using that information to inform your thinking, planning and delivery. For example, the [Blaenau Gwent Locality Response service](#) redeployed staff from departments across the local authority to coordinate an emergency response in partnership with third sector organisations, ensuring people could access the support they needed in their community.

Feel free to **be creative** in how you’re approaching involvement in your area. For example, Brecon Beacons National Park authority have been using Minecraft as an involvement tool for their [town centre plan](#).

As outlined below, we will use the network meetings, bulletins, online webinars and other means to **share good/best practice** on this theme. Looking at ways of being creative when approaching involvement is also an area we can explore if this would be helpful.

Support from Welsh Government and the Office of the Future Generations Commissioner

Timescales

What we will do:

We have considered in detail your feedback from the Coordinator meetings, PSB Assessment Survey and online sessions held in November ('Involvement') and December ('Futures/long-term') 2020.

Through these, you shared what you believe are the key challenges and opportunities for working better together as we head into the second round of well-being assessments. To help you develop your second well-being assessment, we are:

- **Continuing to run the national network meetings, topic focused webinars and online meetings** through 2021 with other organisations and networks, building on the 'involvement' and 'long-term' events held in November and December 2020 ([WG/FGC](#))
- Running a **Future Generations Xchange** event in March 2021 to share best practice and demonstrate the impact of PSBs ([WG](#)).
- Using the network meetings, bulletins, online webinars and other means to **share good/best practice** on themes such as 'data analysis', 'community involvement' and 'futures and long-term'. This is particularly powerful when hearing from PSBs who feel they're delivering aspects such as these well ([WG/FGC](#)).
- Offering regular '**drop-in clinics**' to offer advice (including commissioning analysis of wellbeing data), test ideas, and clarify requirements on the well-being assessments and well-being plans ([WG](#)).
- Preparing a **core data set**, through Data Cymru, containing approximately 75 indicators that would be used by most, if not all, PSBs as part of the well-being assessments ([WG](#)).
- Preparing a **data catalogue**, through Data Cymru, which will identify data and information not readily accessible e.g. from public bodies named in the Act and other national organisations such as Sport Wales, Arts Council of Wales, National Museum of Wales, Police Services and Commissioners. Data Cymru could then support and simplify the data requests to avoid overwhelming those sources ([WG](#)).
- Working **with the Welsh Government team leading on the Future Trends Report to ensure alignment and integration** between your work and theirs, as it develops. We are looking to improve the timeliness of the report for use in the assessments ([WG/FGC](#)).
- Welsh Government and Future Generations Commissioner recognise the challenges in developing these assessments under the current circumstances. **Welsh Government support, including regional funding**, has been designed for the coming year with the involvement and consultation of coordinators.

We are also exploring:

- Working with research expertise to prepare national briefings on high priority topics of common interest e.g. impacts of Brexit and people with protected characteristics (WG).
- The potential for **small, online communities of PSB practice (peer networks) on particular themes** (e.g. futures, involvement, data, etc.), if you think this would be beneficial (WG/FGC).
- Tailoring our approach to **provide practical advice and information and shorter feedback**, building on the comments you've provided on our advice and support during the last round of well-being assessments (WG/FGC).
- Sharing the best way for enabling you to have **clear, direct contacts within our respective offices**. This has been a consistent ask in your feedback (WG/FGC).
- **Sharing the work the Future Generations Commissioner does to seek to reduce the complex landscape public bodies and PSBs operate in and to try to make implementation of the Act easier**, through publishing Ministerial letters and providing transcripts of Senedd Committee evidence hearings etc (FGC).
- Setting out how we (and Data Cymru) could potentially **support you on data analysis and interpretation**, stepping up from just providing data (WG/FGC).

Roles

- **Welsh Government** has an **operational** role in supporting PSBs in undertaking the assessments – providing clarification on the requirements; facilitating the sharing of learning between PSBs, providing specific support to ensure that PSBs are able to deliver effectively. Please direct any queries to lgpartnerships@gov.wales
- **The Office of the Future Generations Commissioner for Wales** (in addition to commenting on individual assessments) has a **strategic** role in identifying and seeking to address common issues/draw out the broader learning from the exercise for achieving the ambitions of the Act e.g. common challenges or gaps. Currently, please direct any queries to contactus@futuregenerations.wales using ref: 'PSB Well-being Assessments' and it will be assigned.

Resources

Key reports

- [Well-being in Wales: Planning today for a better tomorrow](#)
- Audit Wales: [So, what's different?](#)
- The Future Generations Report: Ch 2 - [Welsh Government](#) and [public bodies](#) and Ch3 [Well-being Goals](#).
- [Implementing the Sustainable Development Principle](#): Public Health Wales and Kingston University produced a report on the five ways of working.
- The Future generations Commissioner's '[Journey to involvement](#)'.
- [The 2020 assessment of sustainable management of natural resources in Wales](#)

Implementing longer-term planning and decision making

- [Government Office for Science](#) and the '[Futures toolkit for policy makers and analysts](#)'. A set of tools to help embed long-term strategic thinking within the policy process, and explains how to ensure they have real impact.
- [FGC Three Horizons Toolkit](#): to help you think and plan long-term.
- [Futures for Wales Report](#) (2018). In partnership with Public Health Wales, this report identifies tools and approaches for long-term planning.
- [A shift in governance, policy and delivery for future generations? Well-being planning in Wales \(Cardiff University\)](#)

Summary report – Delivering for Future Generations: The story so far

Introduction

This inquiry focuses on the barriers to implementation of the Well-being of Future Generations (Wales) Act 2015 ('the Act') and how it can be implemented successfully in future.

We gathered evidence from a range of different people and organisations across the public, voluntary, and private sectors. We chose to focus our evidence gathering around six headline themes:

- Awareness and understanding of the Act
- The resources available to public bodies to implement the Act, and how effectively those resources have been used
- The support provided by the Future Generations Commissioner
- The leadership role of the Welsh Government
- Other potential barriers (e.g., Brexit, Covid-19, etc.)
- How to ensure the Act is implemented successfully in the future

Awareness and Understanding

The three areas investigated in this chapter are:

- **Defining what good looks like**
 - Some members of Public Services Boards “found the concepts and language within the Act confusing, aspirational and vague and most believed that the space within the Act for local interpretation was a challenge and often caused confusion. This was especially true of central concepts such as sustainable development and well-being”
 - The Permanent Secretary of the Welsh Government argued that “the legislation itself is “very clear cut in the obligations and commitments that it makes”.

- **Culture Change: awareness and understanding across public bodies**
 - The results from the online poll on public bodies understanding of the act indicate a relatively good level of awareness of the Act overall (76% of 94 respondents had heard of it), but a mixed picture of how well public bodies are actively engaging with staff about how the Act affects their work. 43.2% of 88 respondents indicated that their employers had engaged with them “a great deal” or “a lot”. 27.3% indicated that their employers had not engaged with them at all.

- **Charities and the private sector**
 - Unlike public bodies, third and private sector organisations that deliver or support public services are not subject to the Act. There is no statutory requirement for them to adopt the principles of the legislation, even in their dealings with Welsh public bodies that are subject to that duty.

- **The public**
 - We were not surprised to hear that public awareness of this legislation is low.

Despite pockets of good practice emerging, not all public bodies are distilling the intricacies of the Act and into a clear and relevant message that can be communicated to the people of Wales.

Conclusion 1. Public bodies have not done enough to build awareness and understanding amongst their service users of the shift to sustainable development across public services

We have reached similar conclusions about culture change within public bodies themselves. We have no doubt that senior leadership teams of public bodies across

Wales have a good understanding of the legislation. However, this understanding does not spread throughout all public bodies' staff. Organisations cannot claim to have affected culture change if most of their staff have no awareness that a programme of culture change is even underway. We conclude that this, too, is a barrier to the implementation of the Act.

Conclusion 2. Public bodies have not done enough to change the culture of their own organisations to align with the principles of the Act. Consequently, the culture change that is essential to the successful implementation of this Act has not taken place.

Conclusion 3. Public bodies are yet to take full advantage of the expertise and capacity within the third and private sectors to support their work under the Act. Therefore, public bodies could realise additional benefits of working alongside third and private sector organisations to adopt the principles of the Act when they deliver services for and on behalf of the public service.

Resources

The topics covered in chapter 3 are:

- **Whether public bodies have the resources they need**
 - We heard that the demands placed on public bodies by the Act should be viewed in the context of austerity measures across the public sector. Many bodies do not have the capacity they used to have. Many argued, they “need resources to change culture”.
- **Funding allocation and budget cycles:** The majority of witnesses noted at least one of these points as a key barrier for their organisation:
 - the “short-term nature of some funding flows, which hamper [public bodies’] ability to plan effectively for the longer term”;
 - “a lack of flexibility in how some parts of grant funding can be spent”; and
 - the fact that “public bodies are only made aware of the availability of funding very late in the day, or late in the financial year
- **The resources available to public service boards**
 - The lack of dedicated funding for PSBs was regularly cited as a major barrier to their work. We heard that the failure to formally allocate resources to PSBs prevented them from working effectively. As a consequence of the funding model, the burden of resourcing PSBs can fall disproportionately on local authorities. Some public bodies that engage with more than one PSB (Natural Resources Wales, for example, which is a statutory member of every PSB in Wales) need to make considerable resource commitments to the PSBs.

Conclusion 4. A lack of additional funding for public bodies to embed the principles of sustainable development and the five ways of working should not be a barrier to implementation of the Act.

Conclusion 5. Short funding cycles and late funding announcements have made it more difficult for public bodies to collaborate effectively, plan for the future, and make the most out of the resources they have.

Recommendation 1: The Welsh government should carry out a review of how it can provide longer-term financial security to the public bodies that are subject to this act. This review should be completed in time to inform funding decisions in relation to the 2023-24 financial year.

Conclusion 6. The inconsistent funding arrangements for Public Services Boards limit their effectiveness. Requiring each Board to separately overcome the same fundamental

resourcing challenge is inefficient, has no clear justification and has led to undesirable inconsistencies in what Boards do and how they work.

Recommendation 2. The Welsh Government should carry out a review of how the work of Public Service Boards is funded. The review should begin no later than six months after the next Senedd election, with its conclusions implemented in time for them to inform funding allocations for the 2023-24 financial year. The review should be undertaken with the following principles in mind:

- PSBs should be able to access pooled funds, drawn from the resources of their statutory members, which they could either hold as formal corporate entities, or via informal arrangements.
- PSB budgets should be determined by clear, consistent guidelines set out by the Welsh Government.
- PSB budgets should be informed by the role that the Welsh Government has set out for them.
- The contributions that each organisation is required to make to finance PSBs should recognise wider commitments that they have to other partnerships (including to other PSBs).

The Future Generations Commissioner

Chapter 4 researches the different working aspects of the Future generations commissioner.

- **The Future Generations Commissioners' role**
 - The role of the Future Generations Commissioner (the Commissioner) is to promote the sustainable development principle, and monitor and assess the extent to which public bodies are meeting their well-being objectives. She does this by providing guidance, advice and assistance to public bodies – including the Welsh Government - and to the Auditor General for Wales (Auditor General), and by carrying out research. In practice, the kind of things the Commissioner does include:
 - giving advice to encourage public bodies on how to apply the Act;
 - producing resources to support public bodies' decision making and planning;
 - providing written advice on specific issues; and
 - providing support and training.
- **How the Commissioner has approached her work**
 - Her office decided to focus on six areas: skills; health and wellness system; adverse childhood experiences; land use planning and placemaking; housing; and transport.
 - The Commissioner told us that she has invested a significant amount of her time into supporting, advising, and lobbying the Welsh Government.
 - She added that she is currently in the process of developing a detailed work plan that will focus more closely on working with public bodies to support them in implementing the Welsh Government's priorities for recovery from the Covid-19 pandemic.
- **Public bodies' views about the Commissioner's support**
 - The feedback we received from public bodies themselves, and from wider stakeholders, was that the Commissioner's public profile is positive, and that she and her office are excellent at promoting and raising awareness of the Act.
 - However, not all public bodies agreed. Some said that they had not received enough practical support from the Commissioner's office. For some, communication and correspondence is "limited", and attendance at Public Services Boards (PSB) meetings is "fairly sporadic".
- **The Commissioners' resources**
 - The Commissioner stated "My current level of funding is insufficient to allow me to thoroughly monitor and assess all public-body well-being

objectives and provide the level of support needed to change public sector culture.”

- Many public bodies suggested that they would benefit from dedicated regional or sectoral specialists within the Future Generations Office, but recognised that this, too, was not possible given the Commissioners budget.

Conclusion 7. The Commissioner and her office have developed a positive public profile and have effectively promoted and raised awareness of the Act. They have considerable expertise in sustainable development, which underpins the support and advice they provide to public bodies and the Welsh Government.

Recommendation 3. The Future Generations Commissioner and Welsh public bodies should ensure that they develop constructive relationships. The inconsistency in their relationships has limited the impact of the Commissioner’s work.

Conclusion 8. The Future Generations Commissioner’s budget has not given her office sufficient capacity to provide public bodies with the levels of practical and sector-specific support that they have called for to implement the Act.

Recommendation 4. The Future Generations Commissioner should prioritise supporting public bodies and Public Services Boards to deliver this legislation.

The Welsh Government

The areas that the inquiry covers in chapter 5 are:

- **Leading by example: The Government as a public body**
 - We heard from many public bodies and stakeholders that there was a siloed approach to working in Welsh Government, a lack of consistency in how the Act is applied and slow culture change within the organisation.
 - We heard that Welsh Government's response to the pandemic had "accelerated a natural development of our approach to the five ways of working"

- **Promoting the act**
 - The Act places a duty on the Welsh Government to promote sustainable development.
 - The Future Generations Commissioner believes there is "an implementation gap between the aspiration set out by Welsh Government in policy and legislation and its commitment to drive and resource delivery on the ground. We got off to quite a slow start at the beginning of the Act coming into force. We weren't really seeing that very clear political leadership around the Act, and therefore it wasn't really flowing down into the civil service and so on.
 - The Welsh Government set 46 national indicators in 2016, but, despite publishing a consultation on the milestones in January 2019 and committing to a further update in autumn 2019, none have been set.

- **How the act feeds into policy development**
 - The Welsh Government "has built in systems and guidance structures to make it natural to apply the five ways of working and to consider the contribution that any given policy will make to the well-being goals." Templates for advice for Ministers now include a section on how the advice will "help embed and implement the well-being of future generations Act, bringing it to the attention of policy advisers at crucial stages throughout the policy development process."

- **The complex landscape of legislation and partnership bodies**
 - A common criticism of the governance of public services in Wales is there are too many partnership arrangements. During this inquiry, we heard more concerns raised from public bodies and stakeholders about the complexity of the partnership landscape in Wales than any other issue.

- As well as hindering collaboration, we also heard that it can be challenging for public bodies to understand and discharge their responsibilities, which are sometimes contradictory.
- **Remit letters**
 - We heard from some public bodies the remit letters they receive from the Welsh Government do not integrate well with the principles of the Act, and framing remit letters around the five ways of working, or alongside the objectives of other public bodies or government departments, would be helpful.
- **Public bodies that are not currently subject to the act**
 - “Subjecting additional public bodies to the Act would require a change to the regulations, and that “it is always open to bodies to follow the requirements of the Act, and what we’re finding is that a number of them already do that. So, they can apply the Act to themselves without formally having the Act applied to them”.

Conclusion 9. The Welsh Ministers were slow to implement and promote the Act in the years immediately after it was passed. Consequently, the Welsh civil service did not implement the Act well enough internally and did not make it clear to public bodies that it expected them to do so too. This has been a fundamental barrier to implementation, the impact of which is still evident across the public sector today.

Conclusion 10. Despite a slow start, the Welsh Government has made tangible progress in adopting the Act since around 2017. We welcome the emphasis that the First Minister and the Permanent Secretary have placed on the importance of implementing the Act successfully and are encouraged by structural changes made in pursuit of the Act and awareness raising activities within the Welsh Government.

Recommendation 5. The Welsh Government must continue with plans to set and publish milestones as required by section 10 of the Well-being of Future Generations (Wales) Act 2015 no later than six months after the 2021 Senedd election.

Recommendation 6. The Welsh Government must continue with plans to review and publish revised national well-being indicators no later than six months after the 2021 Senedd election. The review should recognise the challenges and opportunities presented by the Covid-19 pandemic and take into account the views of public bodies, the public, and key stakeholders of the private and voluntary sectors.

Recommendation 7. The Welsh Government must carry out a review of the public bodies that are subject to the Act. The findings of that review should be implemented in sufficient time for any newly added public bodies to receive their funding allocations

and associated remit letters for the 2022-23 financial year. The review should: ▪ take into account the impact on the implementation of the Act at a national level that including/omitting any particular public body would have;

- acknowledge that the inclusion of any additional public bodies will result in additional reporting, monitoring and auditing requirements that will inevitably have financial/resourcing implications;
- clearly set out the expectations of public bodies that are not formally subject to the Act in relation to sustainable development, and how those expectations will be monitored and enforced; and
- clearly set out the criteria against which inclusion/exclusion decisions were made and the process or timeframes by which future reviews will be initiated.

Recommendation 8. The Welsh Government must continue with plans to frame remit letters around the Well-being of Future Generations (Wales) Act 2015, following consultation with the Future Generations Commissioner. The new remit letters should be in use no later than in relation to the 2022-23 financial year.

Conclusion 11. The complex and bureaucratic landscape of partnership bodies and plethora of legislative and reporting requirements has made it more difficult for public bodies to adopt this Act and has, at times, actively disincentivised it.

Recommendation 9. The Welsh Government must not create any new partnership or collaborative structures to fulfil any functions unless it has fully explored whether:

- existing partnership structures could undertake those functions instead;
- the new structure could replace existing ones;
- the functions can be carried out by existing public bodies; and
- after consultation with public bodies affected by the proposed changes, can demonstrate support for the new structures from a majority of public bodies affected by them

Recommendation 10. The Welsh Government must publish guidance no later than six months after the next Senedd election that sets out: ▪ how the work of Regional Partnership Boards, Public Services Boards, Corporate Joint Committees, alongside other major partnership structures, interact with each other within the framework of the Well-being of Future Generations (Wales) Act 2015, with examples of good practice;

- what flexibility partnerships have to make decisions to better and more efficiently organise themselves;
- where partnerships and organisations can take action to simplify or consolidate the governance and reporting structures to reduce repetition and duplication; and
- the Welsh Government's view of the landscape of partnership structures over the next reporting period (2020-25), including any proposals to abolish or consolidate those structures.

Other Barriers

The final chapter of the report investigates other barriers that impact work around the future generations act.

- **Covid-19**

- We heard from public bodies that Covid-19 has “meant delays in delivering some of our priority work streams that we’d had before”.
- However, for many, Covid-19 has accelerated the adoption and implementation of the Act
- We have heard from many that the pandemic is an opportunity for Wales to rebuild its public services sustainably.

Recommendation 11. Public bodies subject to the Well-being of Future Generations (Wales) Act 2015 must ensure that the five ways of working are embedded in their plans for recovery from the Covid-19 pandemic. We recommend that any gains they have made in their immediate response to the pandemic are not lost, and that they shift their focus from the day-to-day to long-term and prevention.

- **The work of the Auditor General for Wales**

- The Auditor General’s report summarises that his role is to look at “the way public bodies have planned and carried out their work”.

Recommendation 12. As we enter the second reporting period, the Auditor General for Wales must raise his expectations of public bodies and not hesitate to highlight poor adoption of the sustainable development principle.

- **Brexit**

- The Permanent Secretary pointed to the “great deal of uncertainty that we’re all facing, due not only to the Covid-19 situation, but also how the transition path is going forward with a new relationship with our key trading partners in the European Union and elsewhere.” A potential loss, and lack of replacement, of specific EU funding was also noted in evidence.

Conclusion 12. The uncertainty surrounding Brexit has undoubtedly made it more challenging for public bodies to plan for the future. However, the full impact of leaving the EU on Welsh public services is still unknown.

- **Tensions between centralisation and localisation**

- The balance between local service delivery and central support and oversight has been a theme throughout our inquiry. We have heard consistently that public bodies and PSBs must engage with their communities to ensure that their approach to public service delivery is appropriate for local needs.

A final word: the role of the Senedd

Recommendation 13. The Business Committee of the Sixth Senedd should ensure that the Senedd's Committee structure facilitates effective scrutiny of legislation such as the Well-being of Future Generations (Wales) Act 2015 and other matters that cross policy areas and Ministerial portfolios.

Recommendation 14. The Business Committee of the Sixth Senedd should give specific consideration to how post-legislative scrutiny of the Well-being of Future generations (Wales) act 2015 should be undertaken, and refer that body of work to an appropriate committee or forum accordingly.

Item 3 (iii)

Draft Joint Methodology Framework / Co-production Network for Wales support for PSBs

Background

A report was presented at the last Public Service Board (PSB) meeting on the 23rd of February regarding the proposed development of the next Well-being Assessment. The following was agreed:

- a regional approach and methodology again take place across the three assessments, including the life stages approach
- the methodology will take on board feedback received from the Future Generations Commissioner in relation to the last WBA, including the provision of data at a more local level, more reference to future trends and the integration of the analysis with the Well-being Goals
- the processes for the two assessments (Well-being Assessment and Population Assessment) will dovetail where possible with joint working taking place to ensure most efficient use of resources
- the regional Welsh Government funding, once formal notification is received, be used to fund an officer post to build strategic and analytical capacity and capability within public sector partners to support the development of the WBAs across the region. The officer will assist with regional elements of the work such as engagement and consultation exercises, data collection and data analysis. This will include reviewing:
 - o data provided by the Digital Information System and identifying opportunities to enhance data collection further
 - o planned national documents such as the data set and catalogue of data from national bodies from Data Cymru, the Wales Centre for Public Policy briefing from covering key issues such as equalities, culture, impact of COVID and Brexit and the Welsh Government's 'Future Trends' report.
- a consistent approach to engagement and involvement of citizens and stakeholders is ensured, utilising relevant digital platform.
- the consultation timetable is co-ordinated across the region.

Current position

Since the last PSB meeting, preparations and discussions with colleagues and partners amongst the three PSB areas have been continuing.

The PSB/RPB network comprising of PSB leads from the three counties, representatives from Hywel Dda University Health Board (HDUHB) and the RPB, continue to meet on a monthly basis.

A Regional Working Group has been established for the purpose of developing a Joint Methodology Framework (see appendix A). The methodology outlines the collective approach to undertaking the Well-being Assessments across the three PSB areas. It sets out how we will work together across the four stages (data review, analysis, engagement and next steps), the different types of groups we will be engaging with and the types of engagement techniques that will be used.

PSB member organisations have a key role to play in facilitating the production of the assessment, particularly through the provision of local data, taking part in engagement and monitoring the progress of the project through to completion.

- We are requesting that each PSB member organisation nominates a **'data lead'** to assist in the data gathering and analysis stage of the assessment. The first task for this group will be to contribute to the initial Situation Analysis through the provision of local data. This information will highlight *'what we know now'* about Pembrokeshire and will be used as the basis for the engagement campaign which will be held between May and July 2021.
- The **Situation Analysis** will be circulated to all PSB members prior to commencing engagement with the public, to seek views and comments on the appropriateness of the information provided.
- An **Engagement Plan** is being developed which will outline the detailed approach to conducting engagement and consultation on the assessment.
- We have recently received a letter from **Co-production Network for Wales** (Co-pro Wales) inviting interested PSBs to apply for support in relation to engagement activity on the well-being assessments (see appendix B). Co-pro Wales have secured 5 years of funding from the National Lottery Community Fund to work with 3 PSBs or a cluster of PSBs on the implementation of co-production in their assessments. Regionally partners are keen to pursue this offer and recommend submitting an application as a cluster of three PSBs.

The bid for the regional PSB Support funding has been submitted to Welsh Government and we are awaiting the outcome. The Regional Well-being Assessment Co-ordinator recruitment advert has been prepared. If the bid is successful, the post will be advertised and hosted by Ceredigion County Council.

Work also continues to progress with the Digital Information System, developed by Writemedia on behalf of the three PSBs. This system will provide a central repository for all PSB members, stakeholders and citizens to the ongoing recording and analysis relating to well-being. It aims to bridge the five year gap between the publication of the assessments, to ensure that information on well-being is continuously utilised as and when new evidence is made available. The system will undergo testing at the end of April and is aiming to be live by June 2021.

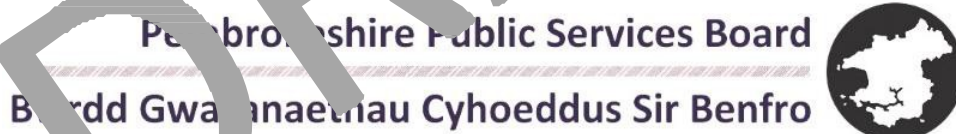
Recommendations:

1. That the PSB endorses the Joint Methodology Framework for producing the Well-being Assessments.

2. That each PSB member organisation nominates a 'Data Lead' to assist in the data gathering and analysis for the assessment.
3. That the PSB endorses the submission of a regional application to Co-production Network for Wales to support engagement activity during this round of assessments.

Methodoleg ar y cyd

Joint Methodology



Awdur / Author: Carmarthenshire, Ceredigion & Pembrokeshire Regional Working Group

Dyddiad cymeradwywyd / Date approved: Not yet approved

Dyddiad cyhoeddi / Publication date: Not yet published

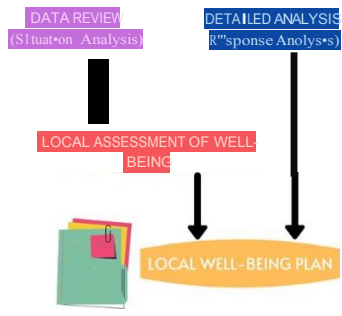
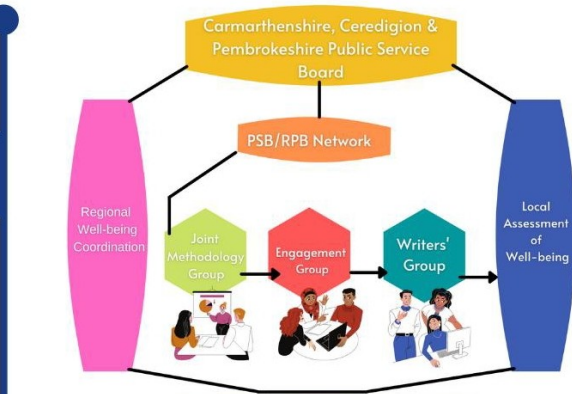
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Assessment of local Well-being

JOINT METHODOLOGY SUMMARY

The structure of working groups that will put together the Local Assessment of Well-being.



The Data Review and Detailed Analysis both form a part of the Local Assessment of Well-being. The Detailed Analysis also feeds directly into the Local Well-being Plan.

The Life Stages Approach - used by the PSB to undertake the local Assessment of Well-being.



The Four Stages to delivering the Assessments of Local Well-being.

Engagement and Consultation will be the key driver for the local Assessment of Well-being and will involve a variety of groups.



MARCH 2022
PUBLISH FINAL LOCAL ASSESSMENTS OF WELL-BEING

Assessment of Local Well-being Joint Methodology Framework

Introduction

This methodology outlines the collective approach to undertaking the Assessments of Local Well-being across the Public Services Board (PSB) areas of Carmarthenshire, Ceredigion and Pembrokeshire during 2021/22. It has been developed in partnership between the PSB organisations. The purpose of the methodology is to guide the three PSB's through the delivery of their Assessment of Local Well-being in consultation with partners, stakeholders, and citizens. It sets out the standardised approach to conduct the data gathering, analysis, engagement and consultation on well-being across the three areas, along with the timescales for completion by March 2022.

Background

The Well-being of Future Generations (Wales) Act 2015 (WFG Act) requires each PSB to prepare and publish an Assessment of the state of economic, social, environmental, and cultural well-being in its area no later than a year before it publishes its Local Well-being Plan. The Act identifies seven well-being goals which provide the vision and ambitions for the Wales We Want for today and in the future, and recognises the importance of collaboration between bodies in achieving them.

The Assessment of Local Well-being will provide the evidence-base to set the objectives in the 5-year Local Well-being Plan. PSB's are required to set these objectives in a way that accords with the sustainable development principle, i.e., acting in a manner which seeks to "ensure the needs of the present are met without compromising the ability of future generations to meet their own needs." In the context of the current expected timescales of local government elections the assessments must be published by March 2022. The diagram below displays the PSB's planning cycle under the WFG Act.

Fig 1. The Well-being of Future Generations (Wales) Act Planning Cycle



The three PSB's have agreed to adopt a similar approach to the production of the assessments as last time, by working in partnership and adopting a joint methodology framework. This includes using the 'life stages' approach in the assessments, highlighting differences and similarities in experiences of well-being throughout a person's life. There are five life stages, namely, New Beginnings; Childhood; Youth; Working Age Adults; Older Adults. This approach corresponds to evidence that our personal well-being changes over time.

Fig 2. The Life Stages Approach Adopted by the three PSBs



Public Services Boards are partnerships of public service agencies who work together to improve local services. They include the statutory members of the PSB and other organisations across the partnership. The PSBs have agreed that the PSB/RPB members will work collaboratively on the assessments to ensure that they are shaped using the expertise, knowledge and insight of all partners to avoid duplication and share resources.

The PSB/RPB network will lead on the delivery of the joint methodology, with representatives from PSB organisations forming the Data, Engagement and Writers Group to produce each stage of the assessment, i.e., PSB data leads will lead on the data analysis stage. Effective partnership working has never been more important across all sectors - some of the pre-existing challenges in the mid and south-west Wales region have been exacerbated in recent times (e.g., an ageing population, income inequalities, climate change etc.), and new ones have been brought to the fore, such as health inequalities and digitisation. The COVID-19 pandemic is a good example of this.

The second round of assessments will also provide the opportunity to reflect on the findings of the last assessments and the feedback from citizens, stakeholders, and directly from Welsh Government. The last assessments will be used as a baseline for update and refinement by building on the learning from the first round. This includes:

- Greater focus on the critical analysis and interpretation of data to inform our well-being priorities.
- Reflecting the limitations and data gaps of the assessment and how these may be overcome.
- Assessing the well-being at a lower level e.g., communities and localities within the PSB area.
- Incorporate “futures thinking” by taking account of the long-term needs of the areas as well as the short-term.
- Ensuring that an extensive engagement programme is established which will underpin each stage of the development of the assessments.
- Demonstrate involvement and collaboration in developing the assessments with third sector organisations.

The methodology will explain our joint approach to the production of the Assessments of Local Well-being under four stages:

Fig 3. The Four Stages to delivering the Assessments of Local Well-being



The Methodology

Data Review



The initial stage in the production of the Assessment of Local Well-being is the data review, which is a comprehensive data gathering and analysis exercise of existing evidence. This step is undertaken in close partnership with PSB members and other relevant organisations and is often referred to as the 'Situation Analysis'.

The aim of the data review is the analysis of cultural, social, economic and environmental well-being in an area, to build an understanding of the area's context, its challenges and the opportunities that exist. Through this approach we will begin to highlight areas that we need to prioritise in order to tackle the challenges that we face now and, in the future, to improve the longer-term well-being of each county. We will achieve this by identifying:

- The strengths and assets of our people and communities.
- The challenges and opportunities faced both now and in the future.

The assessments will be informed by a wide variety of data, national and local research, and feedback provided to us from partners, stakeholders and citizens through engagement during the summer of 2021. To begin the data review stage, the PSB/RPB will come together as data analysts and researchers across the three areas through the monthly Network meetings, with the overall aim of collating and analysing relevant evidence.

PSBs will draw on the following range of sources available for undertaking the data review, either available nationally or through local sources:

- Data Cymru Core Dataset and Data Catalogue (*available May 2021*)
- Wales Centre for Public Policy briefings on Equalities, Cultural Well-being and the Impact of Covid-19 and Brexit (*initial reports available June 2021 and final report August 2021*)
- Welsh Government Future Trends Report (*initial report available in June 2021*)
- Natural Resources Wales Area Assessments (*available 2021*)
- Audit Wales' national and local reports (*available on an ongoing basis*)
- Local Data from PSB partner organisations through engagement exercise (*to be conducted May 2021*)

Whilst the data review is likely to be largely quantitative in nature, such as utilising time-series data and spatial patterns, PSBs will also draw on qualitative evidence available through partners and local service providers. We will engage with PSB partners early in the process to identify local data and sources of evidence to inform the assessment, which is likely to be a broader mix of quantitative and qualitative data.

As approved at PSB meetings in February 2021, the role of the three Principal Councils of Carmarthenshire, Ceredigion and Pembrokeshire is to coordinate the process of preparing the assessments. This is the same approach adopted in the previous assessments.

However, PSB partners and other stakeholders have a key role to play in facilitating their production, particularly through the provision of local evidence, taking part in engagement and monitoring progress of the project through to completion. This collaborative approach to assessment production will be between public sector partners, the third sector and others in terms of data provision, analysis and interpretation.

The Assessment of Local Well-being will need to include an analysis of the state of well-being in each community area and across the PSB area as a whole. The Statutory Guidance 'Shared Purpose: Shared Future' requires PSB's to identify geographic Community Areas which comprise of the board's entire area for producing the Assessments of Local Well-being. The guidance sets out what criteria may be used to define the areas:

- Provide a comprehensive coverage of the entire PSB area i.e., they should be contiguous and mutually exclusive areas within the PSB area.
- They should identify social and other differences with a pronounced spatial difference, such as patterns of deprivation, poverty, health inequalities, or the position of the Welsh language.
- They should be large enough to show differences between them and have a sense of identity but not as small as electoral wards.
- They should correspond to the boundaries of Lower Layer Super Output Areas (LSOAs).

In the first round of Assessments the three PSB's agreed to use the Office for National Statistics Upper Statistical Output Areas (USOA's) for the Community Areas. Feedback highlighted that this geography was inadequate in assessing the state of well-being at the community level. The PSB/RPB Network will consider the benefits of various options to determine the level of geography required for the Community Areas to allow for a more meaningful analysis. In line with the guidance, which requires "an analysis of the state of well-being in *each* community area", we will produce community profiles for each of the areas and include as an appendix to the Assessment.

During the first round of Assessments, feedback from Welsh Government identified common themes to strengthen the overall approach taken. These were:

Table 1: How we intend to resolve the issues raised by Welsh Government in the assessments

Issue	Resolution
<ul style="list-style-type: none"> Identify more local community areas and understand the issues within these communities. 	<i>Review the local community areas adopted in each assessment.</i>
<ul style="list-style-type: none"> Greater focus on Well-being of individual groups and/or communities across the area. 	<i>Produce area profiles for the adopted community areas based on a standard template.</i>
<ul style="list-style-type: none"> Link/map the life stages approach with the Well-being goals. 	<i>Diagrammatically evidence the linkages between the five life stages and the Well-being Goals.</i>
<ul style="list-style-type: none"> Analyse the impact of Well-being over short, medium and long term. 	<i>The data analysis to look at future trends, to include predictions of likely future trends in the economic, social, environmental and cultural well-being of the area.</i>
<ul style="list-style-type: none"> Identify the gaps in evidence to understand what might be needed in the short, medium and long term. 	<i>The assessment will identify any known limitations in the evidence where we need to improve our knowledge and the implications of this for the response analysis.</i>
<ul style="list-style-type: none"> Statement on how we are undertaking the process. 	<i>The agreed methodology summary will be included in the assessment.</i>

- Situational Analysis had too much emphasis on Quantitative work and need more on the Qualitative.

Writers Group will address the balance between quantitative and qualitative analysis.

We are aware of the data limitations posed to delivering the assessments of Local Well-being. It is likely that there will be gaps in the data collection across the three PSB's, particularly for small area statistics. Furthermore, it is possible that the sample size of primary data collected for the Community Areas may be insufficient and thus, not representative of the entire population. To ensure research transparency and credibility, the assessments will highlight these limitations and data gaps, which will in turn identify topic areas which require further knowledge and data gathering.

Detailed Analysis



The Assessment of Local Well-being will also include a more detailed form of analysis to develop explanations and explore causes of trends rather than describing patterns and trends. (This is also referred to as 'Response Analysis').

Response Analysis is a more detailed form of analysis which uses evidence in a more challenging and evaluative way to explore the factors which drive or cause the patterns and trends identified in the situation analysis. Subsequently, this will inform the selection of priorities for local areas by the PSB, which will in turn inform discussions around the content of the Local Well-being Plan.

Response Analysis tends not to feature as heavily in Assessments of Local Well-being compared to the Situation Analysis, as its main role is in relation to the Local Well-being Plan. However, where evidence permits, the assessments will include Response Analysis. For example, where existing evaluation indicates whether existing services are effective, where data provides a more nuanced understanding of issues and where the wider evidence is clear on what approaches are likely to work. It will also be used to identify a sub-set of topics for each PSB area to analyse in further detail for the preparations of the Well-being Plans.

All organisations involved in the production of the assessments will remain involved in the Well-being Plans process through the identification of responsive actions, through its monitoring and through the delivery of the Well-being Plan over the next five years.

The development of the Digital Information System, expected to go live in June 2021, has been designed to assist in the production and monitoring of Well-being across the PSB areas. It will provide a central repository for all PSB

members, stakeholders and citizens to contribute to the ongoing recording and analysis of evidence relating to Well-being, and ultimately strengthen future Assessments of Well-being and Well-being Plans. This fits with recent advice from Welsh Government and the Future Generations Commissioner which suggests that the assessments should be viewed more as an 'evolving' document to be expanded as and when new evidence is available. For these reasons, the PSB/RPB Network will continue to work on developing the assessments in the year ahead.

Fig 4. The role of the Data Review and Data Analysis in the Assessment of Local Well-being



Engagement and Consultation



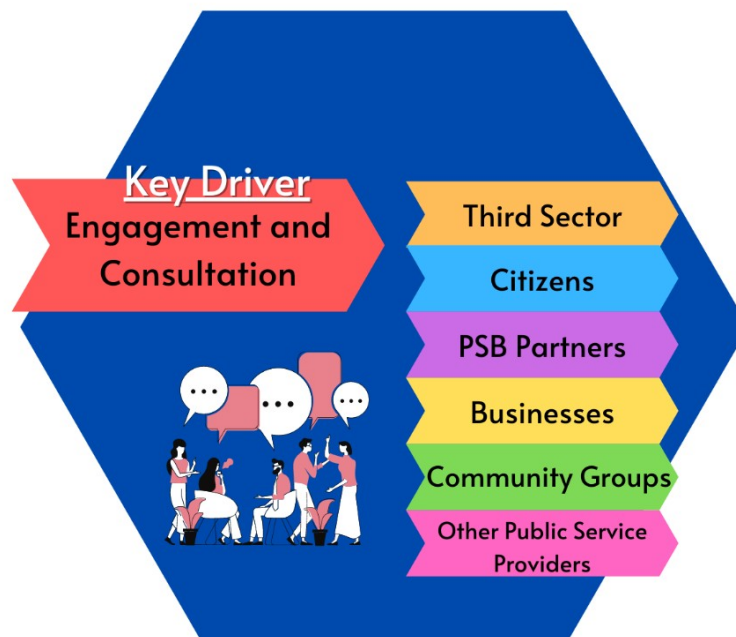
Engagement is the key driver for the Assessment of Local Well-being, allowing us to record and consider views from a range of partners, stakeholders and citizens to gain a truly reflective understanding of the needs of each PSB area.

Effectively involving people and communities is at the heart of improving well-being. Better engagement will lead to greater individual and community empowerment, which will create a greater sense of pride and ownership in our areas and allow us to build social capital.

To that end, we will develop a detailed Engagement Plan to provide a standardised approach to conducting engagement and will have this in place at the beginning of the project in May 2021. The Plan will specify our consultation and engagement techniques to be utilised to complete this element of the assessment and maximize input. The purpose of this stage is to gain a truly reflective and qualitative understanding of the needs of the area(s)

and to ascertain what information gathered during the situation analysis provides an accurate measure of well-being.

Fig. 5 Engagement and Consultation as the Key Driver



A range of engagement techniques will be used to maximise audience reach and to ensure that our engagement is accessible to all. These include, but are not limited to, Surveys, Focus Groups, Stakeholder events and PSB sub-group workshops.

A Well-being survey was successfully conducted as part of the last assessments, and we will run a similar exercise this time, building on the knowledge previously acquired. The online Well-being Survey will be developed jointly by Ceredigion, Carmarthenshire and Pembrokeshire County Councils and other members of the PSB. The hosting Council will provide the results to each county, which will be split based by place of residence. The other engagement methods, such as, focus groups, stakeholder events and PSB sub-group workshops, will be agreed regionally but delivered locally.

The Social Services and Well-being (Wales) Act 2014 (SSWW) introduced a duty on Local Authorities and Local Health Boards to prepare and publish an assessment of care and support needs of the population. The table below highlights the engagement requirements of the WFC Act and the SSWB Act.

Table 2: Engagement requirements of the Well-being of Future Generations (Wales) Act 2015 and Social Services and Well-being (Wales) Act 2014

Topics	WBFG Act	SSWB Act
Key population groups	Communities in the area Communities of interest in the area Town and community councils Key groups suggested in line with Equality Act (also vulnerable / disadvantaged children, young people and people with care and support needs)	Carers and people with support needs including children & young people. Physical disability Learning disability Mental health Older people Victims of domestic abuse
Context of 'Well-being'	Economic, social, environmental and cultural	Individual (carers and those with support needs)
Scale of assessment	County and community areas	Region (with county dimension)

As a result of the similarities between the two Acts, where possible, engagement will align to meet both requirements, for example, including questions relating to the Population Needs Assessment within the online Well-being Survey. This will avoid the duplication of work and 'engagement fatigue'. We will engage with a wide range of people of all ages to reflect the diversity of the community and seek the views of those who could be hard to reach:

- Citizens
- Businesses
- Community groups
- Third sector organisations
- PSB partners
- Trade Unions
- Other public service providers

As part of the Engagement Plan a stakeholder mapping exercise will be undertaken locally to ascertain the groups from the list above that will be engaged with. The engagement phase will end in the Summer of 2021, subsequently an analysis of the findings will be undertaken, aiming to be completed by Autumn 2021.

The PSB's will consult on the draft assessments with the groups outlined above. The consultation process will ensure that any gaps are filled and that all groups involved are satisfied with the ways in which well-being is being presented. This will take place between September and December 2021, before being published and copies submitted to the Welsh Ministers, the Commissioner, the

Auditory General for Wales and the local authorities overview and scrutiny committee.

To ensure the Assessments are inclusive of everyone, we will work with organisations and citizens who represent these groups (e.g., older people, people with disabilities, unemployed and economically inactive residents) to gain a better understanding of the barriers to participation and how these may be overcome. In addition, the PSB/RPB network are attending training sessions held by Co-production Network for Wales which will help address some of these issues, whilst also providing the opportunity to share best practice on engagement.

The three principal councils are currently testing a new *community engagement system*, which could be used to manage the Assessment of Local Well-being engagement and consultation. Although the system is currently in testing, it would provide a range of features to make the engagement more interactive, provide additional channels and conduct the engagement and offset some of the impacts that the Covid-19 pandemic will have on the engagement phase. It is hoped that the system will be available to support the engagement phase during the spring and summer of 2021.

The Covid-19 pandemic poses certain challenges to engaging with PSB partners, the public and stakeholders due to capacity issues and changes to the way engagement is delivered. Engaging with Public Health Wales on the assessments will be crucial due to their key role in protecting and improving health and well-being across Wales. However, this may be a challenge due to the additional pressure placed on the Health Board working on Covid-19 response. Furthermore, it is likely that engagement and consultation on the assessments will be delivered online. Consequently, we will need to make sure that certain groups' views and opinions (e.g., those who lack digital skills or do not have access to the internet) are not excluded from the engagement process.

Final Assessment and Next Steps



The next and final element of the assessment process involves evaluating and analysing the findings of the research and engagement to develop a summary of the needs of each PSB area. (This is also referred to as the 'Summative Analysis').

Officers will come together to interpret and assess both the quantitative and qualitative findings to build a comprehensive picture of well-being to inform the next Local Well-Being Plans. The evidence will allow us to identify and prioritise the issues that are most important locally and begin to examine how they can be addressed. This stage will enable PSB's to develop a summary of

needs for their area, the PSB's response and to determine the indicators that can be used to monitor these needs going forward.

In particular, the Writers' Group will ensure that the assessment:

- Identifies communities that comprise the area(s).
- Assesses the state of Well-being individually (per community).
- Assesses the state of Well-being collectively (PSB area).
- Includes future trends predictions.
- Demonstrates the links to the seven Well-Being Goals and Sustainable Development Principle of the Well-being of Future Generations Act.

The core purpose of the assessments is to provide the evidence base for the Local Well-being Plans.

The Next Steps

Following publication of the Assessments of Local Well-being, PSB's will develop and publish their Local Well-being Plan within twelve months of the assessment.

Specific factors to be addressed in the assessment include:

- Outlining how the findings and challenges identified contribute to, or impact on, the national well-being goals and the sustainable development principle.
- Focus on individual communities across the area using area profiles.
- Provide more information of localities and particular communities.
- Specific analysis on which challenges are short, medium or long term, and how these impact on well-being.
- Description of the third sector and its role in well-being.
- The future trends section provides generic description of trends with limited interpretation.
- How individuals and organisations remain involved in the Well-being Plan process and what the Plan is intending to do.

To assist those contributing content and writing the final document, an assessment template will be created with the aim of providing a common format and structure for analysing themes using the agreed Life Stages approach.

Monitoring and Delivery

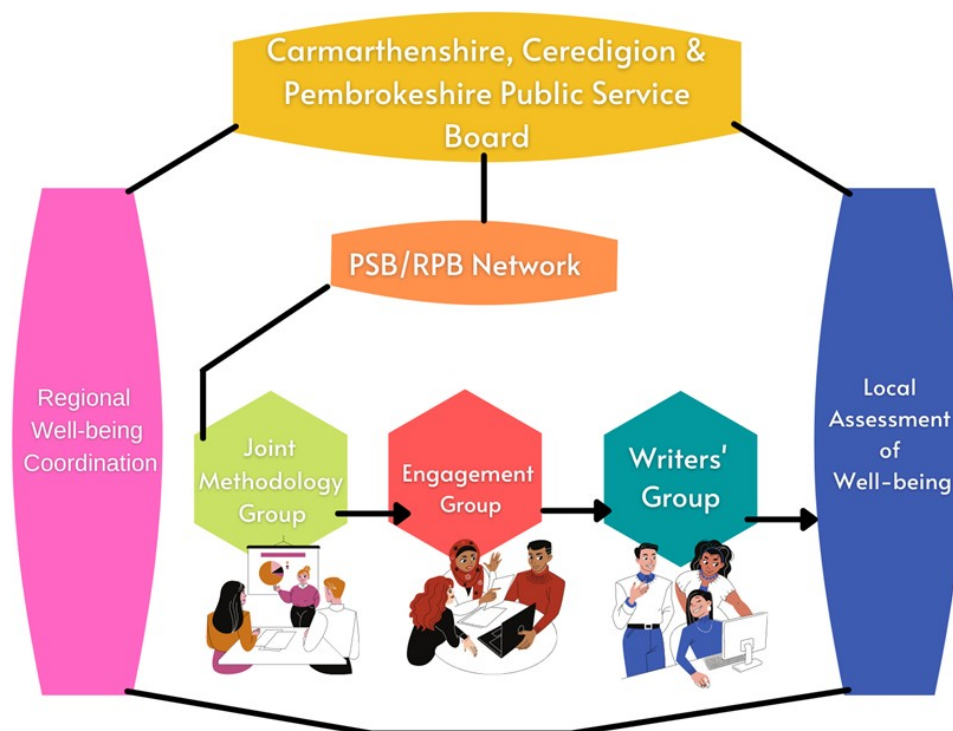
A detailed timeline has been developed, outlining the main deliverables of the assessment up to the publication date in March 2022 (see Appendix 1). A project action plan will also be developed, detailing what needs to be done, when it needs to be done by, who needs to be involved and the resources that will be required. This project action plan will be reviewed, and progress will be monitored at monthly PSB/RPB network meetings.

A bid for PSB Support Grant funding has been submitted to recruit a Regional Well-being Assessment Co-ordinator, which if successful, will play a vital role in co-ordinating the projects, providing analytical support and ensuring that deadlines are met.

Specific working groups will also be established to develop the joint methodology (PSB/RPB Network), engagement plan (Engagement Group) and assessment write-up (Writers' Group). The working groups will comprise of relevant members from across the three PSB's and partners to allow the sharing of information, resources, and best practice.

Public Service Boards will be kept informed of the assessment process via regular updates to full PSB meetings and will be required to make key decisions to guide the project throughout its duration.

Fig 6. The structure of working groups involved in producing the Assessment of Local Well-being



Conclusion

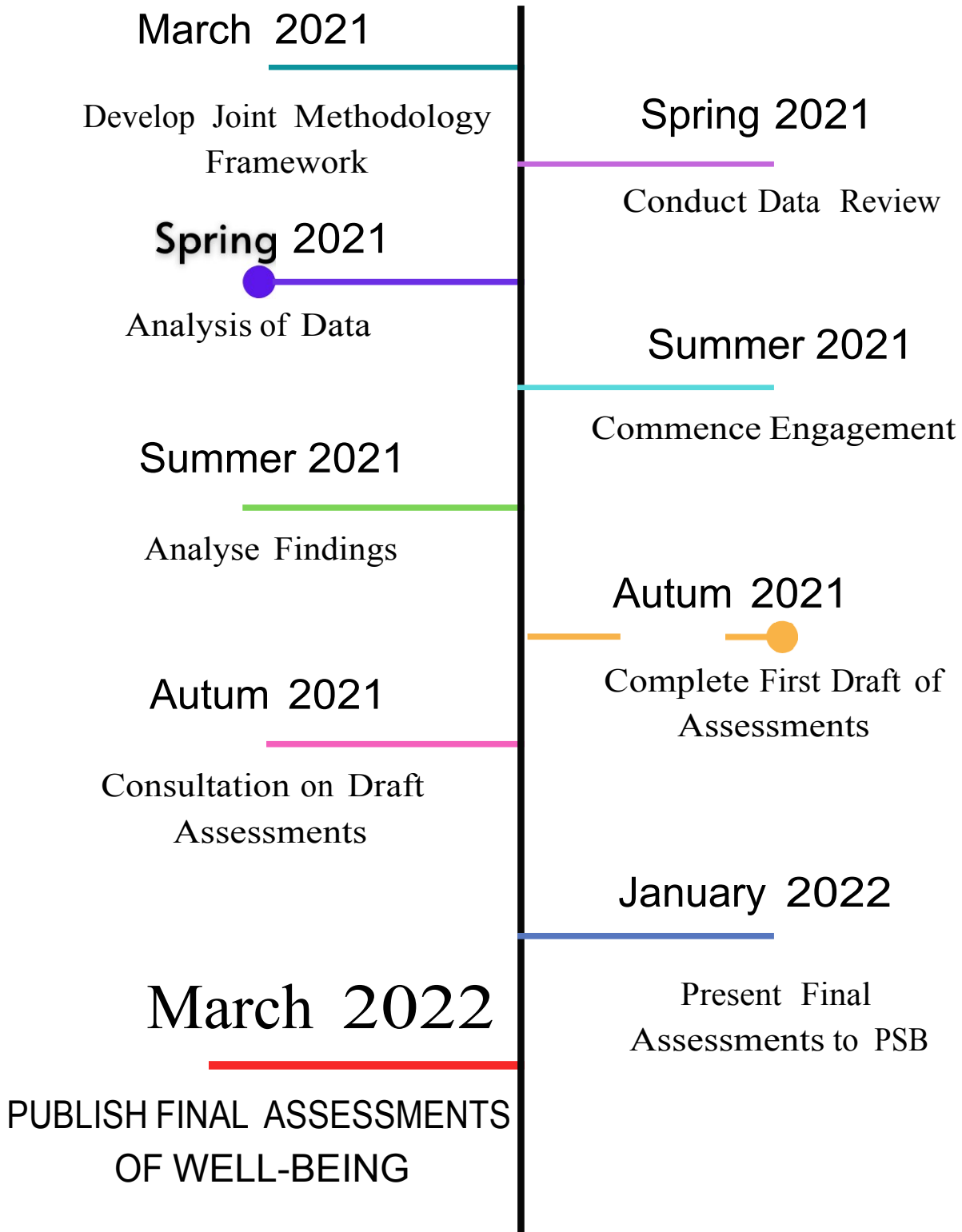
To conclude, this joint methodology is a practical guide for the three PSB's (Ceredigion, Carmarthenshire, and Pembrokeshire) on undertaking the Assessments of Local Well-being. Producing a comprehensive and thorough analysis of well-being is vital to; PSB's, citizens and organisations, as the assessments will have a key role in determining the priorities in the Local Well-being Plans over the next 5 years. The PSB's have agreed to take a collaborative approach to reap the benefits of partnership working, help alleviate capacity concerns in delivering the assessments and avoid duplicating work. This iteration of the assessments will consider the feedback, information and evidence gained from the last round of assessments.

This methodology sets out opportunities for collaboration under the four stages: data review, detailed analysis, engagement and consultation, and final assessment and next steps. The mixed-method approach uses qualitative and quantitative data from a range of sources, which will enable us to infer causes, understand factors and identify issues that are most important locally. The assessments will adopt an 'engagement led' approach, as it is a crucial source of information for all partners to use, drive change and shape services which meet the needs of our residents now and in the future.

The data and Covid-19 related limitations posed to delivering the Assessments of Local Well-being are identified, such as the lack of local data and accessibility challenges. These challenges will be addressed through; the PSB/RPB network, additional capacity and analytical support from the Regional Well-being Assessment Co-ordinator, and potential use of the Digital Information System. Furthermore, we hope to gain insights into overcoming barriers to participation and engaging effectively with communities through our active involvement with Co-production Network for Wales.

Timeline

LOCAL ASSESSMENT OF WELL-BEING





Co-production and involvement in PSBs

Mes Yn Dderw: Co-production acorns for public service oaks

The Co-production Network for Wales has secured 5 years of funding from the National Lottery Community Fund to work with Public Services Boards (PSBs) on their implementation of co-production and involvement, with an initial focus on well-being assessments.

We are an independent non-profit, and the leading organisation in Wales with specialist expertise in these areas. We support a cross-sector community of practice, and we offer training, advice and consultancy in both strategic and delivery organisations.

We know [there is a gap](#) between the aspirations of our (still young) devolved legislation in terms of involving citizens and communities in the co-production of public services, and the reality of implementation on the ground. We believe that only by getting enough co-production and involvement happening across our Welsh public services, will we achieve the scale of impact that is required for sustainable change.

“Public bodies should be embedding a culture of citizen and stakeholder involvement... This means having meaningful conversations with people in communities, finding out what matters to them, and reflecting their views before decisions are reached.” ~ Future Generations Report, 2020



We propose to work hands-on with 3 PSBs (or clusters of PSBs in which collaborative relationships are well established), and build on the first round of well-being assessments to deepen your engagement and involvement practice. We will:

- **Work alongside your teams** to support practical implementation and develop their capabilities, capacity and confidence. We are not consultants who take the work away and do it *for* you, instead we work *with* you; through experiential learning and working on relevant and immediate issues, we shift behaviours and cultures.
- **Create the conditions for sustainable relationships** between organisations and with communities and citizens through an ongoing involvement infrastructure; relationships are fundamental to co-producing and operating in complexity, and contribute to the long-term sustainability of this work.
- **Develop meaningful engagement opportunities** including with seldom heard voices, that will lead to the involvement of communities in the co-production of local solutions, where both people and professionals leverage their strengths and resources to effect positive change.

Work will begin in June 2021 with a focus on the well-being assessments, and carry through planning and implementation. We are fortunate to have been granted funding that will enable us to support PSBs throughout the entire 5-year cycle, and through them affect the broader public services landscape in Wales.

Each of the 3 PSBs or clusters we work with will access **an average of one day (8 hours) per week** of consultancy, advice and support from our co-production consultants who bring to the table a broad range of skills and experience. You will have a primary team of two consultants, and the support of the rest of our co-production team as relevant and appropriate. With 50 days of collaborative support per year for 5 years, we can achieve a significant shift in practice and behaviours. Of course we will develop specific work plans and timings around your needs, but broadly speaking, we will work with you to:

- **Develop and deliver** the engagement and communications plan for your Well-being Assessments, utilising remote and in person approaches as applicable.
- **Consolidate relationships** of trust and continue to engage with local stakeholders and residents to shape the Well-being Plans that are informed by the assessments
- **Co-produce local responses** to the priorities identified in the Well-being Plans (through the continued involvement of communities, community-led organisations, statutory and third-sector partner organisations).
- **Build capability and confidence** with co-production, facilitation, and associated skills.

While we will be working hands-on with 3 PSBs or clusters, in order for all the other PSBs to also benefit from the programme **we will connect with the PSB network** and share findings, experiences and lessons learnt. This will also fit within the wider context of the Co-production Network's existing cross-sector community of practice. We are therefore looking to work with a range of 3 PSBs or clusters whose variety of contexts and learnings will benefit the greater number.



To let us know you're interested, email Rachel Wolfendale, programme manager, by close of play **Friday 7th May 2021** (rachel@copronet.wales). Please tell us:

1. Who you are, and which PSB (or cluster) you are writing on behalf of?
2. Which other members of the PSB (or cluster) have you discussed this opportunity with, and who is on board? Does anyone have any questions or concerns?
3. What are you already doing in terms of engagement and involvement? What has your approach been so far, specifically with regards to the Well-being Assessments?
4. What value would this programme add to your existing work, and how would it increase your impact?
5. Who would be part of the team we would be working directly with? Will they have capacity (of time, and of focus) to take on this work?
6. Is there buy-in and permission at senior leadership level to support and advance this work?
7. If you're a cluster, what are your arrangements and how well embedded are your collaborative practices?

We will get in touch to arrange meetings in the following week, so we can answer your questions and discuss this further. We will decide through these conversations which combination of 3 PSBs or clusters we will be working with, with a view to begin in early June.

We look forward to hearing from you.



Items 4 a-h

DATE OF MEETING	27 th April 2021
REPORT TITLE	Action Plan progress updates
STATUS	For information / discussion
PURPOSE	<p>To receive updates on progress to deliver the following action plans endorsed by the Board in November 2020.</p> <p>The update on the Build stronger links with Town and Community Councils project (4b) will include a brief presentation on the Community Well Being and Resilience Project Evaluation.</p> <p>Community Themes</p> <p>a) Build links with relevant groups to support delivery of the Communities themed workstreams Leads Sue Leonard/Iwan Thomas</p> <p>b) Build stronger links with Town and Community Councils - Community Well Being and Resilience Project Evaluation Lead Iwan Thomas</p> <p>Becoming a Carbon Neutral County</p> <p>c) Pembrokeshire Sustainable Natural Capital Forum Lead Sue Leonard – NRW Funded</p> <p>d) Review of activity helping to make Pembrokeshire carbon neutral Lead Tegryn Jones – NRW Funded</p> <p>Recruitment and Employment Transformation Framework</p> <p>e) Develop a shared approach to staff well-being across PSB partner organisations Leads David Evans/Alyson Phillips</p> <p>f) Raise awareness of schemes and initiatives to support employment and training Leads David Evans/Alyson Phillips</p>

	<p>Environmental and Climate Change Risk Assessment</p> <p>g) Mapping of current climate and environmentally focused activity <i>Lead Andrea Winterton</i></p> <p>h) Building Climate Resilient Communities <i>Lead Andrea Winterton</i></p>
<p>RECOMMENDATION</p>	<p>That the PSB notes progress to deliver the above action plans.</p>

PROJECT UPDATE

27th April 2021



WORKSTREAM: Community Participation / Understanding Our Communities / Meaningful Community Engagement

Project:	Build links with relevant groups to support delivery of the Communities themed workstreams
Lead Partner and Responsible Officer:	Sue Leonard, Pembrokeshire Association of Voluntary Services Iwan Thomas, PLANED
Overview of Project activity:	The Together for Change project has recently been successful in obtaining National Lottery funding for two co-ordinator/research posts. Links will be made with the Together for Change programme to support delivery on the Communities themed elements of the Plan. Research outcomes will contribute to the development of robust datasets on the new system being developed by the RPB/PSBs as part of the ongoing wellbeing assessment. Through this work, the Pembrokeshire Engagement & Co-production Network will be re-convened making use of the new Engagement HQ software that is being introduced by PCC and the Connect Pembrokeshire platform to engage more effectively with citizens and communities around the well-being plan.
What has gone well?	<p>The Together for Change programme is now supported by a full-time Project Co-ordinator and Research Officer have been appointed. The recently produced 10-point Plan to Benefit Community-led Action & Communities continues to be promoted and engaged with by partners, including recent meetings with key sector individuals on 21st April to discuss and agree next steps for adoption and delivery of the plan.</p> <p>Researchers have undertaken training on QUIP – a narrative-based causal mapping research methodology and following the circulation of a project protocol and questionnaire, a workshop was held on Tuesday 13th April with a broad range of stakeholders to further discuss and engage on the project to aid supporting communities and the mapping of assets. This work also includes training being provided for communities and partners, as discussions continue with WISERD in Cardiff University to look at further collaboration on the best practice of mapping civic society across our communities.</p> <p>The Ready to Go programme (dissemination of learning from the Solva toolkit) has been launched with the Pembrokeshire Community Support Network and communities supported by the CWBR programme.</p>

	<p>Considerable work has already been delivered due to the Volunteering Pembrokeshire programme funded by Welsh Government until the end of March this year. All partners working collaboratively across the identified themes and work areas have delivered to schedule, and additional work continues to now prepare and complete actions in readiness for the launch of the Volunteering Strategy for Pembrokeshire in the first week of June.</p> <p>The CWBR programme within the county, funded by LEADER, will be coming to the end of its current project at the end of May this year, and a recent symposium event held online on 15th April, promoted the outcomes generated from the two year project working with nominated communities within the county. In addition, it also promoted and shared the resources available as part of the legacy of the current project, that will, subject to funding, inform the next stage of the project to be delivered for communities in partnership, across Pembrokeshire.</p>
<p>Have there been any issues/barriers?</p>	<p>COVID-19 makes it impossible to engage with local communities and volunteers on a face-to-face basis. There is a lot of on-line activity but people who are not digitally connected are at risk of being left out. The Pembrokeshire Digital Connections programme seeks to address digital exclusion, but the inability to work in person with communities is a distinct barrier to engagement.</p> <p>COVID response and recovery activities continue to be prioritised for action, leaving little or no time to focus on other issues. This is having a negative impact on delivery of PSB priorities.</p>
<p>Priorities agreed at last meeting 23/02/21</p>	<p>Secure PSB commitment to the 10-Point Plan to Benefit Community-led Action & Communities</p> <p>Evaluate the impact of volunteering on people’s lives under Programme 4 of the Volunteering for Pembrokeshire programme</p> <p>Finalise the knowledge review and share with partners</p> <p>Continue the roll-out of the Ready to Go programme</p> <p>Gain PSB support to re-convene the Pembrokeshire Engagement & Co-production Network</p> <p>Work with regional and local partners to design and deliver a programme of engagement that will inform the development of the PSB Wellbeing assessment and the RPB Population Needs assessment</p>

**Progress on priorities
agreed at last
meeting 23/02/21**

The following PSB partner organisations have put forward representatives to be part of the Pembrokeshire Engagement and Co-production Network;

- DWP
- MAWW Fire Service
- Port of Milford Haven
- Hywel Dda UHB
- OPCC
- PAVS
- NRW
- DPP
- PCC

(Sue/Iwan to update on other priorities verbally at the meeting)

PROJECT UPDATE

27th April 2021



WORKSTREAM: Community Participation / Understanding Our Communities / Meaningful Community Engagement

Project:	Build stronger links with Town and Community Councils
Lead Partner and Responsible Officer:	Iwan Thomas, PLANED
Overview of Project activity:	<p>The FG Commissioner’s response to the Pembrokeshire Well-being Assessment when it was published in 2017 highlighted the lack of an individual community focus. It is proposed to build relationships between the PSB and town & community councils through One Voice Wales and projects such as the Community Well-being and Resilience (CWBR) Project led by PLANED to build our awareness of the different opportunities and challenges that our communities face.</p>
What has gone well?	<p>Working across 12 communities within Pembrokeshire, the CWBR project has worked well in partnership to support the Town & Community Councils involved. As the project now comes to an end, a full independent evaluation has been undertaken, and an open symposium event held on the 15th April to update and engage all applicable partners on achievements to date, and next steps. Additional outcomes to reflect and promote to those already shared in previous PSB updates, include:</p> <ul style="list-style-type: none">• Use of CWBR reports by communities upon completion to successfully obtain funding for improvements to community sports changing facilities; water fountains; and computer resources.• Recommendations from the CWBR reports being used to inform the creation of a community befriending service• CWBR as a project supporting the recruitment of a Youth Representative for Pembroke Dock Town Council• Developed and designed a Youth Engagement Toolkit for all T&CC’s• Digital T&CC interactive map created and freely made available• Development of templates for T&CC’s to use to undertake Well-being plans

<p>Have there been any issues/barriers?</p>	<p>COVID 19 has been a barrier to continue engage in as much depth with Town and Community Councils as had been the case pre-COVID. Some smaller councils were not keen to meet even electronically in the early weeks of lockdown in Spring 2020, but with support from the CWBR project, and others, they have moved forward.</p> <p>Other issues which have arisen in the dialogue with Town & Community Councils is the lack of parity in support between what is freely available, and that which has to be paid for or contributed towards. Many feel that those that cannot afford, or do not wish to pay for support, are placed at a disadvantage.</p> <p>Also, many feel that there should be a free or supplemented full time resource to support Town & Community Councils within Pembrokeshire, aligned to, and complementary to existing community engagement and support by applicable organisations in the county. This is a discussion now being progressed with partners to identify appropriate funding to deliver.</p>
<p>Priorities for next reporting period</p>	<p>The CWBR project as currently funded by LEADER, will be coming to the end of its planned funding this summer, and funding is being sought to take up the recommendations from the evaluation report and feedback from partners on the multiple areas of best practice delivered. This includes potential funding for a dedicated Youth Strand of the Community Well-Being work that would complement existing provision in this area of delivery and particularly the gaps.</p>
<p>Progress on priorities agreed at last meeting</p>	<p>n/a</p>

PROJECT UPDATE

27th April 2021



WORKSTREAM: Environmental and Climate Change Risk Assessment / Becoming a Carbon Neutral County

Project:	Pembrokeshire Sustainable Natural Capital Forum
Lead Partner and Responsible Officer:	Pembrokeshire Association of Voluntary Services, <i>Sue Leonard</i>
Overview of Project activity:	<p>This project will help deliver the Wellbeing plan project <i>Environmental and Climate Change Risk Assessment</i> with the aim to produce an Environmental and Climate Change Risk Assessment and develop appropriate measures in response, by bringing organisations and individuals together to help address the risks identified in the Environmental & Climate Change Risk Assessment already carried out.</p> <p>It will also help deliver the Wellbeing plan project <i>Becoming a Carbon Neutral County</i> which will work towards a Carbon Neutral and environmentally balanced County with a long term aim to become carbon positive. It will do this by supporting members to seek green solutions to increase the resilience of ecosystems and resilience to climate change.</p> <p>The project proposed will allow PAVS to employ a part-time officer (15hs/wk) for the period 1st January 2021 to 31st March 2021 to progress the development of a Pembrokeshire Sustainable Natural Capital Forum. PAVS currently holds a mailing list of around 50 individuals, organisations and partnerships who have registered an interest in being part of the Forum. The Officer will also work with partners to develop project plans and future funding proposals around three themes:</p> <p>Green Fuse - igniting mass participation by creating inclusive opportunities for people to get involved in nature-based activities</p> <p>Green Infrastructure – implementing a range of projects drawn from the Pembrokeshire Towns: Green Infrastructure Action Plan (commissioned by PCC and PCNPA), augmented by suggestions from community groups.</p>

	<p>Green Pembrokeshire – developing landscape scale habitat management schemes; together with promoting regenerative provisioning activities (eg sustainable agriculture).</p> <p>It is also proposed to investigate the potential to develop a small grants scheme – Sowing the Seeds.</p>
What has gone well?	Engagement with CCERA and proposed way forward for “Green Pembrokeshire”, further development of <i>Green Infrastructure</i> with “Pembrokeshire Pollinators”
Have there been any issues/barriers?	Consensus building has taken time - building a Forum is a long-term endeavour and requires a long-term plan
Priorities for next reporting period	<ul style="list-style-type: none"> • Hold an inaugural meeting of the Forum Steering Group to agree Terms of Reference and agree priorities for a future work plan • Further develop the Forum space on the Connect platform as a mechanism for engaging and communicating with members • Continue work on a bid to the Heritage Lottery (or other funder) to support the priorities identified by the Forum • Work in partnership with PSB members to bring together various workstreams to address climate change and environmental risk assessment in response to the Netherwood report/recommendations <p>Please note that this work is no longer funded by NRW but will continue to be funded by PAVS in the coming year</p>
Priorities agreed at last meeting 23/02/21	<ul style="list-style-type: none"> • Strengthen links with PSB partners • Expand membership of the PSNCF Steering Group • Establish an on-line “base” for the PSNCF on the Connect Pembrokeshire platform • Continue work on a collaborative bid to the Local Places for Nature Challenge Fund • Focus on the <i>Green Infrastructure</i> element of the programme • Work with partners to develop collaborative approaches to nature-based volunteer recruitment and training (through the Volunteering for Pembrokeshire programme) • Begin scope for Forum engagement on carbon reduction, climate change and circular economy

Progress on priorities agreed at last meeting 23/02/21

Strengthen links with PSB partners – consideration has been given as to how the Forum could add value to the work of the PSB alongside established partnerships such as Pembrokeshire Coastal Forum, Pembrokeshire Sustainable Agriculture Network and the Pembrokeshire Nature Partnership. In consideration of the Netherwood recommendations, a proposal has been submitted to create a Climate Change & Environmental Risk Strategic Co-ordination Group reporting directly to the PSB, with appropriate tactical sub-groups around key issues eg Carbon Neutral County, Climate Change Adaptation, etc. This proposal is subject to further conversations with key partners.

Expand membership of the Forum Steering Group – members of the Steering Group have been identified. An independent Chair remains to be appointed – for now, John Gossage (PAVS Chair) will undertake that role. Initial terms of reference have been drafted for consideration. The PSB Support Unit has offered to provide secretariat services for the Forum. PAVS will continue to support this work.

Establish an on-line “base” for the PSNCF on the *Connect Pembrokeshire* platform – a space for the Forum has been set up on the Connect platform but this needs further work to become fully functional.

Continue work on a collaborative bid to the *Local Places for Nature Challenge Fund* – having had numerous discussions with local partners, it is likely that the theme of the bid will be around connecting local green spaces to create pollinator pathways.

Focus on the *Green Infrastructure* element of the programme - funding opportunities for larger scale, collaborative programmes are being explored including the Heritage Lottery Fund (Nature & Landscapes). There may also be links with the portfolio programme on green spaces/local growing being developed for the recently announced UK Community Renewal fund.

Collaborative nature-based volunteer recruitment & training – the NRW-funded officer has contributed to work being undertaken under the auspices of the *Volunteering for Pembrokeshire* programme to scope the development of a volunteering passport for nature-based/outdoor volunteers, who could then be mobilised by different volunteer-involving organisations on either a long-term or one-off basis.

Scoping opportunities for Forum engagement on carbon reduction, climate change and the circular economy – some research has been carried out to find out exactly what is happening on the ground to respond to national strategies and how the Forum can help in this endeavour. This work is ongoing.

PROJECT UPDATE

27th April 2021



WORKSTREAM: Becoming a Carbon Neutral County

Project:	Review of activity helping to make Pembrokeshire carbon neutral
Lead Partner and Responsible Officer:	Pembrokeshire Coast National Park Authority,
Overview of Project activity:	<p>This project will help deliver the Wellbeing plan project <i>Becoming a Carbon Neutral County</i>, working towards a Carbon Neutral and environmentally balanced County with a long term aim to become carbon positive.</p> <p>The project is a desk based review undertaken by consultants to determine and record the current actions/activities being undertaken by 10 PSB member organisations to address the challenges of climate change, reduce their net carbon status and more widely, any community or partnership work being undertaken to assist the county to become carbon neutral. This will include:</p> <ul style="list-style-type: none"> - Information gathering from key organisation contacts - Information gathering from public sources - Discussion and information gathering with focus group (virtual) <p>The report produced will include:</p> <ul style="list-style-type: none"> o Summary table/matrix and associated detail of activities/action being undertaken split to show in house (within organisations action) and work being done through external projects/initiatives o Identification of: <ul style="list-style-type: none"> ▪ Gaps ▪ Opportunities to work together ▪ Opportunities to share best practice and learning
What has gone well?	<p>Tender for work was issued on 27th January, with 8 proposals being submitted. Meeting between NRW, PCC and PCNPA to be held to award the contract on 15th February. Contract awarded to Land Use Consultants. Work undertaken included:</p> <ul style="list-style-type: none"> • Review of partner web sites and publically available information for work relating to climate change; • A questionnaire was sent to designated people at 10 PSB members

	<ul style="list-style-type: none"> • A focus group was held to discuss findings • A draft report was produced with 20 recommendations
Have there been any issues/barriers?	<p>Despite 10 organisations nominating lead officers to participate in the project, only seven member organisations responded to the survey, and the number completing each question varied.</p> <p>The delay in the Welsh Government providing their Carbon Calculator has influenced this work. If that calculator had been available it would have provided a better framework for this work. However, the work will hopefully provide useful actions for all organisations to take this forward.</p>
Priorities for next reporting period	PSB members need to agree how to take forward the recommendations.
Progress on priorities agreed at last meeting	n/a

Carbon Neutral Pembrokeshire

Report for Pembrokeshire Coast National Park Authority

Final report
Prepared by LUC
April 2021

Carbon Neutral Pembrokeshire
Report for Pembrokeshire Coast National Park
Authority

Version	Status	Prepared	Checked	Approved	Date
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Chapter 1

Introduction

There is now unprecedented political recognition of a global Climate Emergency.

1.1 In October 2018, the Intergovernmental Panel on Climate Change (IPCC) published a Special Report on the impacts of global warming of 1.5°C¹. The IPCC found that a 1.5°C world would have significantly lower climate related risks for natural and human systems than a 2°C world. To limit warming to 1.5°C with "no or limited overshoot", net global carbon emissions need to fall by about 45% from 2010 levels by 2030 and reach 'net zero' by around 2050. In response to this, in April 2019, with cross-party support, the Senedd Cymru was the first Parliament in the world to declare a Climate Emergency.

1.2 Pembrokeshire's Public Services Board (PSB) is a statutory strategic partnership established under the Well-being of Future Generations (Wales) Act 2015². It comprises representatives from a wide range of organisations which deliver public services across the County. The Act requires that members of the PSB work together to improve well-being in Pembrokeshire by thinking about the longer-term; working better with people, communities and each other; and preventing problems before they happen.

1.3 In 2018, the Pembrokeshire PSB published the **Well-being Plan for Pembrokeshire**³ which outlines eight projects, one of which is 'Becoming a Carbon Neutral County'. It is a medium to long term project (1 – 12 years) and involves all PSB partners, Town and Community Councils, private sector, schools and local community groups. LUC was commissioned in February 2021 by Pembrokeshire Coast National Park Authority (PCNPA) to undertake work to support the Carbon Neutral Pembrokeshire initiative 'Becoming a Carbon Neutral County'.

Aim of the Research

1.4 The aim of the research is to collate baseline data on Pembrokeshire PSB member organisations' commitments to

¹ IPCC (2018) Special Report - Global Warming of 1.5°C (online) Available at: <https://www.ipcc.ch/sr15/> (accessed 30/03/21)

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

³ Pembrokeshire Public Services Board (2018) Well-being Plan for Pembrokeshire (pdf). Available at: https://www.pembrokeshire.gov.uk/obiview.asp?object_id=4488&language= (accessed 30/03/21)

carbon reduction, their carbon reduction activity, and community/partnership work being undertaken to assist the county to becoming carbon neutral, and ultimately carbon positive. The research also aims to identify key gaps, opportunities for partnerships, and knowledge sharing opportunities for PSB members.

Policy Context

1.5 To implement decarbonisation and tackle climate change, the Welsh Government has put in place binding legislation, strategies and ambitions to drive carbon reduction activity in Wales. The policy landscape around decarbonisation and climate change is constantly evolving but relevant recent legislation and policy is outlined below.

Legislation

1.6 The **Environment (Wales) Act 2016**⁴ provides a legal framework to manage Wales' natural resources and aims to position Wales as a low carbon and environmentally sustainable economy, ready to adapt to the impacts of climate change.

1.7 The **Well-being of Future Generations (Wales) Act 2015**⁵ sets out a legally binding common purpose of seven Well-being Goals and five Ways of Working designed to support and deliver a public service that meets the needs of the present without compromising the ability of future generations.

In April 2019, the Welsh Government declared a Climate Emergency.

Strategies / Plans

1.8 **Prosperity for All – A Climate Conscious Wales (2020)**⁶ is the Welsh Government's first climate change adaptation plan for Wales. The five-year Plan outlines actions to:

- protect people, communities, buildings and infrastructure from flooding;
- protect water supplies from drought and low river flows;
- tackle land management practices that exacerbate climate risks; and,

- manage risks to ecosystems and agricultural businesses.

1.9 Actions include:

- Improving communications and raising public understanding of climate change.
- Delivering the Welsh Government Historic Environment Sector Adaptation Plan.
- Delivering a new Flood and Coastal Erosion Risk Management Strategy.
- Developing a new Climate Change Health Impact Assessment.
- Adapting transport and infrastructure.
- Increasing urban green infrastructure.
- Restoring uplands and peatlands.

1.10 **Prosperity for All – A Low Carbon Wales (2019)**⁷ is the Welsh Government's climate mitigation plan which sets out 100 policies and proposals to enable Wales to comply with the first carbon budget and create the foundations for further emission reduction. The following is a summary of the high-level actions for each sector:

- **Agriculture sector** – improve efficiency of livestock production; improve crop and nutrient management; improve on farm fuel and energy efficiency.
- **Buildings sector** – implement energy efficiency measures; low carbon heating measures; behavioural change measures to the way buildings are run.
- **Industry sector** – improve energy efficiency measures of material, energy and processes, innovation and waste heat; increase of low carbon heat and industrial process measures.
- **Land Use and Forestry sector** – increase tree cover; reduce carbon loss from peatlands and build carbon stores within biomass.
- **Power sector** – reduce overall power generation from fossil fuels; increase the deployment of renewable energy to meet the Welsh Government targets; increase support for innovation.
- **Transport sector** – behavioural change measures (modal shift to more sustainable travel); increase uptake

⁴ Environment (Wales) Act 2016

⁵ Well-being of Future Generations (Wales) Act 2015

⁶ Welsh Government (2020) Prosperity for All – A Climate Conscious Wales – A climate change adaptation plan for Wales (pdf) Available at: https://gov.wales/sites/default/files/publications/2019-11/prosperity-for-all-a-climate-conscious-wales_0.pdf (accessed 30/03/21)

⁷ Welsh Government (2019) Prosperity for All – A Low Carbon Wales (pdf) Available at: https://gov.wales/sites/default/files/publications/2019-06/low-carbon-delivery-plan_1.pdf (accessed 30/03/21)

of electric vehicles; reduce emissions from road and rail transport through vehicle and fuel efficiency.

- **Waste sector** – reduce waste emissions from landfills; increase measures to reduce emissions from water treatment.

1.11 Well-being Plan for Pembrokeshire (2018)⁸ replaced the Pembrokeshire Single Integrated Plan 2013 – 2018 and it reflects the requirements and expectations set out in the Well-being Future generations Act (Wales) 2015. One of eight projects set out in the Plan is 'Becoming a Carbon Neutral County'. It is a medium to long term project (1 – 12 years) and it involves all PSB partners, Town and Community Councils, private sector, schools and local community groups. This project aims to:

- enable PSB partners to commit to adopting a fundamentally different approach to working practices that supports environmental sustainability, resource efficiency and carbon emissions reductions to take our place as part of a globally responsible Wales;
- develop the networks and infrastructure that will further support integrated green transport systems for Pembrokeshire e.g., electric charging points, active travel and community transport; and,
- support organisations and communities to seek green solutions to improving the quality of our public realm and to increase the resilience of ecosystems and resilient to climate change.

Ministerial Ambition

Welsh Government has set the following climate change and carbon reduction targets:

- **Net zero by 2050** i.e., 100% reduction in greenhouse gas emissions (GHG) by 2050.
- **Net zero public sector by 2030.**
- **70% of Wales electricity consumption to be renewable by 2030.**
- **1GW of electricity generated in Wales to be locally owned by 2030.**
- **All new developments by 2030 to have an element of local ownership.**
- **Aim for 30% of Welsh workforce to work remotely.**

Method and Approach

1.12 The first task comprised a desk-based review of information about the 17 Pembrokeshire PSB member organisations. The review focused on the actions taken by members to tackle climate change or net-zero carbon targets set by members. A summary of the desk-based review is in **Chapter 2** while the full review is contained in **Appendix A**.

1.13 The second task involved designing a focused online survey to be issued to 10 PSB members chosen by PCNPA. The survey questions were drafted in collaboration with PCNPA. The survey questions sought to address the aims and objectives outlined in the tender brief and comprised four distinct sections:

■ Part 1: About your Organisation

- Organisation name
- Primary function of your organisation
- How many people are employed/volunteer in your organisation?
- Has your organisation declared a Climate Emergency?
- Does your organisation have a climate / carbon strategy or action plan in place?
- Does your organisation have targets to reduce carbon emissions or energy use?
- What are these targets and by what date are they expected to be achieved?
- Do you have a designated officer / member to manage carbon reductions and lead on climate change?

■ Part 2: Organisation Operations and Management

– Buildings

Are your organisations' buildings rented or owned?

Does your organisation use renewable energy for its electricity or heating?

What renewable energy systems are in place in your buildings?

What measures has your organisation taken to reduce greenhouse gas emissions?

⁸ Pembrokeshire Public Services Board (2018) Well-being Plan for Pembrokeshire (pdf). Available at:

https://www.pembrokeshire.gov.uk/obiview.asp?object_id=4488&language= (accessed 30/03/21)

– Transport

Does your organisation operate a fleet of vehicles?
/ Are they owned or leased? / Are any electric or low carbon vehicles?

What modes of transport were used by employees to travel to work pre-COVID 19?

Do you think your organisation will support home working post-COVID, where appropriate?

What modes of transport were used for business travel pre COVID-19?

What modes of transport used for business travel are likely to be used post COVID-19?

What facilities and infrastructure do you have in place to support sustainable staff travel?

– Waste

Does your organisation have any policies in place for waste minimisation?

What waste minimisation measures does your organisation currently have in place?

■ Part 3: Carbon Reduction Actions

- Do you communicate on carbon reduction actions with your employees / members? How?
- Has your organisation been affected by a climate event in the past 10 years?
- Does your organisation measure its different types of emissions?
- Is carbon a key factor in determining your investment decisions?
- Do you use carbon calculators? / Which carbon calculators do you use?
- What type of Environmental Management System do you use?
- What do you believe to be your organisation's 3 key opportunities in reducing carbon?
- What do you believe to be your organisation's 3 key barriers to reducing carbon?
- Do you believe there to be any gaps within your organisation's action to becoming carbon neutral?

■ Part 4: Funding and Community Engagement

- Do you have an internal budget for carbon reduction / climate resilience?
- Have you used or secured external funding to help achieve carbon reduction across your organisation?
- Do you engage with the community or use community resources to deliver carbon neutral programmes or schemes?
- Do you have key partnerships for raising awareness of carbon reduction?

1.14 Representatives from the 10 member organisations were invited to complete the survey. The survey ran for one week (1st – 8th March). Seven member organisations fully completed the survey, although the number completing each question varied.

1.15 Following the survey, we analysed the survey responses and held a focus group session. The focus group session was delivered using the online, interactive platform, [Miro](#), which enabled discussion and knowledge sharing. The focus group exercises sought to obtain more detailed information from the members about climate change mitigation/adaptation projects they have undertaken, future projects, use of carbon calculators, priority of carbon in investment decisions, partnership working, community engagement initiatives, funding for carbon reduction, and their organisations' main opportunities to reduce carbon.

1.16 Following the desk-based review, survey and focus group the findings were analysed and collated into this report and recommendations for PSB members were developed.

Report structure

1.17 The remainder of this report is structured into the following sections:

- **Chapter 2** – Desk-based Review of Pembrokeshire PSB Member Organisations' Strategies / Action Plans.
- **Chapter 3** – Analysis of Survey and Focus Group Responses
- **Chapter 4** – Conclusions and Recommendations.

1.18 The report is supported by a number of appendices:

- **Appendix A** - Desk-based Review of Pembrokeshire PSB Member Organisations' Strategies / Action Plans.
- **Appendix B** – Example of Miro Boards showing responses from Focus Group.

Chapter 2

Desk-based review of Pembrokeshire PSB member organisations' strategies / plans

This chapter provides a summary of the seventeen Pembrokeshire PSB member organisations' climate change and carbon reduction actions and targets.

2.1 A detailed desk-based review of Pembrokeshire PSB member organisations' climate change and carbon reduction strategies and actions is compiled in Appendix A.

Pembrokeshire County Council

2.2 Pembrokeshire County Council (PCC) provides the leadership and services necessary for local communities. Some of the key services provided by PCC include education, housing, social services, highways and transport, waste management, leisure and cultural services, consumer protection, environmental health and services, planning, economic development and emergency planning. PCC also significantly contributes to the local economy as it is by far the biggest employer in the area.

2.3 PCC has set the following climate change and carbon reduction actions and targets:

Pembrokeshire County Council declared a Climate Emergency in May 2019⁹

- **Well-being Plan for Pembrokeshire (2018)**¹⁰ - Project 3 'Becoming a Carbon Neutral County'. This project aims to:
 - Enable Pembrokeshire PSB partners to commit to adopting a fundamentally different approach to working practices that supports environmental sustainability, resource efficiency and carbon

⁹ Declare a Climate Emergency (2019) Pembrokeshire [online] Available at: <https://www.climateemergency.uk/blog/pembrokeshire/>
¹⁰ Pembrokeshire Country Council (2019) Wellbeing Plan for Pembrokeshire [online] Available at:

https://www.pembrokeshire.gov.uk/obiview.asp?object_id=4488&language=

emissions reductions to take our place as part of a globally responsible Wales;

- Develop the networks and infrastructure that will further support integrated green transport systems for Pembrokeshire e.g., electric charging points, active travel and community transport; and,
- Support organisations and communities to seek green solutions to improving the quality of our public realm and to increase the resilience of ecosystems and resilient to climate change.

■ **Action plan towards becoming a net zero carbon local authority by 2030**¹¹ contains 38 actions relating to carbon footprint; renewable energy generation / carbon offsetting; working with the Welsh Government; working with Pembrokeshire PSB; collaboration with the private, third and community sectors; and, integration, communication and behaviours.

■ **Pembrokeshire Country Council Green Infrastructure Action Plan (2018)**¹² proposes a range of generic and site-specific key projects within Pembrokeshire's 11 main settlements to enhance their green infrastructure networks.

■ **2019 Air Quality Progress Report Pembrokeshire County Council (2020)**¹³ sets out target annual emission reductions in the AQMA.

■ **The Pembrokeshire Local Biodiversity Action Plan (LBAP)**¹⁴ provides a framework within which existing and new actions are coordinated to conserve and enhance biodiversity in Pembrokeshire.

Pembrokeshire Coast National Park Authority

2.4 Pembrokeshire Coast National Park Authority (PCNPA) manages the Pembrokeshire Coast National Park and the Pembrokeshire Coastal Path. PCNPA has set the following climate change and carbon reduction actions and targets:

- Responding to Climate Change Emergency: Pembrokeshire Coast National Park Delivery Plan (2020)¹⁵ sets out the following actions in response to the Climate Change Emergency:
 - Assessing carbon impact when developing projects or making decisions;
 - Reducing Authority transport and equipment related emissions;
 - Reducing energy consumption from Authority sites and producing renewable energy where feasible on the estate;
 - Minimising emissions, environmental impact and waste through procurement practices;
 - Supporting biodiversity and conservation projects and schemes that also enhance and protect carbon sequestration and stores in the National Park;
 - Collaborating with communities and supporting innovation to develop responses to the Climate Change Emergency; and,
 - Putting in place mechanisms to support climate adaptation.
- Policy N1 of the **Pembrokeshire Coast National Park: Our plan for 2020 – 2024**¹⁶ requires the PCNPA to contribute to a low carbon economy in Wales and to adapt to climate change by:
 - Becoming a carbon neutral public sector organisation by 2030; implementing renewable energy and energy efficiency measures; reducing transport emissions; safeguarding and increasing carbon storage including agricultural soils.
 - Collaborating through the Pembrokeshire Greenways Partnership to provide and promote accessible and affordable public transport, active travel and low-carbon vehicle initiatives.

¹¹ Pembrokeshire County Council (2021) Action plan towards becoming a net zero carbon local authority by 2030

¹² Pembrokeshire County Council (2018) Pembrokeshire Towns: A Green Infrastructure Action Plan [online] Available at: <https://www.pembrokeshire.gov.uk/conservation/green-infrastructure>

¹³ Pembrokeshire County Council (2020) 2019 Air Quality Progress Report [online] Available at: https://www.google.com/url?client=internal-element-cse&cx=000566757833849947668:6rc1tzu-y4&q=https://www.pembrokeshire.gov.uk/objview.asp%3Fobject_id%3D7899%26language%3D&sa=U&ved=2ahUKEwjU4pez1oLvAhUyShUIHTUdAkQFjABegQICRAB&usq=AOvVaw1T71V1pyL2toITmOq-U--e

¹⁴ Pembrokeshire County Council (2011) A Local Biodiversity Action Plan for Pembrokeshire [online] Available at: <https://www.pembrokeshire.gov.uk/biodiversity/pembrokeshire-nature-partnership-plans-and-guidance>

¹⁵ Pembrokeshire Coast National Park Authority (2020) Responding to the Climate Change Emergency [online] Available at: https://www.pembrokeshirecoast.wales/wp-content/uploads/2020/05/30_20-Responding-to-the-Climate-Change-Emergency.pdf

¹⁶ Pembrokeshire Coast National Park (2020) Pembrokeshire Coast National Park: Our plan for 2020 – 2024 [online] Available at: <https://www.pembrokeshirecoast.wales/wp-content/uploads/2020/02/Pembrokeshire-Coast-National-Park-Management-Plan-2020-2024-Easy-Read.pdf>

- Managing development in accordance with PCNPA's Local Development Plan 2 policies and guidance.
- Collaborating in the delivery of projects arising from the Pembrokeshire Well-being Plan e.g., 'Becoming a Carbon Neutral County'.

- **Environmental Policy (2019)**¹⁷ sets out PCNPA's commitment to making sustainable decisions and choices, minimising negative environmental impacts and embracing actions that will improve the state of the natural environment. It also commits the PCNPA to ensuring compliance with the statutory sustainable development principles under the Well-being of Future Generations (Wales) Act 2015.

Pembrokeshire College

2.5 Pembrokeshire College (PC) is a further education college with campuses in Haverfordwest in Pembrokeshire in Milford Haven. The college employs about 550 people and the total number of enrolled students in full and part-time education is about 14,500.

2.6 PC has set the following climate change and carbon reduction actions and targets:

- **Sustainability Report 2017/18**¹⁸ sets out the College's progress on maintaining its environmental objectives and impacts. PC has reduced gas consumption by 54%, electricity by 27% and water by 48% over a 15-year period despite their estate increasing in size.
- **Sustainable Development Policy**¹⁹ sets out the College's commitment to continue achieving improvements of environmental management through addressing social progress which meets the needs of everyone, effective protection of the environment, prudent use of resources and striving to meet the Wellbeing Goals as defined in the Wellbeing of Future Generations (Wales) Act 2015.

Pembrokeshire College has been recognised for its green credentials and has been shortlisted in two categories for Green Gown awards and previously the College won a Green Gown Award for carbon reduction.

Natural Resources Wales

2.7 Natural Resources Wales (NRW) is a Welsh Government Sponsored Body who ensure that the natural resources of Wales are sustainability maintained, enhanced and used. NRW has set the following climate change and carbon reduction actions and targets:

- **Environmental Policy Statement**²⁰ states that NRW will encourage best environmental practices throughout the organisation.
- **Environmental objectives 2019/2022**²¹ include:
 - Decarbonisation through retrofitting buildings with solar PV, reduce fleet fuel, develop an electric vehicle (EV) charging infrastructure, increase EV mileage and deliver a peatland project;
 - Developing NRW into an excellent organisation by encouraging active travel, providing cycle storage;
 - Waste minimisation; and,
 - Sustainable management of land and water in Wales.
- **Corporate Plan to 2022: Our Well-being Objectives**²² sets out what the NRW intends to do up to 2022 to work towards achieving its Well-being Objectives and the sustainable management of natural resources in Wales.
- **Environmental Management System – Corporate Environmental Report 2018/2019**²³ summarises the environmental performance of the NRW. Throughout that year, NRW has focused on reducing its carbon

¹⁷ Pembrokeshire Coast National Park (2019) Environmental Policy (External and Internal Policy) [online] Available at: <https://www.pembrokeshirecoast.wales/wp-content/uploads/2019/10/Environmental-Policy-V3.pdf>

¹⁸ Pembrokeshire College (2018) Sustainability Report 2017/18 [online] Available at: <https://www.pembrokeshire.ac.uk/wp-content/uploads/2019/03/Sustainability-Report-GD-approved.pdf>

¹⁹ Pembrokeshire College (2020) Sustainable Development Policy. [online] Available at: https://mypembsac.sharepoint.com/sites/publicdocuments/Documents/Sustainable%20Development%20Policy%20-%20ISPOL7304002E.pdf?originalPath=aHR0cHM6Ly9teXBibWJzYWwuc2hhcmVwb2ludC5jb20vOml6L3MvchVibGJjZG9jdW11bnRzL0VZS0x5TmxRWXQ5SXQyMjJRZ0Z6MklBQndFN2xPTTdnYXh0ZzRGWndSMEd1LUE_cnRpbWU9cDRIOUISbjEyRwC

²⁰ Natural Resources Wales (2018) Environmental policy statement [online] Available at: <https://naturalresources.wales/about-us/corporate-information/environmental-policy-statement/?lang=en>

²¹ Natural Resources Wales (2019) Environmental objectives 2019/2022 [online] Available at: <https://cdn.cyfoethnaturiol.cymru/media/688819/environmental-objectives-2019-2022-eng.pdf?mode=pad&rnd=13201086217000000>

²² Natural Resources Wales (undated) Corporate Plan to 2022: Out Well-being Objectives [online] Available at: <https://naturalresources.wales/about-us/strategies-and-plans/wellbeing-objectives/?lang=en>

²³ Natural Resources Wales (2019) Environmental Management System Corporate Environmental Report 2018/2019 [online] Available at: <https://cdn.cyfoethnaturiol.cymru/media/690877/2018-19-nrw->

footprint, maintaining woodland certification, improving the status of designated features, and developing mechanisms for active and sustainable travel to be the favoured choice of NRW commuter travel and for appropriate business journeys.

Port of Milford Haven

2.8 Port of Milford Haven is one of the leading UK ports, which handles over 30 million tonnes of cargo annually. Port of Milford Haven has set the following climate change and carbon reduction actions and targets:

- **Adaption to Climate Change II (2015)**²⁴ sets out actions to minimise the climate risks and adapt to the changing climate that include data collection and monitoring actions, maintenance and operation of MHPA meteorological stations and ongoing hydrographic monitoring, and installation of an automatic water level monitor in Hubberston Pill.
- **Environmental Policy Statement (2020)**²⁵ outlines principles implemented in the Environmental Policy.
- **Environmental Performance Report 2014**²⁶ outlines the environmental performance of the Port during 2014. It includes carbon calculations from the port's operations.
- The Port of Milford Haven endorses the principles of the European Sea Ports Organisation's (ESPO) Environmental Policy Code of Practice and has attained the ECOPORTS Port Environmental Review System (PERS) Standard²⁷.

Public Health Wales

2.9 Public Health Wales (PHW) is one of the 11 organisations that make up NHS Wales. PHW is the national public health agency in Wales, who works to protect and improve health and well-being and reduce health inequalities for people in Wales. PHW has set the following climate change and carbon reduction actions and targets:

- **NHS Decarbonisation Strategic Delivery Plan 2021-2030**²⁸ calculates the carbon footprint of PHW by calculating its Scope 1, Scope 2 and Scope 3 emissions from four areas: buildings use; fleet and business travel; staff, patient and visitor travel; and procurement. The Delivery Plan sets out 46 initiatives for decarbonising NHS Wales by 2030 in their six main activity streams:
 - Carbon Management
 - Buildings
 - Transport
 - Procurement
 - Estate Planning and Land Use
 - Approach to Healthcare
- **Annual Report 2019/2020**²⁹ outlines the overall performance of PHW between 2019 and 2020. The Annual Report includes a Sustainability Report which provides a summary of the key achievements that reflect the ongoing commitment to sustainable development. Some of the key environmental actions in the Sustainability Report focus on:
 - Buildings, energy and waste;
 - Green travel;
 - Leadership, engagement and learning;
 - Monitoring and evaluation; and,
 - Reducing plastics.

The Sustainability Report outlines the organisation's performance for emissions, energy use and financial indicators for energy and business travel.

In October 2018, Public Health Wales became the first public sector organisation in Wales to complete

[corporate-environmental-report.pdf?mode=pad&rnd=132215669280000000](https://www.mhpa.co.uk/uploads/Environment_docs/PoMH%20Env%20Perf%20Report%202014.pdf)

²⁴ Milford Haven Port Authority (2015) Adapting to Climate change II. Milford Haven Port Authority Second Report to the Secretary of State. [online] Available at:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/466609/climate-adrep-mhpa.pdf

²⁵ Port of Milford Haven (2020) Environmental Policy Statement [online] Available at:

<https://www.mhpa.co.uk/uploads/General%20/Environmental%20Policy%20Statement%202020.pdf>

²⁶ Port of Milford Haven (2014) Environmental Performance Report [online] Available at:

https://www.mhpa.co.uk/uploads/Environment_docs/PoMH%20Env%20Perf%20Report%202014.pdf

²⁷ Port of Milford Haven (undated) Environmental Accreditations [online] Available at: <https://www.mhpa.co.uk/environmental-accreditations/>

²⁸ NHS Wales (2021) NHS Decarbonisation Strategic Delivery Plan 2021-2030 [pdf] Available at:

<https://gov.wales/sites/default/files/publications/2021-03/nhs-wales-decarbonisation-strategic-delivery-plan-2021-2030-summary.pdf>

²⁹ Public Health Wales (2020) Annual report 2019/2020 [online]

Available at: <https://phw.nhs.wales/about-us/annual-report/annual-report-2019-2020/>

Cynnal Cymru's new 'Carbon Literacy' training and become 'Carbon Literate'³⁰

- **Making Space for Nature³¹** sets out how the organisation will meet its duty of maintaining and enhancing biodiversity and promoting resilience of ecosystems. This Strategy contributes to Wales's Well-being goals and Public Health Wales's Well-being Objectives.
- **Biodiversity and Resilience of Ecosystem Duty Report³²**: presents a summary of actions taken to enhance biodiversity and sustainability across the PHW's estate.

Hywel Dda University Health Board

2.10 Hywel Dda University Health Board is a local health board in Wales which provides healthcare services to a total population of over 385,600 people throughout Carmarthenshire, Ceredigion and Pembrokeshire. Hywel Dda University Health Board has set the following climate change and carbon reduction actions and targets:

- **Hywel Dda University Health Board Annual Report and Accounts 2019/2020³³** includes the Performance Report, which details how did the health board perform against its targets and actions planned to maintain or improve performance; Accountability Report which details the Board's key accountability requirements and Financial Statements.
- **Our Well-being Objectives: Annual Report for the period 1 April 2019 – 31 March 2020³⁴** demonstrates the progress towards meeting the Hywel Dda University Health Board (UHB) Well-being Objectives. The UHB Well-being Objectives include:
 - Planning and delivering services to increase our contribution to low carbon.
 - Promoting the natural environment and capacity to adapt to climate change.

2.11 The Hywel Dda UHB also produced a Carbon Sustainability Report and Environmental Sustainability Report in 2019, however, these were unavailable online and have not been included in the review.

Pembrokeshire Association of Voluntary Services

2.12 Pembrokeshire Association of Voluntary Services support voluntary and community groups within Pembrokeshire. It is the independent membership organisation which was established to support and develop voluntary action in Pembrokeshire. It provides an interface, or working relationship, between voluntary and statutory organisations.

2.13 Pembrokeshire Association of Voluntary Services does not have any specific plans relating to climate change / carbon reduction.

Mid and West Wales Fire and Rescue Service

2.14 Mid and West Wales Fire and Rescue Service (MWWFRS) is the fire and rescue service covering the Welsh principal areas of Carmarthenshire, Ceredigion, Neath Port Talbot, Pembrokeshire, Powys and Swansea. MWWFRS has set the following climate change and carbon reduction actions and targets:

- **Environmental Strategy 2020-2025 (2020)³⁵** sets out the main principles, proposals and required actions to reduce environmental impacts of the Service's activities and operations. It also sets out environmental priorities up to the end of March 2025. The key aims address:
 - Sustainability in our Community;
 - Sustainable Procurement;
 - Energy Consumption & Management;
 - Water Consumption;
 - General Waste and Mixed Recycling;

³⁰ Sustain Wales (2018) Public Health Wales Becoming 'carbon Literate' [online] Available at: <http://www.cynnalcymru.com/public-health-wales-becoming-carbon-literate/>

³¹ Public Health Wales (undated) Making Space for Nature [online] Available at: <https://phw.nhs.wales/topics/health-and-sustainability/making-space-for-nature-the-public-health-wales-biodiversity-plan/>

³² Public Health Wales (2019) Biodiversity and Resilience of Ecosystem Duty Report (pdf) Available at: <https://phw.nhs.wales/topics/health-and-sustainability/biodiversity-and-resilience-of-ecosystems-duty-report-2019-public-health-wales/>

³³ Hywel Dda University Health Board (2020) Annual Report and Accounts 2019/2020 [online] Available at:

<https://hduhb.nhs.wales/about-us/performance-targets/performance-documents/annual-report-and-accounts-2019-20/>

³⁴ Hywel Dda University Health Board (2020) Our Well-being Objectives [online] Available at: <https://hduhb.nhs.wales/about-us/governance-arrangements/the-well-being-of-future-generations-wales-act/well-being-of-future-generations-act-links-and-documents/wbfga-annual-report/>

³⁵ Mid and West Wales Fire and Rescue Service (2020) 5 Year Environmental Strategy [online] Available at: <https://www.mawwfire.gov.uk/media/1891/5-year-environmental-strategy-2020-2025-052020.pdf>

- Operational Activities;
 - Transport and Fleet Management;
 - Decarbonisation; and Biodiversity and Wildlife.
- **Corporate Plan 2020 – 2025**³⁶ sets out the vision for the future, which is “to be a World Leader in Emergency Response and Community Safety”. It sets out a strategic aim to reduce the organisation’s impact on the environment from its activities and embrace green technologies.
 - **Service’s Section 6 Duty Report**³⁷ sets out actions proposed to maintain and enhance biodiversity and promote resilience.
 - **Biodiversity Action Plan 2020 – 2023**³⁸ outlines the objectives and actions that will encourage a wide variety of biodiversity to the Service’s sites over the next three years and to ensure that already existing species will be maintained and enhanced. The action plan aims to tackle four key areas that include building partnerships, operational response at designated sites, estates management and new builds and major refurbishments.
 - **Sustainability and Environmental Annual Report 2019 – 2020**³⁹ summarises achievements made in environmental performance in the last year and outlines the progress towards the Environmental Objectives. The report summarises the Service’s key areas of performance and monitoring in areas where it has the biggest impact on the environment. This includes the utilities in terms of consumption and carbon emissions, fleet and waste production of all Service premises.

Dyfed-Powys Police

2.15 Dyfed-Powys Police (DPP) is the territorial police force in Wales covering Carmarthenshire, Ceredigion and

Pembrokeshire and the unitary authority of Powys with the population of approximately 0.5 million people. The DPP employs over 2,000 staff members. DPP has set the following climate change and carbon reduction actions and targets:

- Dyfed-Powys Police has invested in 11 electric vehicles which will help the DPP to reduce its carbon emissions and work towards a more sustainable future⁴⁰.

The Dyfed-Powys Police and Crime Commissioner

2.16 The Dyfed-Powys Police and Crime Commissioner is an elected official tasked with setting out the way crime is tackled by Dyfed-Powys Police. The Dyfed-Powys Police and Crime Commissioner has set the following climate change and carbon reduction actions and targets:

- In 2020, Police and Crime Commissioner Dafydd Llywelyn has committed to ensuring that the DPP operate in greener, more sustainable and environmentally friendly way in the future⁴¹. Moreover, more focus is going to be given to ensuring that a new Policing Hub and Custody Site will be an ambitious sustainable construction. It is anticipated that amongst some of the sustainable credentials of the new build will be a photovoltaic solar power installation to reduce carbon footprint of the building, a rainwater harvesting facility, and electric car charging facilities⁴².
- **Estates Strategy 2020 - 2030**⁴³ sets out the vision and ambition for the police estate for the 10 years period. The Strategy highlights the importance of continuing work on improving Energy Performance of each building through LED lamp replacements, building controls, building fabric enhancements along with Photovoltaic/Wind driven electricity generating opportunities.

³⁶ Mid and West Wales Fire and Rescue Services (2020) Corporate Plan [online] Available at: https://www.mawwfire.gov.uk/media/3197/jr0943-corporate-plan-2020_25_eng.pdf

³⁷ Mid and West Wales Fire and Rescue Service (2020) Environment (Wales) Act 2016: Section 6 Duty [online] Available at: https://www.mawwfire.gov.uk/media/1889/mawwfrs_s6_report_15052_0.pdf

³⁸ Mid and West Wales Fire and Rescue Service (2020) Biodiversity Action Plan [online] Available at: https://www.mawwfire.gov.uk/media/4276/biodiversity_action_plan_13_0720.pdf

³⁹ Mid and West Wales Fire and Rescue Service (2020) A Sustainability and Environmental Annual Report [online] Available at: https://www.mawwfire.gov.uk/media/4476/sustainabilityenvironmentalannualreport-2019-20_130121.pdf

⁴⁰ DPP (2020) Greener future for Dyfed-Powys Police with electric cars [online] Available at: <https://www.dyfed-powys.police.uk/news/dyfed-powys/news/2020/november->

[2020/greener-future-for-police-as-dyfed-powys-pcc-invests-in-electric-cars/](https://www.dyfed-powys.pcc-estates-strategy-2020_2030-final.pdf)

⁴¹ Dyfed-Powys Police and Crime Commissioner (2020) Police and Crime Commissioner committed to ensuring a smarter, greener, and sustainable organisation at Dyfed-Powys [online] Available at: <http://www.dyfedpowys-pcc.org.uk/en/news/press-releases/police-and-crime-commissioner-committed-to-ensuring-a-smarter-greener-and-sustainable-organisation-at-dyfed-powys/>

⁴² Dyfed-Powys Police and Crime Commissioner (2020) Police and Crime Commissioner reveals plans for proposed new Policing Hub and Custody Suite as part of public consultation on ambitious new sustainable build. [online] Available at: <http://www.dyfedpowys-pcc.org.uk/en/news/press-releases/police-and-crime-commissioner-reveals-plans-for-proposed-new-policing-hub-and-custody-suite-as-part-of-public-consultation-on-ambitious-new-sustainable-build/>

⁴³ Dyfed-Powys Police and Crime Commissioner (2020) Estate Strategy 2020 – 2030 [online] Available at: http://www.dyfedpowys-pcc.org.uk/media/10609/pcc-estates-strategy-2020_2030-final.pdf

- **2020/21 – 2025/26 Medium Term Financial Plan**⁴⁴ summarises the financial strategy for the Dyfed-Powys Police. It highlights that in 2019 a Sustainability Group was formed which seeks to explore and maximise sustainability opportunities. The opportunities include electric vehicles, premises and agile working.

The Welsh Ministers

2.17 The Welsh Ministers are responsible, together with the First Minister and the Counsel General, for areas including local government, education, health, transport, planning, economic development, social services, culture and Welsh language. The Welsh Ministers have set the following climate change and carbon reduction actions and targets:

- Net zero by 2050 i.e., 100% reduction in greenhouse gas emissions (GHG) by 2050.
- Net zero public sector by 2030.
- 70% of Wales electricity consumption to be renewable by 2030.
- 1GW of electricity generated in Wales to be locally owned by 2030.
- All new developments by 2030 to have an element of local ownership.
- Aim for 30% of Welsh workforce to work remotely.
- **Prosperity for All – A Climate Conscious Wales (2020)**⁴⁵ is the Welsh Government's first climate change adaptation plan for Wales. Actions include:
 - Improving communications and raising public understanding of climate change.
 - Delivering the Welsh Government Historic Environment Sector Adaptation Plan.
 - Delivering a new Flood and Coastal Erosion Risk Management Strategy.
 - Developing a new Climate Change Health Impact Assessment.
 - Adapting transport and infrastructure.
 - Increasing urban green infrastructure.
 - Restoring uplands and peatlands.

- **Prosperity for All – A Low Carbon Wales (2019)**⁴⁶ is the Welsh Government's climate mitigation plan which sets out 100 policies and proposals to enable Wales to comply with the first carbon budget and create the foundations for further emission reduction. The following is a summary of the high-level actions for each sector:

- **Agriculture sector** – improve efficiency of livestock production; improve crop and nutrient management; improve on farm fuel and energy efficiency.
- **Buildings sector** – implement energy efficiency measures; low carbon heating measures; behavioural change measures to the way buildings are run.
- **Industry sector** – improve energy efficiency measures of material, energy and processes, innovation and waste heat; increase of low carbon heat and industrial process measures.
- **Land Use and Forestry sector** – increase tree cover; reduce carbon loss from peatlands and build carbon stores within biomass.
- **Power sector** – reduce overall power generation from fossil fuels; increase the deployment of renewable energy to meet the Welsh Government targets; increase support for innovation.
- **Transport sector** – behavioural change measures (modal shift to more sustainable travel); increase uptake of electric vehicles; reduce emissions from road and rail transport through vehicle and fuel efficiency.
- **Waste sector** – reduce waste emissions from landfills; increase measures to reduce emissions from water treatment.

Wales Probation Service

2.18 Wales Probation Service delivers rehabilitative interventions and Community Payback, which supports the National Probation Service to deliver the sentence of the court. Wales Probation Services is part of Kent, Surrey and Sussex Community Rehabilitation Company and is managed by Seetec, an employee-owned business.

2.19 Seetec is committed to conducting its business in an environmentally responsible manner and also to complying

⁴⁴ Dyfed-Powys Police and Crime Commissioner (2020) 2020/21 – 2025/26 Medium Term Financial Plan [online] Available at: <https://democracy.carmarthenshire.gov.wales/documents/s38736/Report.pdf>

⁴⁵ Welsh Government (2020) Prosperity for All – A Climate Conscious Wales – A climate change adaptation plan for Wales (pdf) Available

at: https://gov.wales/sites/default/files/publications/2019-11/prosperity-for-all-a-climate-conscious-wales_0.pdf (accessed 30/03/21)

⁴⁶ Welsh Government (2019) Prosperity for All – A Low Carbon Wales (pdf) Available at: https://gov.wales/sites/default/files/publications/2019-06/low-carbon-delivery-plan_1.pdf (accessed 30/03/21)

with all applicable compliance requirements to achieve high standards of sustainable development in all areas of its business.

PLANED

2.20 PLANED is a community-led partnership that supports communities to improve their quality of life by focusing on their opportunities, harnessing potential and helping them to achieve their aspirations. PLANED has set the following climate change and carbon reduction actions and targets:

- Carbon capture project in Pembrokeshire started by a group of farmers to explore opportunities for, and barriers to, the decarbonisation of the County. The study was at its initial stage in the end of 2019 and might have been delayed due to the Covid-19 pandemic. PLANED has been supporting the farmers⁴⁷.
- Development of a Renewable Energy Assessment and Target Information for the Pembrokeshire Coast National Park (2008) aimed at obtaining a clear overview and information resource on the contribution that the Pembrokeshire Coast National Park area can make to potential renewable energy provision⁴⁸.
- PLANED have secured Sustainable Development Fund (SDF) support to advance its successful work and build on best practice demonstrated by the Pembrokeshire Sustainable Agriculture Network⁴⁹.

Regional Jobcentre Wales representative, Department for Work and Pensions

2.21 The Regional Jobcentre Wales representative (Department for Work and Pensions) does not have any specific plans relating to climate change / carbon reduction.

One Voice Wales

2.22 One Voice Wales is the principal organisation for community and town councils in Wales, that provides a strong voice representing the councils' interests and a range of high-quality services. One Voice Wales does not have any specific plans relating to climate change / carbon reduction.

West Wales Care Partnership

2.23 West Wales Care Partnership (WWCP) oversees the transformation and integration of health, social care and wellbeing services in the West Wales area. The Partnership brings together the three local authorities in the West Wales (Carmarthenshire County Council, Ceredigion Council and Pembrokeshire County Council), Hywel Dda University Health Board and representatives of the third and independent sector. A Regional Partnership Board has been established to ensure that the statutory requirements of the social Services and Wellbeing (Wales) Act 2014 are met.

2.24 The West Wales Care Partnership does not have any specific plans relating to climate change / carbon reduction.

⁴⁷ PLANED (2019) Carbon capture project in Pembrokeshire [online] Available at: <https://www.planed.org.uk/news/2019/09/10/decarbonising-the-county/>

⁴⁸ LUC and the National Energy Foundation (2008) Development of a Renewable Energy Assessment and Target Information for the Pembrokeshire Coast National Park [online] Available at:

<https://www.pembrokeshirecoast.wales/wp-content/uploads/2019/04/Pembrokeshire-Coast-renewables-draft-final-report.pdf>

⁴⁹ Pembrokeshire coast (undated) SDF Projects [online] Available at: <https://www.pembrokeshirecoast.wales/about-the-national-park-authority/sustainable-development-fund/sdf-projects/>

Chapter 3

Analysis of Survey & Focus Group Responses

Findings from the survey and focus group discussion are outlined in this chapter.

3.1 The survey was issued to 10 Pembrokeshire PSB member organisations in March 2021. A total of seven member organisations responded to the survey, although the number completing each question varied. Following the survey, we held a focus group session to enable discussion and knowledge sharing.

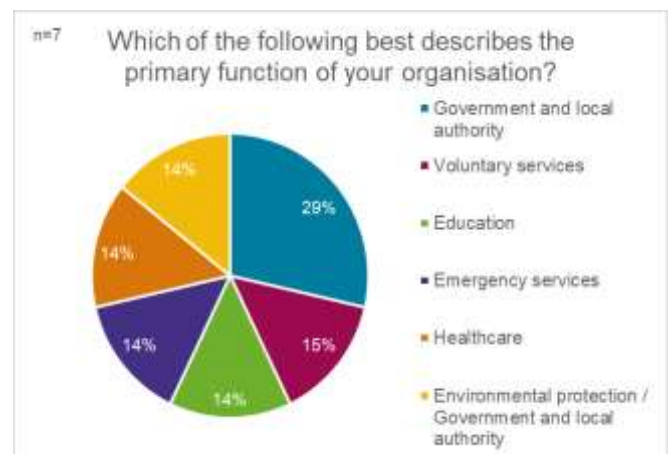
3.2 This chapter is structured using the same format as the survey but have threaded the views expressed by the focus group throughout the relevant sections. A representative from Pembrokeshire County Council was unable to attend the workshop but provided their "Action plan towards becoming a net zero carbon local authority by 2030" prior to the workshop. The Council's targets / actions are also incorporated in the relevant sections.

Part 1: About your organisation

Primary function of the organisation

3.3 Figure 3.1 shows the breakdown of each organisation who responded to the survey by sector. The overall sample presents a good range of different organisation types.

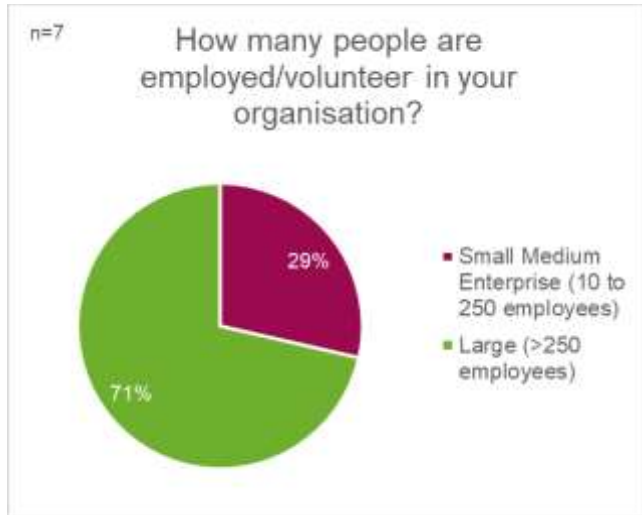
Figure 3.1: Primary function of the organisations



Size of the organisation

3.4 In terms of the size of the organisations, **Figure 3.2** shows that 71% of organisations who responded are classed as large-scale organisations (>250 employees) (five organisations) while 29% are classed as small/medium enterprises (10-250 employees) (two organisations).

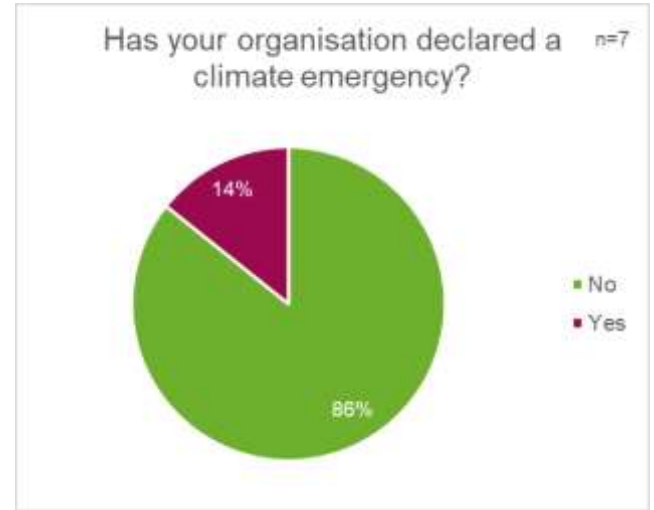
Figure 3.2: Organisations' size



Climate Emergency

3.5 86% of member organisations who responded to the survey have not declared a Climate Emergency (six organisations). Only one organisation, Pembrokeshire County Council, has officially declared a Climate Emergency in May 2019, as shown in **Figure 3.3**. The low number of organisations who have declared a Climate Emergency may be because they felt it was not necessary, as one respondent commented, the Welsh Government and Pembrokeshire County Council already declared a Climate Change Emergency and instead they focused their attention on preparing a climate change emergency action plan.

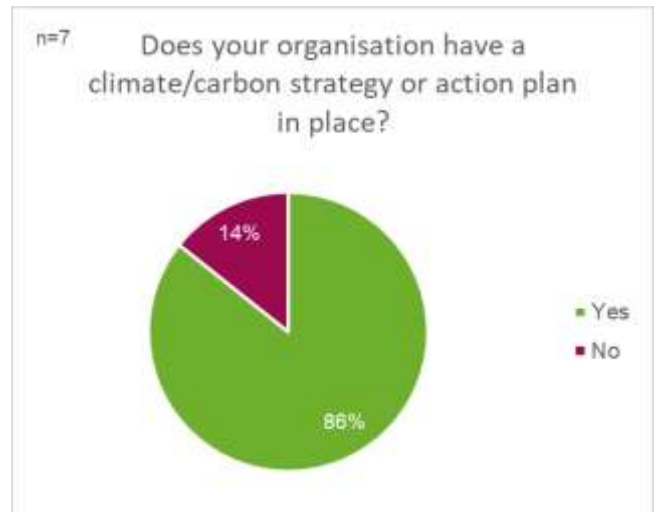
Figure 3.3: Climate emergency declaration



Climate / carbon strategies / action plans

3.6 88% of member organisations have a climate / carbon strategy / action plan in place (six organisations). One organisation does not (14%), as indicated in **Figure 3.4**.

Figure 3.4: Organisations' climate/carbon strategy



3.7 Six respondent organisations provided more information in relation to their climate / carbon strategies and action plans:

- **Hywel Dda University Health Board:** "We are currently in the process of developing a Hywel Dda Decarbonisation Strategy in line with the NHS Wales Decarbonisation Strategy targets. The NHS Wales Decarbonisation Strategy is due to be published towards the end of March 21 and contains a number of targets that all Welsh Health Boards will be expected to meet in order to comply with Welsh Government's aspiration for public sector to be carbon neutral by 2030. These

targets will be reflected in Hywel Dda's own Decarbonisation Strategy.”

- **Pembrokeshire Coast National Park Authority:** “The Authority has not declared a Climate Emergency due to Welsh Government and Pembrokeshire County Council already declaring a Climate Change Emergency. Instead, the Authority in response to these declarations created a Responding to Climate Change Emergency Action Plan, which was approved by its Members at their June 2021 NPA⁵⁰. Priority activities within this Plan are mainstreamed into our Annual Corporate and Resources Plan under relevant Well-being Objectives and work streams.”
- **Pembrokeshire County Council:** “Action Plan towards Becoming a Net Zero-carbon Local Authority by 2030’ was approved at full Council on 10th December 2020”.
- **Natural Resources Wales:** “We have calculated our net emissions and developed an enabling plan. The NRW board endorsed a paper which highlighted our top ten priority areas for acting on climate change. Acting on climate change is one of NRW’s 5 corporate priorities.
- **Pembrokeshire College:** “The College has a detailed action plan in place which is reviewed on an annual basis. The College has been actively reducing energy and carbon emissions for the last 16 years.”
- **Dyfed-Powys Police:** “Our Sustainability Policy and targets are being finalised”.

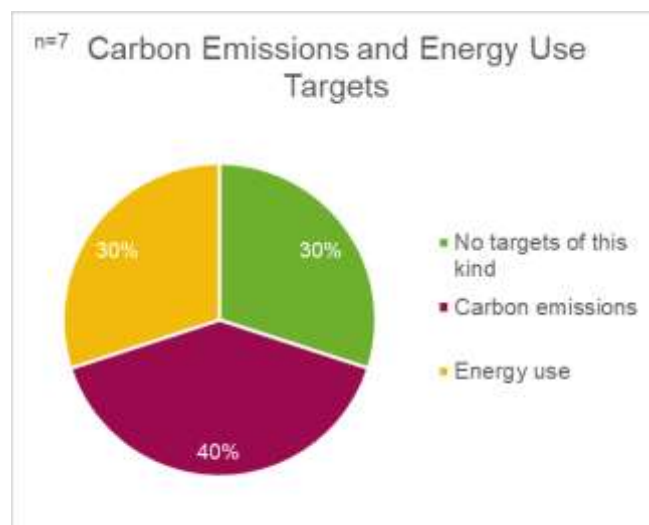
The member organisations have implemented a range of strategies and action plans that address climate change or reducing carbon including:

- Decarbonisation Strategy
- Climate Emergency Action Plans
- Net-Zero Carbon Action Plan
- Sustainability Policy

Targets to carbon emissions and energy use

3.8 70% of organisations (four organisations) have set targets to reduce carbon emissions and energy use. 30% of organisations have no targets of this kind (three organisations), as shown on **Figure 3.5**.

Figure 3.5: Carbon emissions and energy use targets



3.9 Five organisations provided further information in relation to their targets:

- **Hywel Dda University Health Board:** “Previously in line with the CRC reporting requirements the aim was a 3% year on year reduction in carbon from utilities but now that the CRC is obsolete, and the NHS Wales Decarbonisation Strategy is due to be released future targets will be set in a number of key areas including Transport, Buildings and Procurement. The Health Boards has continued to deliver a number of carbon reduction projects year on year as and when funding has been available.”
- **Pembrokeshire County Council:** “Net zero carbon local authority by 2030 in terms of emissions from non-domestic buildings, street lighting, fleet and business mileage.”
- **Pembrokeshire College:** “Targets are reviewed on an annual basis. Generally, they aim to reduce by 1-2% per annum. However, given the work we have done to date that is becoming more and more difficult to achieve. The College has reduced gas consumption by 52% and electricity consumption by 42% over the last 15 years despite growing its estate.”
- **Natural Resources Wales:** “We are already net Carbon Zero but are working on plans to reduce emissions from 3 key areas, buildings, transport and procurement. We are likely to set targets for these areas once we have assessed what is practicably achievable.”

⁵⁰ Pembrokeshire Coast National Park (2020) Responding to the Climate Change emergency. [online] Available at: [https://www.pembrokeshirecoast.wales/wp-](https://www.pembrokeshirecoast.wales/wp-content/uploads/2020/08/Responding-to-Climate-Change-Emergency-Action-Plan.pdf)

[content/uploads/2020/08/Responding-to-Climate-Change-Emergency-Action-Plan.pdf](https://www.pembrokeshirecoast.wales/wp-content/uploads/2020/08/Responding-to-Climate-Change-Emergency-Action-Plan.pdf) [Accessed on 15/03/2021]

- **Dyfed-Powys Police:** "All align with the Welsh Government's targets by 2030".

Each organisation has taken a different approach to setting the targets, some organisations set a percentage per annum target for carbon reductions focusing on key sectors such as buildings, transport and procurement. Others have set end targets, for example becoming a net-zero organisation, and work to reduce emissions from across the organisation's operations without providing details of emissions reductions by sector.

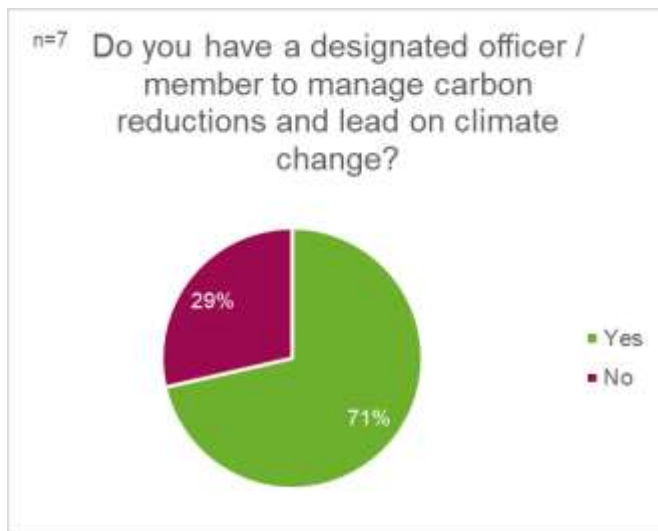
As organisations deliver the 'easy wins' to reduce emissions / carbon, it will become more difficult for them to reduce emissions without external funding. This may also increase the need for offsetting.

Responsibility for carbon reduction / climate change

Designated officer / member to lead on carbon reductions / climate change

3.10 71% of organisations (five organisations) indicated that they do have a designated officer / member who manages carbon reduction and leads on climate action, as shown in **Figure 3.6**. 29% of organisations (two organisations) do not have a dedicated person to manage carbon reductions and lead on climate change.

Figure 3.6: Climate / carbon officer



3.11 The title of these roles varies:

- at Pembrokeshire Association of Voluntary Services the role is called a **Business Services Manager**;
- at Pembrokeshire County Council it is a **Chair of the Net Zero Carbon 2030 Working Group**;

- at Pembrokeshire College this role is exercised by the **Head of Estates and Facilities**; and
- at **Dyfed-Powys Police** this is a part time role split between the **HSE manager** and **Chief Inspector**.

71% of the organisations surveyed have a designated officer who is responsible for managing carbon reduction and leading on climate change actions. The role takes different shapes and forms across the organisations and can be delivered by a Business Services Manager, a Chair of a working group, by a Head of Estates and Facilities, or by a HSE manager and Chief Inspector.

Carbon reduction culture

3.12 The focus group provided a range of responses when asked what measures they have undertaken or need to undertake to embed carbon reduction in the culture of their organisation. It is generally accepted that staff awareness and buy-in will be required to enable Pembrokeshire PSB member organisations to successfully deliver significant carbon reductions.

3.13 Several respondents, including Pembrokeshire College, Port of Milford Haven and Pembrokeshire Coast National Park Authority, identified that their organisations have carbon reduction groups / environmental groups who are responsible for carbon reduction in their organisation. However, as one respondent commented a carbon reduction culture is not embedded throughout the organisation and it is seen as the responsibility of the environment team.

3.14 One organisation responded that there is a need to include carbon assessment as part of procurement and decisions should not primarily be based on cost.

3.15 Two organisations indicated that carbon reduction and environmental awareness is included in staff induction training and is also part of a compulsory training module for all staff. Pembrokeshire College has environment and sustainability as a standard agenda item for all team meetings.

3.16 Part of the Port of Milford Haven's philosophy "is not just to focus on our own small reductions and improvements but to focus on how we can support and drive wider, bigger decarbonisation, generation shift to renewables with major infrastructure".

3.17 Pembrokeshire County Council are considering the following carbon reduction actions to facilitate behavioural change:

- Adding a requirement in staff performance reviews for each member of staff to volunteer to undertake an action each year to contribute to decarbonisation – whether in

their personal or work environments. *"These actions could be anything from swapping to low-energy light bulbs to eating less meat, buying an ULEV car, using the electric pool cars, taking one less flight per year, switching to a renewable energy tariff at home or using public transport. This helps everyone in the organisation to take ownership of the decarbonisation issue, which is needed in order to make substantial progress".*

- Incentivising more sustainable forms of travel when staff take a short-haul holiday. This might involve, for example, agreeing to provide one day's additional annual leave should staff elect to take the train to Europe rather than fly, or when staff choose to holiday in the UK rather than take a flight abroad.
- Undertaking a staff survey to identify how individuals can contribute to the Council's commitment to becoming a net zero-carbon local authority.

Part 2: Organisation Operations and Management

Buildings

Asset ownership, or a lack of it, may offer opportunities or barriers to ensuring that carbon emissions are minimised. When operating from rented premises an organisation has less leverage to influence decisions.

3.18 57% of member organisations who responded to the survey indicated that their organisations' buildings are both owned and rented (four organisations). For 29% of organisations, the buildings are owned (two organisations) and one organisation rents their premises (14%), as displayed in **Figure 3.7**.

Figure 3.7: Organisations' buildings

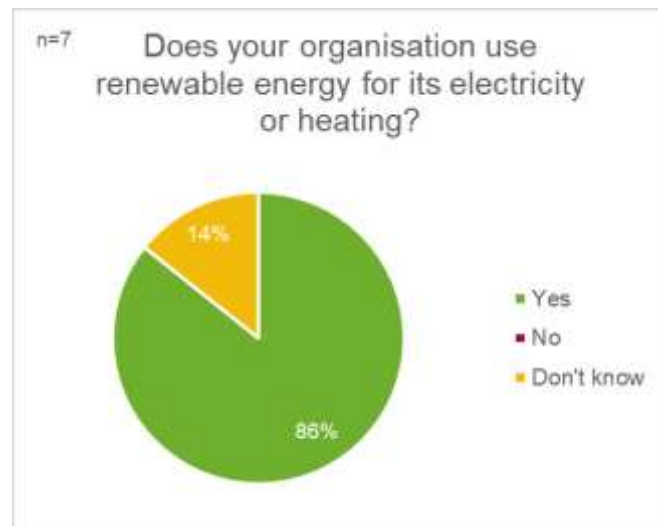


3.19 Three organisations have provided further detail of the breakdown of their buildings. Pembrokeshire College indicated that approximately 92% of buildings are owned by the organisation and 8% are rented. For Natural Resources Wales, out of 55 buildings, 13 are leased (23%). Dyfed-Powys Police owns approximately 80% of its buildings and leases 20% of its buildings.

Renewable energy for electricity / heating

3.20 86% of member organisations who responded to the survey have indicated that they use renewable energy for their electricity and heating (six organisations). One respondent does not know whether their organisation's electricity comes from renewable sources, as indicated in **Figure 3.8**.

Figure 3.8: Renewable energy use for electricity and heating



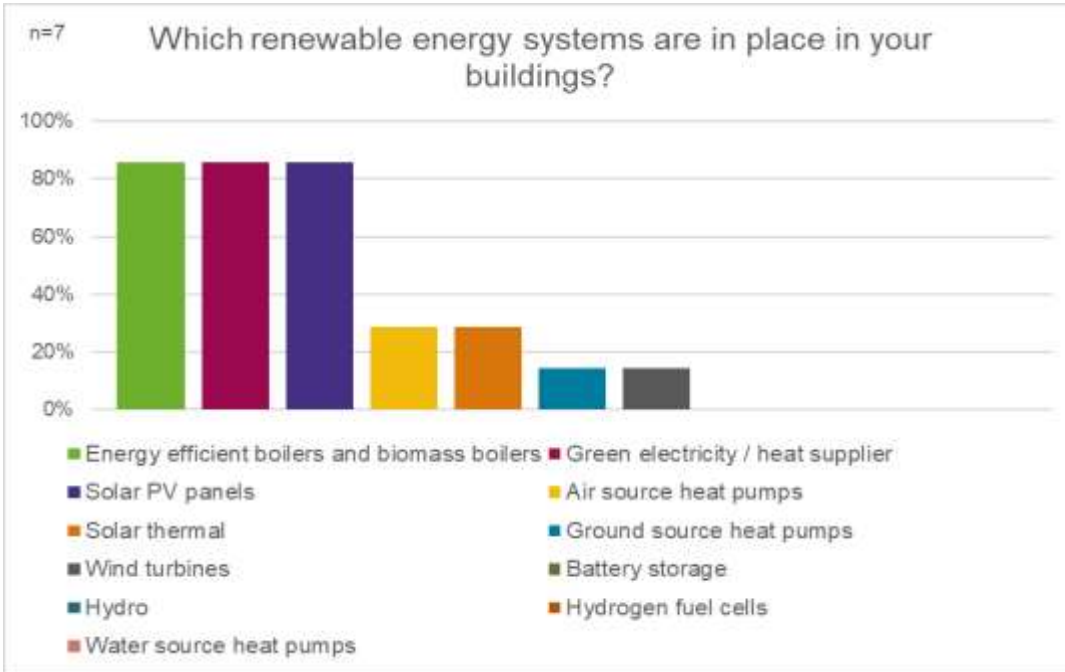
3.21 Five respondents provided information on the proportion of energy from renewable sources. In two cases, they have indicated that 100% of electricity supply comes from renewable sources. Two other organisations have indicated that between 70% to 85% of their electricity supply comes from green electricity. Finally, the last organisation has indicated that some electricity comes from renewable sources however, they are unable to provide details as data is currently unavailable.

Renewable energy systems

3.22 Seven organisations provided details on what renewable energy systems are currently in place. 86% of member organisations who responded to the survey have indicated that they have energy efficient boilers and biomass boilers, solar PV panels and green electricity / heat supplier in place (six organisations). However, the proportion of these organisations' renewable heat and power provided by on-site systems is unknown.

3.23 Significantly less popular solutions include air source heat pumps and solar thermal which are used by 29% of respondents (two organisations). Some of the least popular solutions include ground source heat pumps and wind turbines which are used by two organisations who responded to the survey, as shown in **Figure 3.9**. No surveyed organisations use battery storage, hydro, hydrogen fuel cells or water source heat pumps.

Figure 3.9: Renewable energy systems

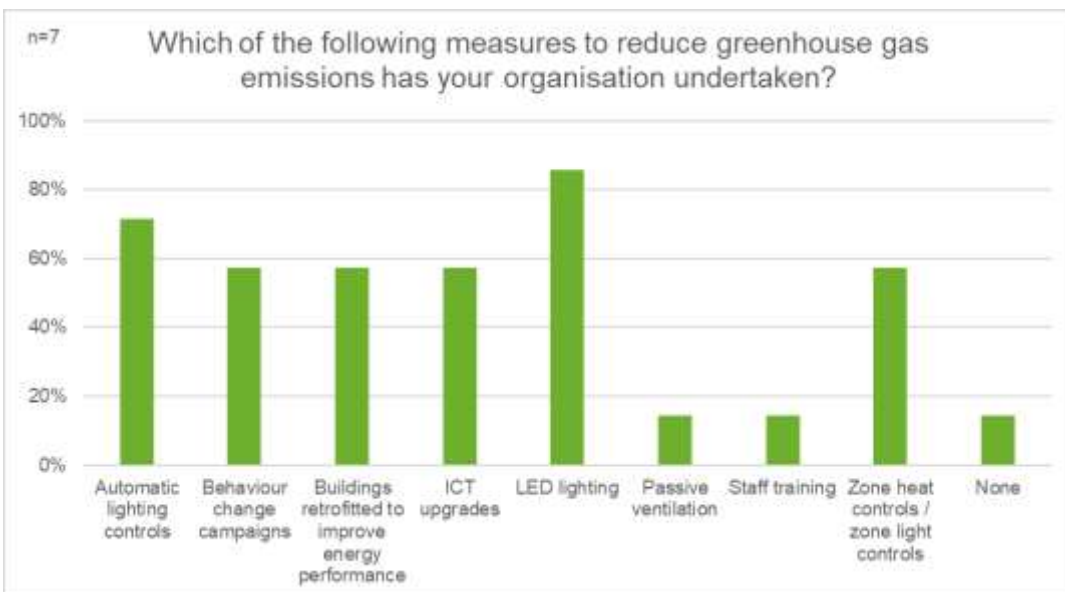


Measures to reduce greenhouse gas emissions

3.24 Organisations have indicated a range of measures in place to reduce greenhouse gas emissions. 86% of member organisations who responded to the survey use LED lighting solutions (six organisations). 71% of respondents use automatic lighting controls (five organisations). 57% of

organisations have implemented behaviour change campaigns, retrofitted buildings to improve energy performance, upgraded ICT and installed zone heat controls / zone light controls (four organisations). Some of the least popular measures include passive ventilation and staff training which were implemented by only two organisations. The responses are shown in **Figure 3.10**.

Figure 3.10: Measures to reduce greenhouse gases



Approximately 60% of member organisations who took part in the survey, have a combination of rented and owned premises. Depending on the proportion of the rented premises, they may have constrained influence on decision-making regarding improvements to energy efficiency and sustainability of the buildings. Usage of renewable energy is prevalent, and organisations which have a renewable energy supply tend to have a significant proportion of its electricity and heat from renewable sources. Some of the most popular renewable energy systems include:

- Solar PV panels;
- Green electricity / heat supplier; and
- Energy efficient boilers and biomass boilers.

Some of the most popular measures to reduce greenhouse gas emissions include:

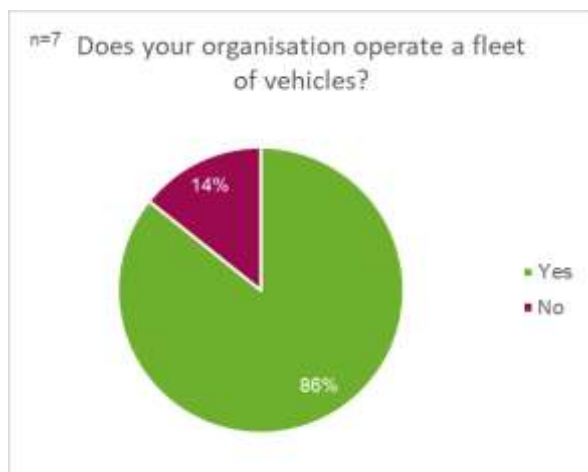
- Automatic lighting controls;
- ICT upgrades; and
- LED lighting.

Transport

Vehicle fleet

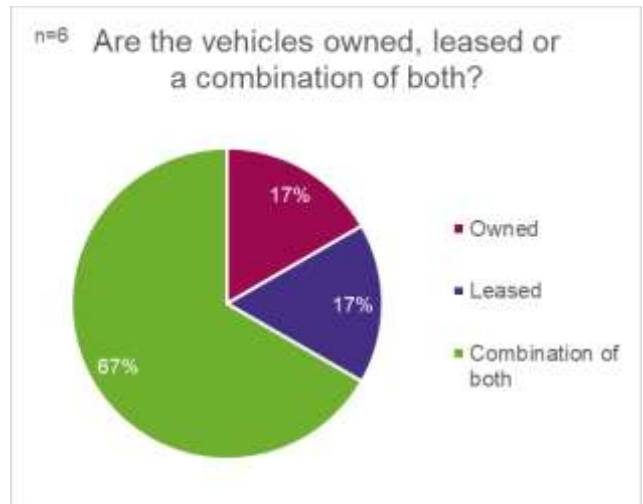
3.25 86% of member organisations who responded to the survey have indicated that their organisation operates a fleet of vehicles (six organisations), and only one does not, as shown in **Figure 3.11**.

Figure 3.11: Vehicles



3.26 67% of respondents indicated that their organisation's fleet of vehicles consists of both owned and leased vehicles. One organisation reported that all vehicles are owned by the organisation (17%). Also, another organisation indicated that they have a fleet of vehicles that is fully leased (17%), as shown by **Figure 3.12**.

Figure 3.12: Vehicle ownership



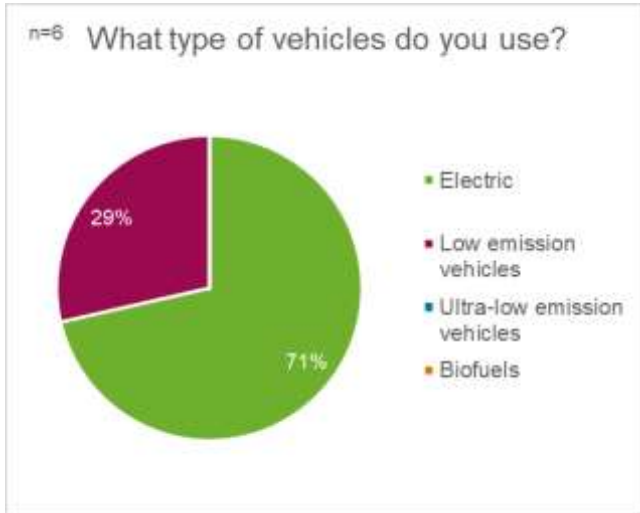
3.27 Vehicle ownership or vehicle leasing impacts the potential for reducing emissions from transport. Potentially, leasing of the vehicles may provide more flexibility in short-term scales as to what kind of vehicles the organisation wants to deploy. Vehicle ownership tends to be a longer-term investment and may be linked to a loan.

3.28 71% of member organisations who responded to the survey have indicated that some of their vehicle fleet consists of electric vehicles⁵¹ (five organisations) and 29% of respondents indicated that some of their vehicle fleet is low emission⁵² (two organisations), as shown in **Figure 3.13** overleaf. No organisation has ultra-low emission vehicles⁵³ (ULEVs) or biofuel vehicles⁵⁴.

⁵¹ Electric vehicles derive some or all of their power from large, rechargeable batteries rather than from petrol or diesel.
⁵² Low emission vehicles emit relatively low levels of motor vehicle emissions.

⁵³ ULEVs are vehicles that use low carbon technologies and emit less than 75g of CO₂/km from the tailpipe.
⁵⁴ Biofuel vehicles use waste natural materials as an alternative to petrol and diesel, and produce fewer emissions as a result.

Figure 3.13: Vehicle types



3.29 In all cases the percentage of electric or low emission vehicles is very small, it ranges between less than 1% and 8% of the total vehicle fleet.

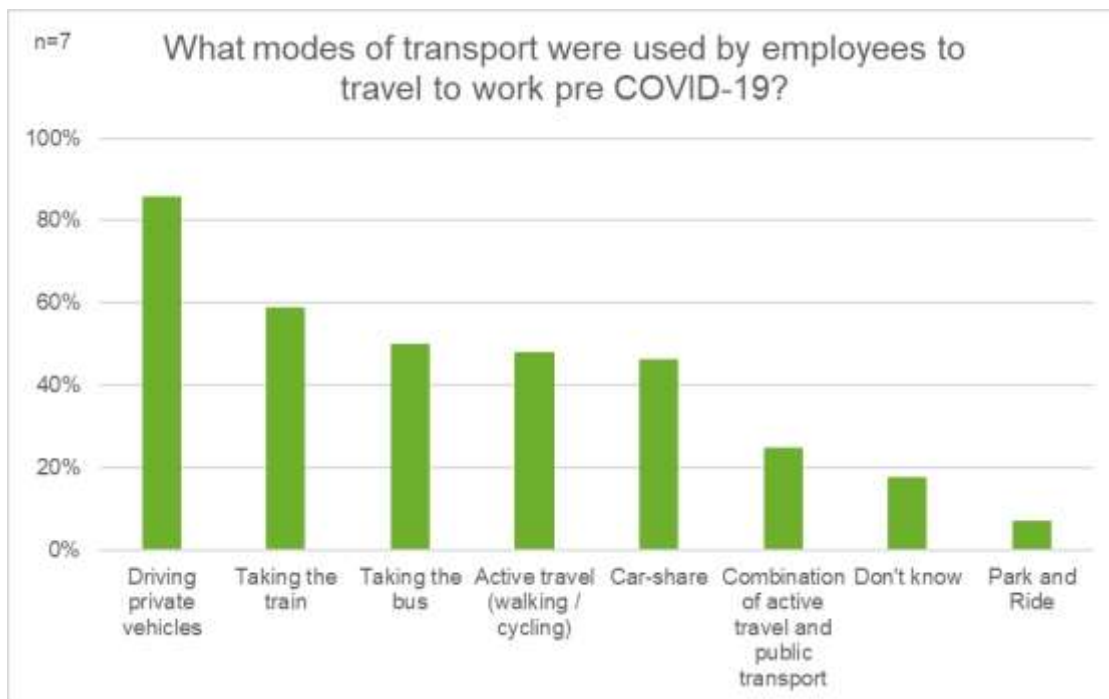
Overall, the percentage of electric and low-emission vehicles used by member organisations is somewhat low as it ranges between less than 1% to 8% of their fleet.

3.30 NRW reported that when rolling out their three new fully electric vehicles in their fleet, staff demonstration sessions and clear user guidance were key in the successful launch, which seen up to 73% utilisation of these vehicles in their first month of use.

Staff travel

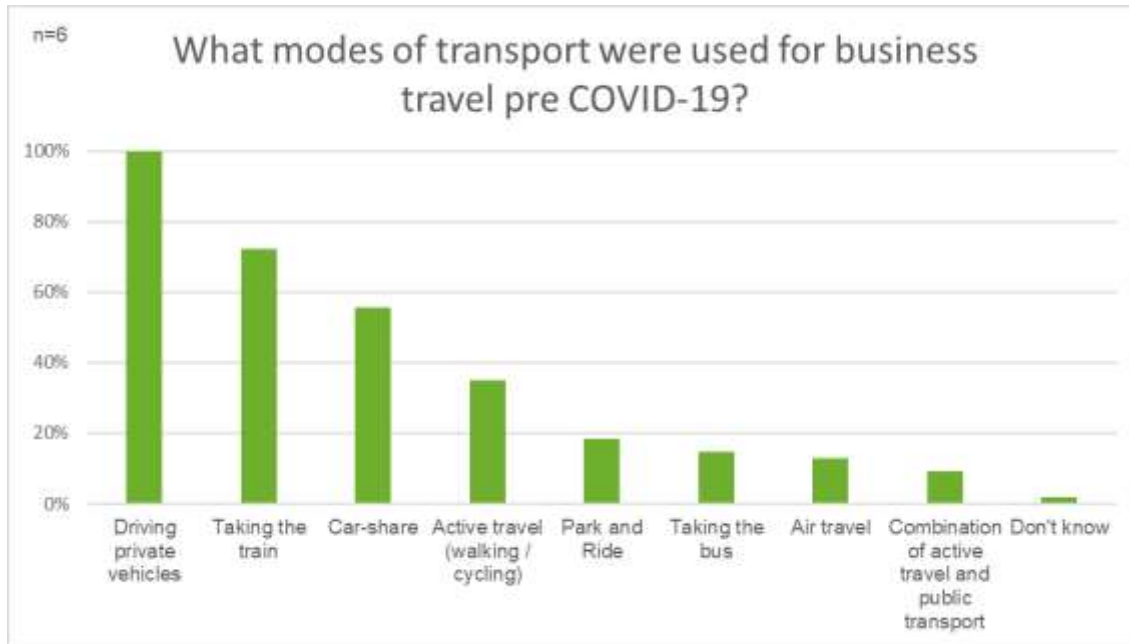
3.31 86% of member organisations indicated that private vehicles were the most popular transport mode for employees to travel to work pre COVID-19 (six organisations). The second most popular transport mode was taking the train as indicated by 59% of respondents (five organisations). Approximately 50% of organisations indicated taking the bus, active travel (walking/cycling) and car share are together the third most popular transport modes. Only 25% of respondents reported the combination of active travel and public transport as a popular transport mode for employees to commute. One of the least used transport modes is Park and Ride as shown by **Figure 3.14**.

Figure 3.14: Transport modes used by employees to travel to work pre COVID-19



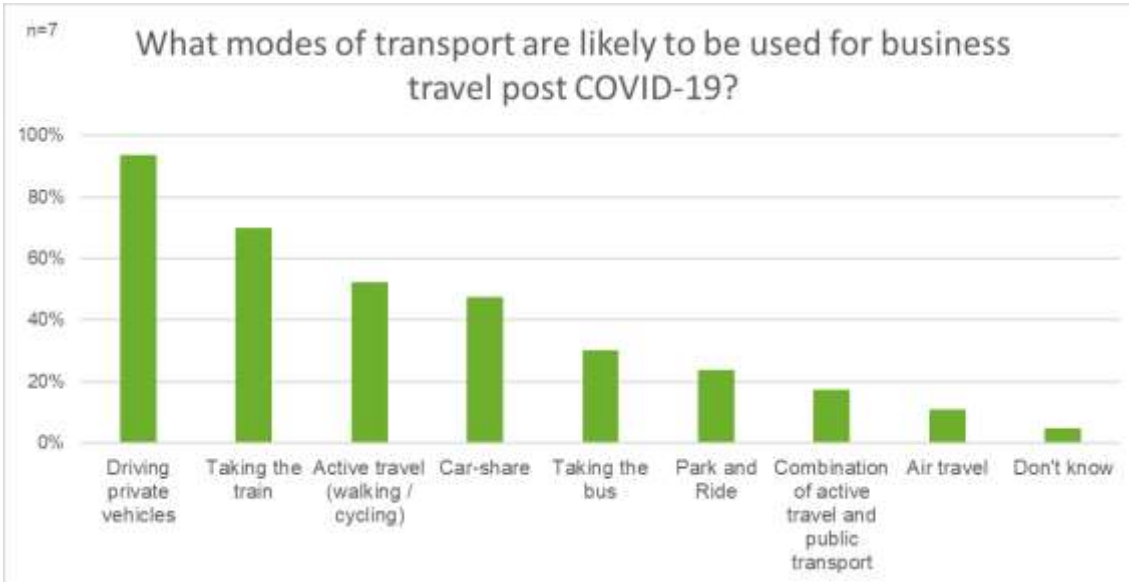
3.32 100% of member organisations who responded to the survey indicated that driving a private vehicle was the most common transport mode for business travel pre COVID-19 (six organisations). 72% of respondents reported that taking the train was the second most frequently used transport mode for business travel pre COVID-19 (five organisations). 56% of respondents indicated that car share is the third most frequently used transport mode for business travel (four organisations) followed by active travel (walking and cycling) (three organisations). Some of the least used transport modes for business travel include Park and Ride, taking the bus, air travel and combination of active travel and public transport, as shown in **Figure 3.15**.

Figure 3.15: Transport modes used for business travel pre COVID-19



3.33 In terms of the likely behavioural changes towards transport modes used for business travel post COVID-19, 94% of respondents have indicated that private vehicles are likely to remain the most frequently used (seven organisations), followed by taking the train indicated by 70% of respondents (six organisations) and active travel by 52% respectively (five organisations). It seems that private vehicles are likely to continue dominating, however active travel (walking and cycling) has increased from 35% up to 52% (five organisations). The likelihood of employee's car sharing for business travel has decreased from 56% to 48%. Taking the bus, Park and Ride, combination of active travel and public transport, and air travel remain as the least likely transport modes used for business travel, as shown by **Figure 3.16**.

Figure 3.16: Transport modes used for business travel post COVID-19

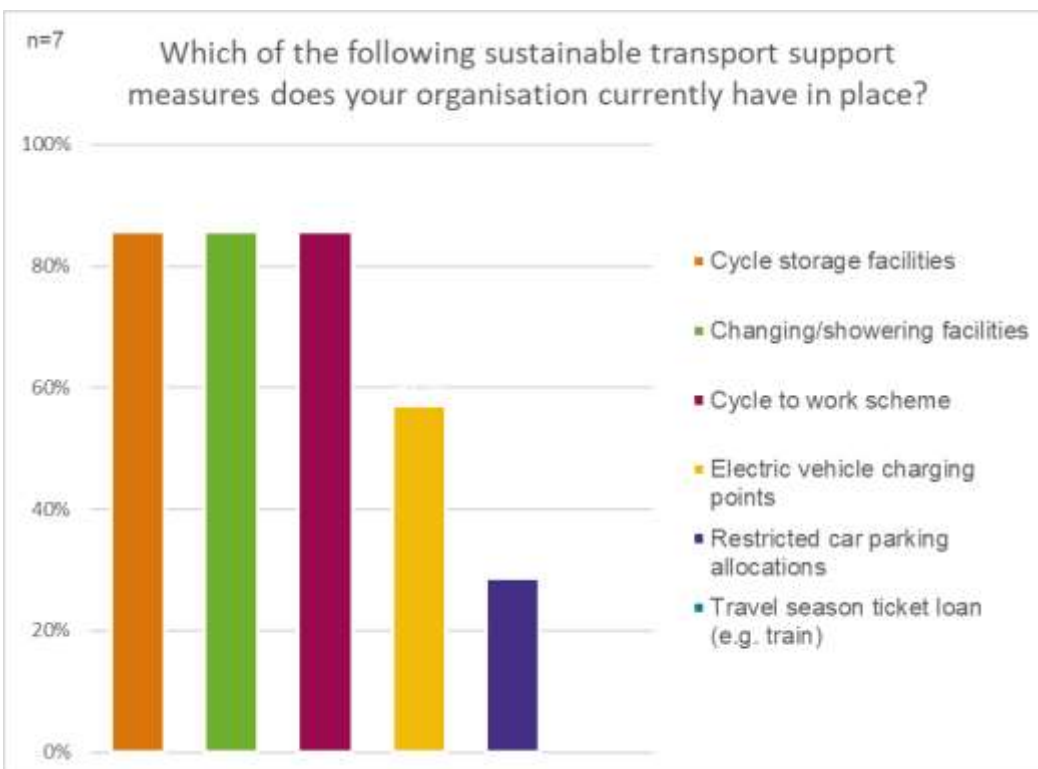


Facilities and infrastructure for staff travel

3.34 In terms of facilities and infrastructure provided to employees, 86% of member organisations who responded to the survey have indicated that their organisation currently provides cycle storage facilities, changing/showering facilities and cycle to work scheme (six organisations).

3.35 57% of organisations also provide electric vehicle charging points (four organisations), 29% of organisations provide restricted car parking allocations (two organisations). None of the respondents have a travel season ticket loan in place for employees, as shown in **Figure 3.17**.

Figure 3.17: Sustainable transport measures currently in place



3.36 In terms of planned sustainable transport measures, 57% of respondents indicated that their organisation is planning to roll out electric vehicle charging points (four organisations). One organisation would install cycle storage facilities (14%); another would install changing/showering facilities (14%); a third organisation plans to implement a cycle to work scheme (14%); and, a fourth organisation plans to provide a travel season ticket loan (14%) in the future, as shown in **Figure 3.18**.

Figure 3.18: Sustainable transport measures planned to be implemented in the future

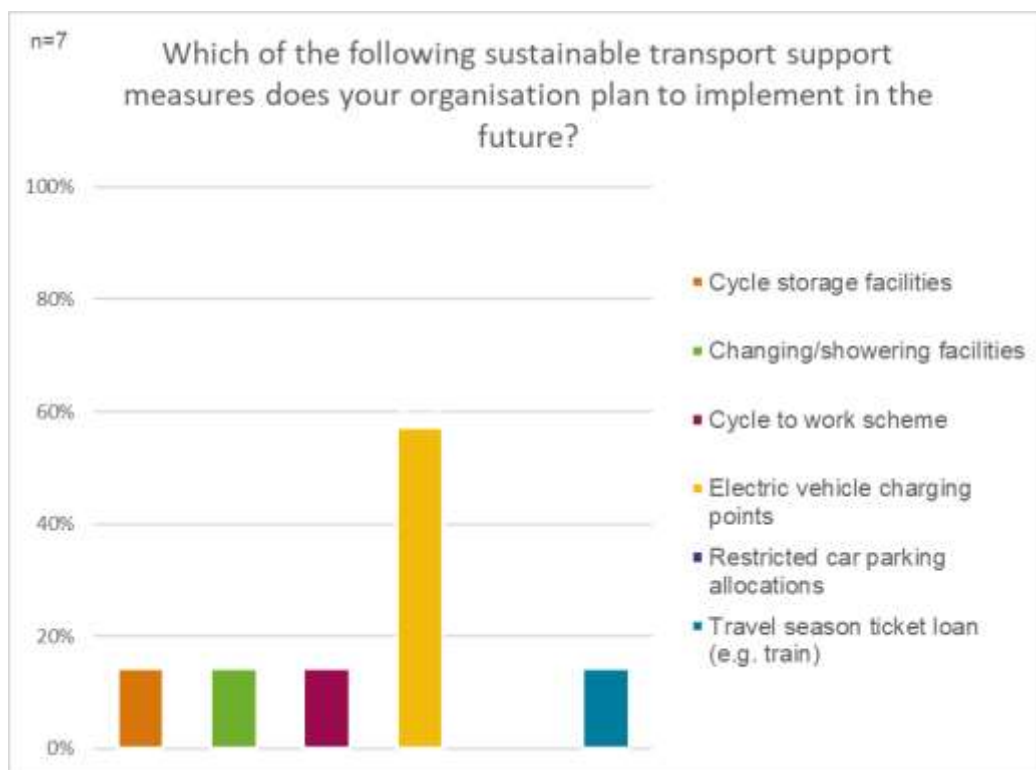


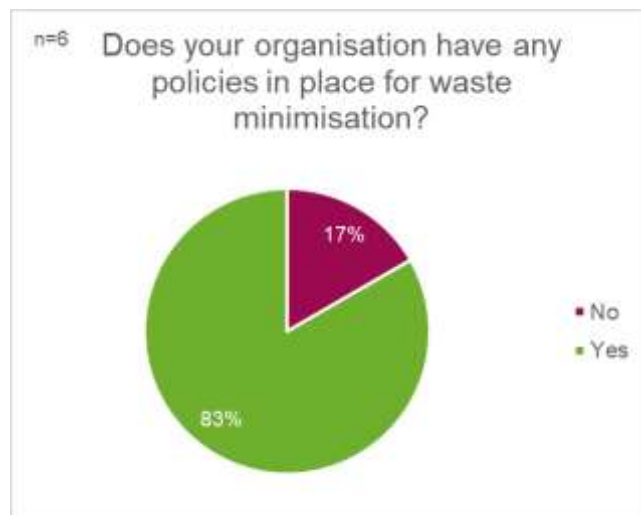
Figure 3.19: Waste minimisation measures

The most common transport mode for employees work commute is a private vehicle. Private vehicles tend to be the most popular transport mode for business travel as well. Moreover, it is anticipated that post COVID-19, private vehicles will remain on the top of the list for the most frequently used transport mode for business travel.

Some of the most common facilities and infrastructure provided to facilitate sustainable travel include cycle storage facilities, changing/showering facilities, and cycle to work scheme. Almost 60% of organisations plan to implement electric vehicle charging points in the future.

Waste

3.37 83% of member organisations who responded to the survey already have waste minimisation policies in place (five organisations) and one organisation indicated that they do not (17%), as shown in **Figure 3.19**.



Waste minimisation measures

3.38 86% of respondents have indicated that their organisation already has on-site recycling points (six organisations). 71% of respondents have water recycling

facilities, composting facilities and use recycled products / products with less packaging (five organisations). 43% of respondents also indicated that their organisations already

operate as paperless offices (three organisations). One organisation has no such measures in place (14%), as shown in **Figure 3.20**.

Figure 3.20: Waste minimisation measures currently in place



3.39 In terms of planned waste minimisation measures, one organisation is planning to implement paperless offices, and another is planning use recycled products / products with less packaging.

Approximately 50% of the member organisations have waste minimisation policies in place. The most popular waste minimisation measures include water recycling, composting facilities, paperless offices, on-site recycling points, and using recycled products.

Part 3: Carbon Reduction Actions

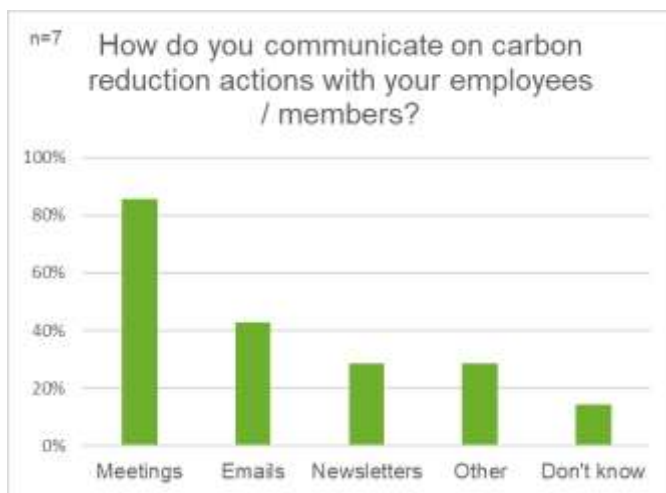
Carbon reduction communications

3.40 86% of member organisations reported that their organisation most frequently communicates on carbon reduction actions with employees / members via meetings (six organisations).

3.41 43% of respondents indicated that the second most common way of communicating carbon reduction actions is via emails (three organisations). 29% of respondents also indicated newsletters and other means of communication (two organisations), as shown in **Figure 3.21**.

3.42 Other means of communication reported include web page information, case studies, WFGA annual report, Annual Sustainability report, reports to Committee Members and Annual Reports.

Figure 3.21: Carbon reduction communications



Climate events

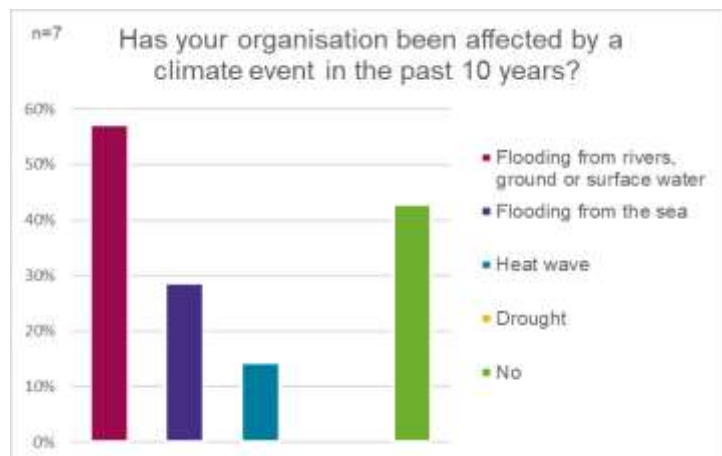
3.43 57% of respondents have indicated that their organisation has been affected by a climatic event such as flooding from rivers, ground or surface within the past 10 years (four organisations). 43% of respondents indicated that their

organisation has not been affected by any climate events in the past 10 years (three organisations). 29% of respondents indicated their organisation has been affected by flooding from the sea (two organisations), and one organisation has been affected by a heat wave (14%), as shown in **Figure 3.22**.

3.44 The impacts of these climatic events on the Pembrokeshire PSB member organisations varies:

- The Hywel Dda Health Board report that flooding has affected the response times for ambulances and has prevented community nurses from being able to care for their patients.
- Dyfed Powys Police report that flooding events have caused water ingress at several police stations rendering them out of action for days.
- The Port of Milford Haven report that significant tidal events in the past have resulted in the loss of 110 tonnes of iron gates. They also regularly lose navigation equipment during storms.
- PCNPA report that coastal erosion has damaged coastal paths in their care.

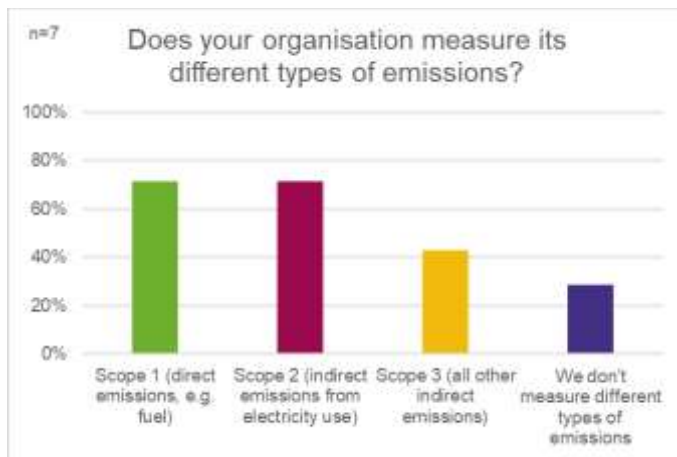
Figure 3.22: Experience of climate events



Measuring organisation’s GHG emissions

3.45 71% of respondents indicated that their organisation accounts for Scope 1 and Scope 2 emissions (five organisations). 43% of respondents have indicated that their organisation also accounts for Scope 3 emissions (three organisations). Finally, 29% of respondents indicated that their organisation does not account for different types of emissions (two organisations), as shown in **Figure 3.23**.

Figure 3.23: GHG emissions – scopes



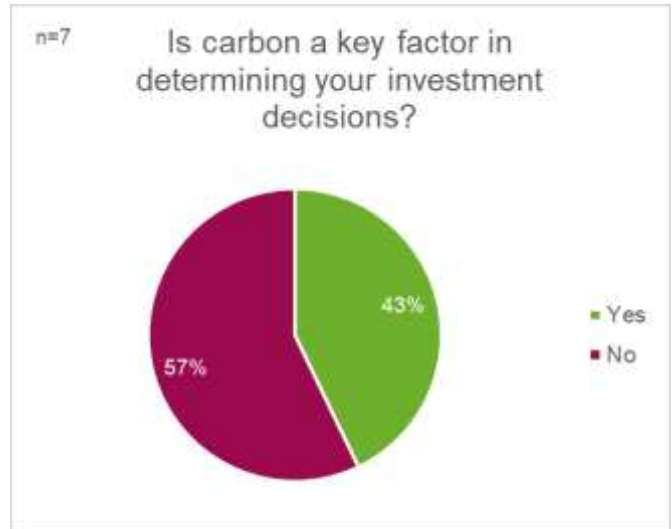
3.46 During the focus group, one organisation reported that the indirect/direct carbon impact of procurement of any services or assets are not quantified or measured.

3.47 One organisation commented that the carbon footprint of increasing working from home is not being recorded. While it may seem that the organisation's carbon footprint has been reduced, in real terms it is being passed into another category, as the majority of homes are less energy efficient than purpose-built offices.

Carbon in investment decisions

3.48 43% of member organisations who responded to the survey indicated that carbon is a key determining factor in their organisation’s investment decisions (three organisations) while in 57% of cases it is not a key factor in decision making, as shown by **Figure 3.24**.

Figure 3.24: Carbon considerations in investment decisions



3.49 The focus group detailed reasons why carbon is a key factor in investment decisions including:

- The Climate Change Emergency declared by the Welsh Government.
- Welsh Government target for a carbon neutral public sector by 2030.
- UK and Welsh Government carbon reduction targets.

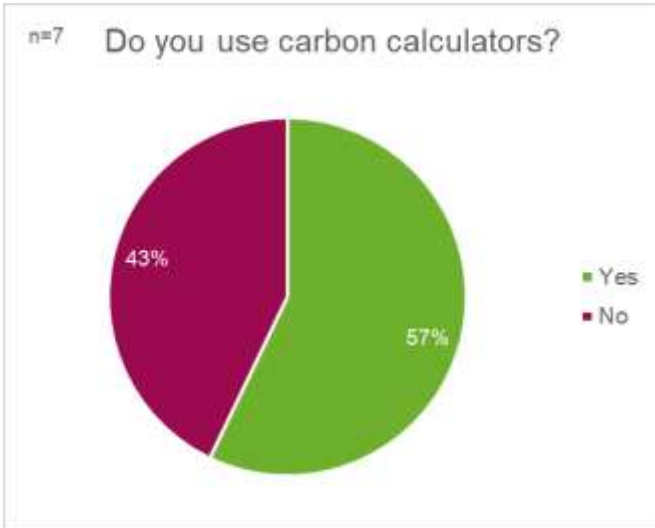
3.50 One organisation commented that sustainability is part of their Core Strategy and therefore must be a key factor in decision making.

3.51 Conversely, another organisation reported that cost constraints and budgets mean that it is not a key factor in decision making.

Carbon calculators

3.52 57% of respondents have indicated that they use carbon calculators (four organisations).

Figure 3.25: Carbon calculators



3.53 Further details on which carbon calculators they use include:

- a calculation method adopted by The National Trust which is based on the DEFRA carbon calculator for Green House Gas (once the new carbon footprint calculator will be provided by the Welsh Government, the Authority will adopt it as its way of measuring its carbon footprint and developing targets for specific areas);
- UK Government GHG conversion factors;
- In-house carbon calculator;

- Online calculators; and
- Environment Agency Carbon Planning Tool.

3.54 The focus group detailed their experiences in using carbon calculators:

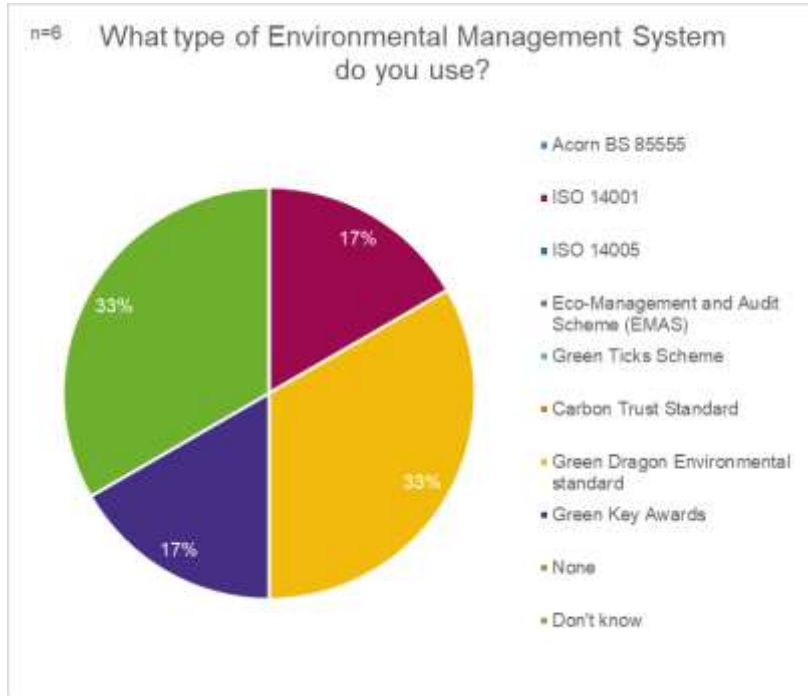
- *"Different ones out there – sometimes with different results"*
- *"We use our own, but this is relatively meaningless when trying to compare with other public bodies"*
- *"It's difficult to switch calculation methodologies year on year because consistency of reporting is valuable in its own right"*
- *"Sometimes I get asked why we get less CO2e offsetting from our renewable generation year on year, which is because the conversion factor changes – this dampens enthusiasm somewhat"*

3.55 Most of the organisations in the focus group indicated that they would use the Welsh Government carbon calculator when it becomes available.

Environmental Management Systems

3.56 In terms of Environmental Management Systems, 33% of respondents do not use any system (two organisations). 33% of respondents use Green Dragon Environmental Standard (two organisations). One organisation uses the ISO 14001 standard (17%), and another organisation uses the Green Key Awards (17%), as shown in **Figure 3.26**.

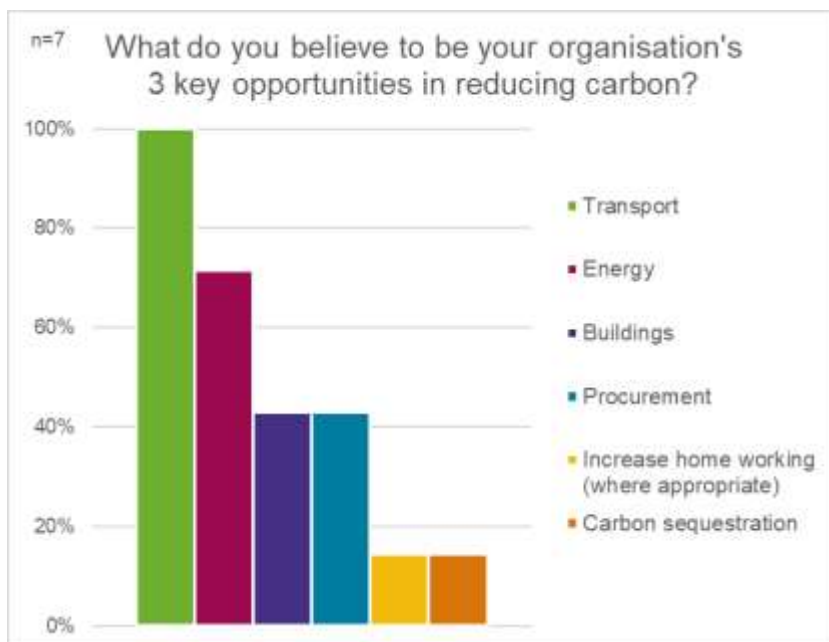
Figure 3.26: Environmental Management Systems



Opportunities to reduce carbon emissions

3.57 In terms of key opportunities to reduce carbon emissions, 100% of member organisations who responded to the survey agreed that the key opportunity for reducing carbon at their organisation is transport (seven organisations). Respondents also identified energy (71%, five organisations), buildings (43%, three organisations) and procurement (43%, three organisations) as key to reducing emissions. One organisation sees increasing home working as a key opportunity (14%) while another identifies carbon sequestration as a key area to reducing carbon emissions (14%), as shown in **Figure 3.27**.

Figure 3.27: Organisation’s key opportunities to reduce carbon



3.58 This was reflected in the workshop where the focus group were asked what additional realistic and attainable measures their organisation could take to help them become carbon neutral by 2030. As 71% of respondents indicated that their organisation has an internal budget for carbon reduction / climate resilience (five organisations), the responses focused on potential 'easy-wins' and what could be achieved without external funding:

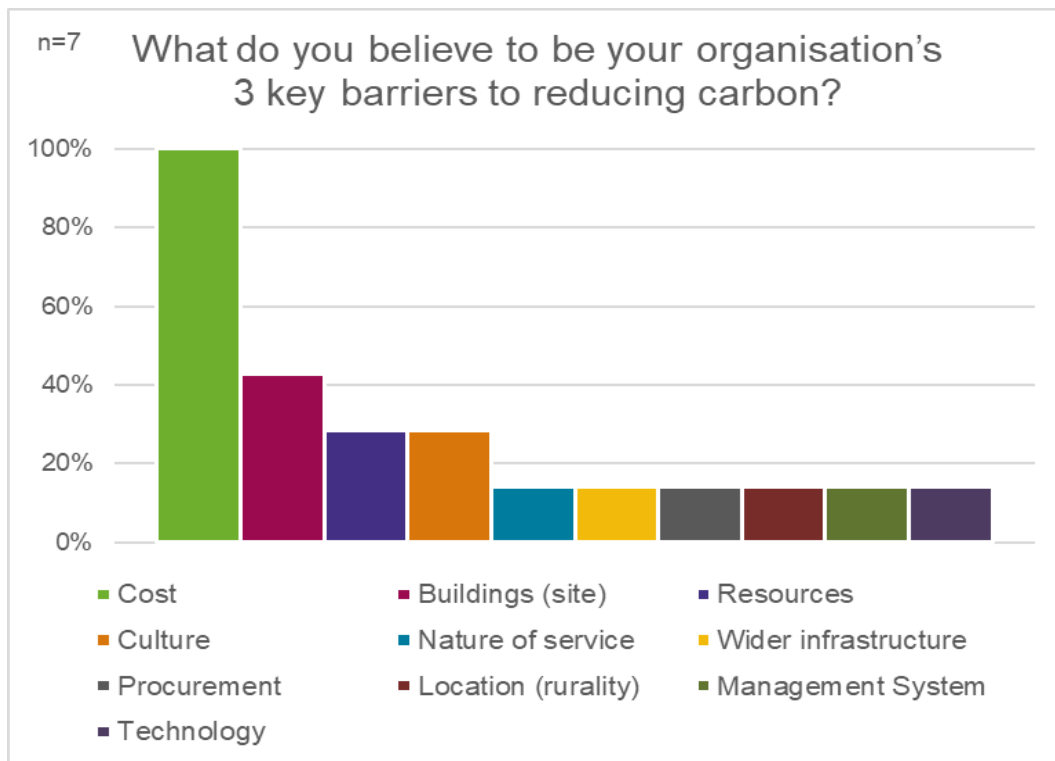
- Smarter use of workplaces, agile working and reduced commuting mileages.
- Equipping staff with suitable office furniture and energy efficient equipment for home working / incentivising staff to upgrade to superfast broadband internet at home.
- Increasing staff awareness in relation to energy use in the office and when home working.
- LED lighting upgrades / replacing old heating systems.
- Switching to alternative heating technologies.
- Strategic lead from Senior Management on being a sustainable organisation / measurable targets monitored at Senior Management Level.

- Change procurement scoring to take into account carbon neutral measures.
- Carry out a GAP analysis and prioritise aligned with CO2 emissions volume which are first to tackle.
- Provide staff pool bicycles to help reduce business mileage associated with short journeys.
- Adopt sustainability as a core value and embed emissions reductions in Corporate Strategy and policies.

Barriers to reducing carbon emissions

3.59 100% of member organisations who responded to the survey indicated that cost is the main barrier to reducing carbon at their organisation. Respondents cited the availability of funding and the inability to invest in carbon neutral solutions as they are more costly (seven organisations), as shown in **Figure 3.28**. 43% of respondents indicated that buildings are also a key barrier to reducing emissions, for example the age of assets and rented premises of old designs (three organisations). The third biggest barriers are resources and culture of the organisation as indicated by 29% of respondents (two organisations).

Figure 3.28: Key barriers to reducing carbon emissions



Climate change mitigation / adaptation projects

3.60 The focus group were asked to identify any climate mitigation / adaptation projects their organisations have delivered or any that are being delivered on land that they own:

- PCC requires all major new-build projects to **incorporate renewable energy technologies** where appropriate, with **solar PV installations** being incorporated into all recent modernisation of schools projects and into new housing developments.
- PCC is working with the Welsh Government Energy Service to explore and deliver opportunities for **large-scale renewable energy projects and ULEVs**.
- PCC agreed to enter into a partnership with Egni Community Co-op who provided capital-free rooftop **solar PV systems** to six schools.
- PCC is installing a hydrogen-vehicle refueler at Milford Marina under the Milford Haven: Energy Kingdom project where two **hydrogen fuel cell electric vehicles** will be used by PCC and Port of Milford Haven staff for business trips.
- PCC is investigating the potential for **battery storage in new housing developments** (where provision for **electric vehicle charging** is also being made).
- All new PCNPA **building adaptations** etc. are assessed for the **installation of sustainable technologies**.
- Partnership project between PCC and PCNPA for **large scale delivery of EV charging points** across Pembrokeshire.
- **NRW has delivered 20 projects to demonstrate potential mitigation options**, including: LED lighting, biomass boilers, solar PV, electric vehicles and charging points, woodland planting, peatland restoration, and trialling a carbon planning tool in our civil engineering contracts.
- Pembrokeshire College has committed to buying only **green electricity**; all lighting will be **LED** by summer 2021; **BREEAM Excellence** and building energy rating of A is incorporated into all new build projects.
- NHS Wales requires all new-build developments and major refurbishments to be **designed and accredited to a net zero framework**. Every NHS Wales building by 2030 will have undergone an **energy-efficient upgrade** – low carbon heating will be utilised and renewable energy will be generated on site.
- By 2025, all lighting across the NHS Wales estate will be **LED**.

- All cars and light goods vehicles procured by NHS Wales will be battery-electric, where practically possible.

Future projects

3.61 The focus group was asked to identify any pipeline or future projects planned which are aimed at carbon reduction / sequestration / clean energy generation:

- Several organisations are planning to expand their electric vehicle charging networks:
 - PCC are planning to add an additional 26 fast chargeposts at 11 locations and four rapid chargeposts at four strategic transport and tourism locations (Haverfordwest and Tenby).
 - PCC are increasing their EV charging network at 25 sites and car parks.
 - PCNPA and PCC are working jointly to procure Phase 2 fast electric vehicle chargers at four sites – thus ensuring a joined-up approach to EV charging in the County.
 - Pembrokeshire College is installing four fast charging points in the next 12 months.
- PCC is currently investigating delivering **condensing boiler upgrades** at five sites using Re:Fit Cymru Phase 2 funding.
- PCNPA is planning to use Re:Fit Cymru Phase 2 funding for **carbon reduction in their buildings**.
- One organisation is investigating installing presence detection at all sites to **automate plant and lights being switched off**.
- Pembrokeshire College is proposing **estate rationalisation** which will reduce energy consumptions and travel.
- PCC will explore the feasibility of, and identify land for, **tree planting** and other measures (such as increasing the carbon store in soils and biomass) on Council-controlled land in order to **contribute towards carbon offsetting**.
- PCNPA has purchased a small area of land to pilot different sequestration options.

Funding for carbon reduction

3.62 86% of member organisations who responded to the survey indicated that their organisation has used or secured external funding to help achieve carbon reduction across the organisation (six organisations). The focus group were asked to identify the funding that they have secured:

- Several organisations obtained **Salix funding** for LED lighting and solar PV installations.
- PCC obtained grant funding from the **Welsh Government Local Transport Fund** to install 28 fast electric vehicle charging points and two rapid charging points throughout the County.
- PCNPA secured **Sustainable Lives Sustainable Places Funding** from the Welsh Government to install their EV charging network.
- NRW secured **Invest to Save Green Growth Fund** from the Welsh Government to install solar PV panels on buildings on their estate and LED lighting in 13 buildings.
- PCC is using **Welsh Government education backlog maintenance funding** to carry out LED lighting upgrades in nine schools.

Community engagement

3.63 57% of organisations who responded to the survey report that they engage with the community or use community resources to deliver carbon neutral programmes or schemes. The focus group were asked to identify how they engage with communities:

- PCC constructively engage with local environmental campaign groups – for example, hosting a climate youth forum and meeting with representatives of Extinction Rebellion at County Hall.
- PCC is considering engaging with residents of Pembrokeshire, potentially through the Council's new Engagement HQ online system.
- PCC runs the Sustainable Schools Award Scheme to help schools embed Education for Sustainable Development and Global Citizenship, in both teaching and learning and the sustainable management of Pembrokeshire's schools.
- PCC works with a number of community groups to establish community allotments on both PCC land and land donated by local owners.
- PCNPA has a grant scheme to enable community groups to undertake decarbonisation activities.
- PCC supported and, in part, funded a volunteer group in Haverfordwest to plant approximately 550 fruit and nut trees on PCC-accessible land.

Partnership working

3.64 86% of member organisations who responded to the survey indicated that their organisation has key partnerships for raising awareness of carbon reduction (six organisations).

The focus group were asked to identify their key partners and how they work together to raise awareness of carbon reduction. They were also asked to identify any potential partners that they could work with in the future:

- Milford Haven: Energy Kingdom project partners are PCC, The Port of Milford Haven, Offshore Renewable Energy Catapult, Riversimple, Wales and West Utilities, Arup, and Energy Systems Catapult.
- PCNPA and PCC are working together to deliver a network of EV charging points across Pembrokeshire.
- PCC partnered with Pembrokeshire Bioenergy for a 20-year energy supply contract for the installation of a capital-free 400kw biomass wood-pellet boiler system at Haverfordwest Leisure Centre, resulting in ultra-low emission heating provision for its swimming pool and hot-water systems.
- PCC entered into a partnership with British Gas and Generation Community, who provided capital-free rooftop solar PV systems to Greenhill and Milford Haven secondary schools. Another organisation has a contract with British Gas (Centrica) whereby they installed various measures and guaranteed the savings (CHP, biomass boiler and energy efficient lighting).
- One organisation stated that all their projects are being developed with the Welsh Energy Services.

Some of the most common methods for communication on carbon reduction actions with employees and members are meetings, e-mails and newsletters.

Climate events have affected some of the member organisations through flooding from rivers, ground and surface water, flooding from the sea and heat wave.

Approximately 50% of the member organisations account for their Scope 1 and Scope 2 emissions, and 30% additionally account also for Scope 3 emissions. Factors that could be considered include the carbon impact of procurement of services/assets and the impact of home working.

43% of organisations report that carbon is a key determining factor in investment decisions.

The challenges to using different carbon calculators include the inability to compare with other organisations and varying results depending on calculator used. Most organisations would use the Welsh Government carbon calculator, when available.

In terms of Environmental Management Systems, 67% of organisations use systems such as ISO 14001, Green Dragon, and Green Key Awards.

Key opportunities for reducing carbon include transport, energy and buildings. Organisations identified 'easy-win' actions such as agile working; increased staff awareness in relation to energy use; LED lighting upgrades; changes in procurement scoring to take into account carbon neutral measures; and measurable targets from Senior Management.

Key barriers include cost, buildings and resources.

Several organisations are planning to expand their electric vehicle charging networks. Popular funding streams are from Re:Fit Cymru and Salix.

Good Practice and Knowledge Sharing

Natural Resources Wales' Carbon Positive Project

3.65 NRW's Carbon Positive Project demonstrates how the public sector can reduce its carbon impact to tackle climate change. As part of the Project, NRW evaluated their net carbon status, accounting for both greenhouse gas emissions across their operations and the carbon captured annually (sequestration) across the estate, as well as estimating the existing stores of carbon (carbon stocks) on the estate. The Project identifies opportunities to reduce the carbon impact of the organisation (mitigation measures) and delivered a suite of demonstration projects in four areas (buildings; transport; land and assets; procurement) to show how carbon impact can be reduced. NRW has prepared case studies summarising how the demonstration projects were carried out, their outcome, and lessons learned from undertaking the projects which may be beneficial to other PSB members.

3.66 The demonstration projects delivered include:

- **Buildings**
 - LED lighting in 10 offices, saving around 44 tonnes CO₂e per year;
 - Solar PV panels planned for 9 buildings, predicted to save 50 tonnes CO₂e per year;
 - Energy efficient boilers and biomass boilers in our buildings. Our biomass boiler at Coed y Brenin is predicted to save 50 tonnes.
- **Transport**
 - Delivering three Nissan Leaf fully electric vehicles in the fleet (based at Maes-y-Ffynnon, Buckley and Llandarcy), installing charging points at these offices, staff demonstration sessions and clear user guidance;
 - Installing electric vehicle charging points for visitors at two key visitor centres.

■ Land and assets

- Over 60 hectares of peatland restoration;
- 6.7 hectares of broadleaved woodland planting at three sites incorporating community benefits;
- Installation of solar PV on flood risk assets, including 42 hydrometry and telemetry assets

■ Procurement

- Developing a Carbon Management Policy for procurement in NRW;
- Trialling new assessment tools;
- Influencing key contracts, including trialling a carbon planning tool to address carbon in our civil engineering framework;
- Working with forestry operations staff to refine estimates of contractor emissions from forestry harvesting and haulage, providing a robust evidence base from which to identify opportunities to reduce emissions.

'team Wales'

3.67 Announced in July 2020, Welsh Government formed a 'team Wales' approach across the whole public sector to realise the ambition of becoming a low carbon economy and help to tackle climate change. The 'team Wales' approach will be headed by the Partnership Council for Wales (the Partnership Council); made up of representatives of local authorities, NHS, Fire and Rescue Authorities (FRAs), town and community councils, the voluntary sector, Police and Crime Commissioners and Welsh Government. The approach will allow these public bodies to work together to maximise resources, develop consistent communications and minimise duplication on the path to net zero.

Climate Change and Decarbonisation Action Plans

Pembrokeshire County Council's Action Plan

3.68 Pembrokeshire County Council has prepared an '**Action Plan towards becoming a net zero carbon local authority by 2030**'. To prepare the Action Plan, a 'Net Zero 2030 Working Group' was formed which met quarterly. Subgroups were established to provide input to the action plan in the following areas: Procurement; Energy / Buildings / Housing; Land Use / Assets / Development; Fleet / Transport / Mobility / Active Travel; and, Behaviours.

3.69 PCC calculated their carbon footprint based on carbon emissions from: non-domestic buildings; streetlighting; fleet mileage; and business mileage. Calculating an organisation's

carbon footprint establishes a baseline for emissions reducing targets going forward.

3.70 The Action Plan contains 38 actions relating to non-domestic buildings; streetlighting; fleet mileage, business mileage; renewable energy generation / carbon offsetting; working with the Welsh Government; working with Pembrokeshire PSB; collaboration with the private, third and community sectors; and, integration, communication and behaviours.

3.71 The Action Plan is divided into three timeframes as set out in the Welsh Government's 'Net Zero Carbon Status by 2030 Route Map for Decarbonisation across the Welsh Public Sector':

- 2020-2022 'Moving up a gear';
- 2022-2026 'Well on our way'; and,
- 2026-2030 'Achieving our goal'

Pembrokeshire Coast National Park Authority

3.72 Responding to Climate Change Emergency: Pembrokeshire Coast National Park Delivery Plan sets out the PCNPA's actions in response to the Climate Change Emergency:

- Assessing carbon impact when developing projects or making decisions;
- Reducing Authority transport and equipment related emissions;
- Reducing energy consumption from Authority sites and producing renewable energy where feasible on the estate;
- Minimising emissions, environmental impact and waste through procurement practices;
- Supporting biodiversity and conservation projects and schemes that also enhance and protect carbon sequestration and stores in the National Park;
- Collaborating with communities and supporting innovation to develop responses to the Climate Change Emergency;
- Put in place mechanisms to support climate adaptation.

3.73 The Delivery Plan is usefully set out in tables identifying each action; phase of delivery; purpose/outcome; finance/resource needed, timescale; lead officer; and status. This layout clearly communicates each of the components needed to ensure the delivery of the actions.

Public Health Wales

3.74 Public Health Wales has prepared the NHS Decarbonisation Strategic Delivery Plan 2021-2030 which calculates its carbon footprint by calculating its Scope 1, Scope 2 and Scope 3 emissions from four areas: buildings use; fleet and business travel; staff, patient and visitor travel; and procurement.

3.75 The Delivery Plan sets out 46 initiatives for decarbonising PHW by 2030 in their six main activity streams:

- Carbon Management
- Buildings
- Transport
- Procurement
- Estate Planning and Land Use
- Approach to Healthcare

3.76 The identification of initiatives involved multiple parties, including the Carbon Trust, Welsh Government, NHS organisations, voluntary commissions, healthcare staff and industry experts.

3.77 A high-level scoring exercise was undertaken of the 46 initiatives. Surprisingly, the highest scoring and largest impact initiatives relate to procurement.

Chapter 4

Conclusion and Recommendations

4.1 Pembrokeshire PSB member organisations have taken a range of actions to reduce their carbon emissions and enhance the overall sustainability of their operations. As reported in Chapter 3, there is a variety of approaches implemented and different scopes of progress in achieving net-zero across the organisations.

4.2 Importantly, the vast majority of organisations have a proactive attitude towards reducing carbon emissions. In short to medium term scales such initiatives may be linked with increased costs of for example installation of solar panels, or changing of the vehicle fleet to electric vehicles, however in long term scales these actions may significantly reduce not only carbon emissions but also the costs of running the organisation.

4.3 Through the stakeholder workshop organised by LUC, much knowledge and expertise has been shared between organisations. It will be important that such attitudes are cultivated, and further partnerships are being developed in order to learn from each other and to avoid potential mistakes in addressing climate change considering its urgency.

4.4 Finally, reaching net-zero will require not only technological improvements, green energy and more energy efficient buildings, but also behavioural change of the staff members at all levels of the organisations. Therefore, much effort needs to be put into technical improvements, equally in raising awareness and conducting training. Some organisations such as PHW and NRW provide great examples of such initiatives that can be implemented by other organisations.

4.5 The following 20 recommendations seek to guide the decarbonisation activities of PSB organisations:

- 1. Corporate Priority:** Tackling climate change and decarbonisation should be identified by all PSB organisations as a corporate priority in their Corporate Strategies/Plans.
- 2. Environmental Management System:** All PSB member organisations should consider using an Environmental Management System to ensure decarbonisation activities are embedded in the organisation's operations.
- 3. Climate Change / Carbon Action Plan:** All Pembrokeshire PSB member organisations should consider preparing a carbon / climate change action plan which sets out the organisation's route towards

becoming carbon neutral, including targets to reduce carbon emissions and energy use.

A Decarbonisation Working Group should be established to provide input from different departments in the organisation. Consideration should be given to assigning a designated carbon / climate change officer to drive the focused implementation of the action plan.

Organisations should first understand their carbon footprint. This will help establish a baseline for emissions reduction targets going forward.

Actions should be specific to the organisation but would likely relate to:

- Buildings (existing, new builds, major refurbishments, places where people work remotely)
- Transport (staff commuting, business travel, visitor travel) and Equipment
- Estate Planning and Land Use
- Procurement
- Waste
- Community Engagement
- Innovation
- Communication and Behaviours
- Renewable Energy Generation / Carbon Offsetting

The Action Plan should identify the purpose / outcome of the action; finance / resource needed to deliver the action; the lead officer; and timescale for delivery.

- 4. Calculating Carbon Footprint:** Carbon footprint calculations typically measure emissions from buildings, energy, waste, and transportation. Carbon footprint calculations should also take into account:
 - a. the carbon impact of procurement of services or assets;
 - b. the carbon impact of home / remote working i.e., employees' domestic heating, lighting and power consumption, energy demands of online working / video conferencing, changes in office use and changes in travel patterns;

- c. renewable energy generation within the organisation;
 - d. carbon offsetting.
- 5. Welsh Government Carbon Calculator:** Pembrokeshire PSB member organisations should consider using the Welsh Government carbon calculator which would standardise the approach taken by members to measure carbon and allow for comparisons to be made between organisations.
- 6. Sustainable Procurement Practices:** All PSB member organisations should consider improving their procurement practices regarding sustainability and decarbonisation and include a framework for assessing the sustainability credentials of suppliers. Organisations should consider embedding their decarbonisation ambitions in procurement procedures by mandating suppliers to decarbonise.
- 7. Renewable Energy:** In line with Government targets for 70% of Wales' electricity consumption to be renewable by 2030, all Pembrokeshire PSB member organisations should source their electricity and heating entirely from renewable energy, where this is not already the case. Where feasible, PSB members should consider producing renewable energy on their own estates.
- 8. Carbon Offsetting:** Where feasible, PSB member organisations should identify land for tree planting and other measures (such as increasing the carbon store in soils and biomass) across their estates and elsewhere in order to contribute towards carbon offsetting.
- 9. Greening the Fleet:** The percentage of EVs, ULEVs, hydrogen or biofuel vehicles in each organisation's fleet is low although the survey indicates that organisations are willing to procure and use such vehicles in the future. All new cars and light goods fleet vehicles procured should be battery electric or ULEVs, where possible. PSB member organisations should consider membership with a local Car Club that provides EVs to increase utilisation by staff avoiding high investment costs in the short-term scales.
- 10. Promoting EVs:** Staff demonstration sessions and clear user guidance on using electric vehicles should be undertaken to encourage staff buy-in. NRW reported that when rolling out their three new fully electric vehicles in their fleet, staff demonstration sessions and clear user guidance were key in the successful launch, which seen up to 73% utilisation of these vehicles in their first month of use.
- 11. Promoting Sustainable Travel:** PSB member organisations should consider preparing a Green Travel Policy/Plan, aimed at promoting sustainable travel choices and reducing reliance on the private car for travel. The Travel Policy should outline the financial waste and environmental damage caused by our society's over reliance on private motor transport. The Green Travel Policy/Plan should cover commuter journeys, business travel, pool cars (if any), and visitor travel, and should explore alternatives to travel such as video conferencing, home working and flexible / agile / smart working hours. The Policy/Plan should aim to take advantage of the lower pollution and emissions levels resulting from the COVID-19 pandemic in order to argue that these should be maintained for the good of people and the environment.
- 12. Home working:** PSB member organisations should support the Welsh Government's target for 30% of the Welsh workforce to work from home / remotely by facilitating flexible and smart working and rationalising existing office space, where appropriate. Pembrokeshire PSB member organisations should consider providing training to staff members on how electricity use and carbon emissions can be reduced while working from home.
- 13. Information and Communications Technology (ICT):** PSB member organisations should consider improving video conferencing capabilities to support more remote working and increase efficiency of engagements between people; reducing printing by adopting paperless working; and, applying centrally administered, powered management systems to ensure all devices are powered down overnight.
- 14. Estate Planning:** PSB member organisations should consider carbon efficiency as a core principle in estate planning – **quantified carbon** should be a key decision metric for planning new developments and rationalisation of estates.
- 15. Energy and Buildings:** PSB member organisations should consider undertaking feasibility studies of their buildings to understand how energy consumption can be reduced. New builds should be built to a net zero standard, and preferably carbon positive, incorporating the principles of sustainable transportation into the design of new sites (in addition to EV infrastructure) in line with the Welsh Government's Active Travel Action Plan for Wales.
- 16. Waste Minimisation Policy:** PSB member organisations should consider developing a Waste Minimisation Policy which identifies actions to reduce waste across the organisation.

- 17. Cultural Change:** Consideration should be given to establishing carbon reduction / environmental groups to drive cultural change in each Pembrokeshire PSB member organisation. These groups could be led by designated carbon / climate change officers, where appropriate.

Environmental awareness / carbon reduction should be included as a topic in staff induction training. Organisations should also consider adding a requirement in staff performance reviews for staff to undertake actions each year to contribute to decarbonisation.

- 18. Staff survey:** To ensure staff awareness and buy-in, Pembrokeshire PSB member organisations should consider undertaking a staff survey to set out the baseline of what staff members already do and to

identify how individuals can contribute to their organisation's carbon / climate change targets.

- 19. Sharing and Celebrating Best Practice:** PSB member organisations should consider forming a Decarbonisation Panel (similar to the 'team Wales' approach) to encourage knowledge sharing and best practice drawing on the different members experiences.

- 20. Supporting Communities:** PSB member organisations should consider collaborating with communities, local businesses and volunteers to carry out activities in response to climate change at a community level. PSB organisations should demonstrate their commitment to low carbon solutions (e.g. use of electric vehicles) as part of a broader campaign to raise awareness of, and commitment to, climate action.

Appendix A

Detailed review of Pembrokeshire PSB member organisations' strategies / action plans

Pembrokeshire County Council

A.1 Pembrokeshire County Council provides the leadership and services necessary for local communities. Some of the key services provided by the Council include education, housing, social services, highways and transport, waste management, leisure and cultural services, consumer protection, environmental health and services, planning, economic development and emergency planning. The Council also significantly contributes to the local economy as it is by far the biggest employer in the area.

A.2 The Council also provides certain statutory services as set out in legislation such as social care, environmental health inspection and planning. The Council provides some services directly, works in partnership with other organisation, and commissions others such as the private and third sectors to provide services on their behalf.

A.3 Under the Well-being of Future Generations (Wales) Act 2015, the Council is required to make sure that every decision made takes account of the needs of future generations.

Climate and carbon reduction actions

A.4 The council has declared Climate Emergency in 2019⁵⁵ and the council has an officer responsible for climate engagement.

A.5 Some of the key carbon related action plans and strategies include:

- **Action plan towards becoming a net zero carbon local authority by 2030**⁵⁶ contains 38 actions relating to carbon footprint; renewable energy generation / carbon offsetting; working with the Welsh Government; working with Pembrokeshire PSB; collaboration with the private, third and community sectors; and, integration, communication and behaviours.
- **Well-being Plan for Pembrokeshire (2018)**⁵⁷ replaced the Pembrokeshire Single Integrated Plan 2013 – 2018 and it reflects the requirements and expectations set out

⁵⁵ Declare a Climate Emergency (2019) Pembrokeshire [online] Available at: <https://www.climateemergency.uk/blog/pembrokeshire/>
⁵⁶ Pembrokeshire County Council (2021) Action plan towards becoming a net zero carbon local authority by 2030

⁵⁷ Pembrokeshire Country Council (2019) Wellbeing Plan for Pembrokeshire [online] Available at: https://www.pembrokeshire.gov.uk/objview.asp?object_id=4488&lang_uage=

in the Well-being Future generations Act (Wales) 2015. One of eight projects set out in the Plan is 'becoming a Carbon Neutral County'. It is a medium to long term project (1 – 12 years) and it involves all Pembrokeshire PSB partners, Town and Community Councils, private sector, schools and local community groups. This project aims to:

- Enable Pembrokeshire PSB partners to commit to adopting a fundamentally different approach to working practices that supports environmental sustainability, resource efficiency and carbon emissions reductions to take our place as part of a globally responsible Wales;
- Develop the networks and infrastructure that will further support integrated green transport systems for Pembrokeshire e.g. electric charging points, active travel and community transport;
- Support organisations and communities to seek green solutions to improving the quality of our public realm and to increase the resilience of ecosystems and resilient to climate change.

■ **Pembrokeshire Country Council Green Infrastructure Action Plan (2018)**⁵⁸ guides green infrastructure improvements within settlements. This action plan proposes a range of generic and site-specific key project within Pembrokeshire's 11 main settlements, in order to enhance their green infrastructure networks. It considers the settlements of Fishguard and Goodwick, Haverfordwest, Milford Haven, Narberth, Newport, Neyland, Pembroke, Pembroke Dock, Saundersfoot, St David's and Tenby.

■ **2019 Air Quality Progress Report Pembrokeshire County Council (2020)**⁵⁹ reports on the progress made in addressing air pollution of Carbon Monoxide, Benzene, 1,3 Butadiene, Lead, Nitrogen Dioxide, Sulphur Dioxide and Particles.

■ **The Pembrokeshire Local Biodiversity Action Plan (LBAP)**⁶⁰ provides a framework within which existing and new actions are coordinated to conserve and

enhance biodiversity in Pembrokeshire, taking account of local and national priorities.

Pembrokeshire Coast National Park Authority

A.6 Pembrokeshire Coast National Park Authority manages the Pembrokeshire Coast National Park and the Pembrokeshire Coastal Path. The purpose of the Authority is to conserve the National Park and to encourage the public to enjoy it. The Authority employs approximately 130 people and has a committee of 18 members.

Climate and carbon reduction actions

A.7 Some of the key carbon related action plans and strategies include:

- **Responding to Climate Change Emergency: Pembrokeshire Coast National Park Delivery Plan (2020)**⁶¹ sets out the following actions in response to the Climate Change Emergency:
 - Assessing carbon impact when developing projects or making decisions;
 - Reducing Authority transport and equipment related emissions;
 - Reducing energy consumption from Authority sites and producing renewable energy where feasible on the estate;
 - Minimising emissions, environmental impact and waste through procurement practices;
 - Supporting biodiversity and conservation projects and schemes that also enhance and protect carbon sequestration and stores in the National Park;
 - Collaborating with communities and supporting innovation to develop responses to the Climate Change Emergency;

⁵⁸ Pembrokeshire County Council (2018) Pembrokeshire Towns: A Green Infrastructure Action Plan [online] Available at:

<https://www.pembrokeshire.gov.uk/conservation/green-infrastructure>

⁵⁹ Pembrokeshire County Council (2020) 2019 Air Quality Progress Report [online] Available at:

https://www.google.com/url?client=internal-element-cse&cx=000566757833849947668:6rciltzu-y4&q=https://www.pembrokeshire.gov.uk/objview.asp%3Fobject_id%3D7899%26language%3D&sa=U&ved=2ahUKEwjU4pez1oLvAhUyShUIHTUdAkQFjABegQICRAB&usq=AOvVaw1T711VpyL2tolTmOq-U--

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⁶⁰ Pembrokeshire County Council (2011) A Local Biodiversity Action Plan for Pembrokeshire [online] Available at: <https://www.pembrokeshire.gov.uk/biodiversity/pembrokeshire-nature-partnership-plans-and-guidance>

⁶¹ Pembrokeshire Coast National Park Authority (2020) Responding to the Climate Change Emergency [online] Available at:

https://www.pembrokeshirecoast.wales/wp-content/uploads/2020/05/30_20-Responding-to-the-Climate-Change-Emergency.pdf

- Putting in place mechanisms to support climate adaptation.
- Policy N1 of the **Pembrokeshire Coast National Park: Our plan for 2020 – 2024**⁶² requires the PCNPA to contribute to a low carbon economy in Wales and to adapt to climate change by:
 - Becoming a carbon neutral public sector organisation by 2030; implementing renewable energy and energy efficiency measures; reducing transport emissions; safeguarding and increasing carbon storage including agricultural soils.
 - Collaborating through the Pembrokeshire Greenways Partnership to provide and promote accessible and affordable public transport, active travel and low-carbon vehicle initiatives.
 - Managing development in accordance with PCNPA's Local Development Plan 2 policies and guidance.
 - Collaborating in the delivery of projects arising from the Pembrokeshire Well-being Plan e.g., 'Becoming a Carbon Neutral County'.
- **Environmental Policy (2019)**⁶³ sets out Pembrokeshire Coast National Park Authority commitment to making sustainable decisions and choices, minimising negative impacts on the environment and embracing proactive practices which contribute to the improved health of the natural environment. It also sets out the commitment to ensuring the compliance with the statutory sustainable development principles under the Well-being of Future Generations (Wales) Act 2015, the Sustainable Management of Natural Resources principles under the Environment (Wales) Act 2016, and in supporting the reduction of waste and GHG emissions in Wales. It also defines the scope of environmental activities for which the Pembrokeshire Coast National Park Authority has direct control and accountability and responsibilities.

Pembrokeshire College

A.8 Pembrokeshire Collage is a further education college with campuses in Haverfordwest in Pembrokeshire in Milford Haven. The college employs about 550 people and the total number of enrolled students in full and part-time education is about 14,500.

Climate and carbon reduction actions

A.9 Some of the key climate change and carbon related actions include:

- **Sustainability Report 2017/18**⁶⁴ sets out the College's progress in maintaining its environmental aspects and impacts. It forms part of the College's environmental improvement programme to achieving the Green Dragon Environmental Management Standard (Level 5). The College is committed to continual environmental improvement, pollution prevention, and sustainable development through:
 - Promoting the protection of the environment and minimising the impact of its activities on the local, regional and global environment.
 - Promoting and integrating sound environmental and ethical management policies, practices, and awareness at the College.
 - Ensuring compliance with all relevant environmental legislation.
 - Making efficient and environmentally responsible use of energy and other resources.
 - Minimising waste by reduced consumption and developing effective waste management and recycling procedures.
 - Developing a green transport strategy to encourage the use of energy efficient public and communal transport, bicycles and walking.
 - Building environmental considerations into procurement, seeking assurances of responsible environment practices from trading partners and where appropriate discriminating in

⁶² Pembrokeshire Coast National Park (2020) Pembrokeshire Coast National Park: Our plan for 2020 – 2024 [online] Available at: <https://www.pembrokeshirecoast.wales/wp-content/uploads/2020/02/Pembrokeshire-Coast-National-Park-Management-Plan-2020-2024-Easy-Read.pdf>

⁶³ Pembrokeshire Coast National Park (2019) Environmental Policy (External and Internal Policy) [online] Available at:

<https://www.pembrokeshirecoast.wales/wp-content/uploads/2019/10/Environmental-Policy-V3.pdf>

⁶⁴ Pembrokeshire College (2018) Sustainability Report 2017/18 [online] Available at: <https://www.pembrokeshire.ac.uk/wp-content/uploads/2019/03/Sustainability-Report-GD-approved.pdf>

- favour of environmentally efficient goods and services.
 - Attaining BREEAM Excellence rating for new builds.
 - Communicating with relevant stakeholders about environmental matters and achievements, especially students, staff and the local community.
 - Integrate sustainability into all its planning and development procedures.
 - Ensure appropriate employees are trained and aware of their environmental responsibilities.
 - Ensure that all opportunities are taken to incorporate sustainable development, environmental awareness and global citizenship into curriculum and learning activities.
 - Monitor progress via the Health, Safety and Environmental management structures and the sustainable development and environment group at the college.
- Pembrokeshire College has been recognised for its green credentials and has been shortlisted in two categories for Green Gown awards. Previously, the College has **won a Green Gown Award** for carbon reduction and has been highly commended in the following categories: space efficiency, continued improvement and sustainable new building. Over the last decade, the College has reduced its gas consumption by 54%, electricity consumption by 25% and water consumption by 52%⁶⁵, despite the estate increasing in size.
 - **Sustainable Development Policy**⁶⁶: sets out the College's commitment to continue achieving improvements of environmental management through addressing social progress which meets the needs of everyone, effective protection of the environment, prudent use of resources and striving to meet the Wellbeing Goals as defined in the Wellbeing of Future Generations (Wales) Act 2015. Specific actions to protect the environment include:
 - Promoting and integrating sound environmental and ethical management **Error! Hyperlink reference not valid.** practices, and awareness at the College;
 - Ensuring compliance with all relevant Environmental Legislation and other voluntary requirements relating to the Environmental Aspects;
 - Taking relevant actions for pollution prevention and other environmental issues which may arise from College's operations;
 - Developing a green transport strategy to encourage the use of energy efficient public and communal transport, cycling and walking;
 - Minimising waste by reduced consumption;
 - Attaining BREEAM Excellence rating for new buildings;
 - Continuing improvements of the sustainable development in line with the Green Dragon Environmental Standard.

Natural Resources Wales

A.10 Natural Resources Wales (NRW) is a Welsh government sponsored body. It was formed in 2013 from a merger of the Countryside Council for Wales, Environment Agency Wales and the Forestry Commission Wales.

A.11 It is the largest Welsh Government Sponsored Body, which employs 1,900 staff across Wales with a budget of £180 million.

A.12 The NRW's key roles and responsibilities include:

- **Adviser:** principal adviser to Welsh Government, to industry and the wider public and voluntary service, and communicator about issues relating to the environment and its natural resources;
- **Regulator:** protecting people and the environment including marine, forest and waste industries, and prosecuting those who breach the regulations;
- **Designator** for Sites of Special Scientific Interest – areas of particular value for their wildlife or geology, Areas of Outstanding Natural Beauty (AONBs), and National Parks, as well as declaring National Nature Reserves;
- **Responder** to some 9,000 reported environmental incidents a year as a Category 1 emergency responder;

⁶⁵ Pembrokeshire College (2018) Green Credentials [online] Available at: <https://www.pembrokeshire.ac.uk/green-credentials/>

⁶⁶ Pembrokeshire College (2020) Sustainable Development Policy. [online] Available at: <https://mypemsac.sharepoint.com/sites/publicdocuments/Documents>

/Sustainable%20Development%20Policy%20-%20ISPOL7304002E.pdf?originalPath=aHR0cHM6Ly9teXBibWJzYW%20Muc2hhcmVwb2ludC5ib20vOml6L3MvcHVibGlicjZG9jdW1lbnRzL0VZS0x5TmxRWXQ5SXQyMjRZ0Z6MklBQndFN2xPTTdnYXh0ZzRGWndSMEd1LUE_cnRpbWU9cDRIOUiSbiEYRWc

- **Statutory consultee** to some 9,000 planning applications a year;
- **Manager/Operator:** managing seven per cent of Wales' land area including woodlands, National Nature Reserves, water and flood defences, and operating our visitor centres, recreation facilities, hatcheries and a laboratory;
- **Partner, Educator and Enabler:** key collaborator with the public, private and voluntary sectors, providing grant aid, and helping a wide range of people use the environment as a learning resource; acting as a catalyst for others' work;
- **Evidence gatherer:** monitoring our environment, commissioning and undertaking research, developing our knowledge, and being a public records body; and,
- **Employer** of almost 1,900 staff, as well as supporting other employment through contract work.

Climate and carbon reduction actions

A.13 Some of the key carbon related action plans and strategies include:

- **Environmental Policy Statement**⁶⁷ states that NRW will encourage best environmental practices throughout the organisation.
- **Environmental Management System – Corporate Environmental Report 2018/2019**⁶⁸ summarises the environmental performance of the NRW. Throughout that year, NRW has focused on reducing its carbon footprint, maintaining woodland certification, improving the status of designated features, and developing mechanisms for active and sustainable travel to be the favoured choice of NRW commuter travel and for appropriate business journeys.
- **Environmental objectives 2019/2022**⁶⁹ include:
 - Decarbonisation through retrofitting buildings with solar PV, reduce fleet fuel, develop an electric

vehicle (EV) charging infrastructure, increase EV mileage and deliver a peatland project;

- Developing NRW into an excellent organisation by encouraging active travel, providing cycle storage;
 - Waste minimisation; and,
 - Sustainable management of land and water in Wales.
- **Corporate Plan to 2022: Our Well-being Objectives**⁷⁰ sets out what the NRW intends to do up to 2022 to work towards achieving its Well-being Objectives and the sustainable management of natural resources in Wales.

Port of Milford Haven

A.14 Port of Milford Haven is one of the leading UK ports, which handles over 30 million tonnes of cargo annually. The Port directly employs over 200 people. However, along with the cluster of energy-related businesses along the waterway, is a key driver of economic activity in Pembrokeshire, and it support over 4,000 jobs.

Climate and carbon reduction actions

A.15 Some of the key carbon related action plans and strategies include:

- **Adaption to Climate Change II (2015)**⁷¹ builds on the Climate Change Adaptation Report 2011 sets out actions to minimise the risks and adapt to the changing climate that include data collection and monitoring actions (to ensure that future adaptation responses are well-informed). Specifically, it includes maintenance and operation of MHPA meteorological stations and ongoing hydrographic monitoring. Moreover, the Port has installed an automatic water level monitor in Hubberston Pill to provide an advanced warning of flooding, improved management, reduced flooding incidents and fewer complaints from residents.

⁶⁷ Natural Resources Wales (2018) Environmental policy statement [online] Available at: <https://naturalresources.wales/about-us/corporate-information/environmental-policy-statement/?lang=en>

⁶⁸ Natural Resources Wales (2019) Environmental Management System Corporate Environmental Report 2018/2019 [online] Available at: <https://cdn.cyfoethnaturiol.cymru/media/690877/2018-19-nrw-corporate-environmental-report.pdf?mode=pad&rnd=132215669280000000>

⁶⁹ Natural Resources Wales (2019) Environmental objectives 2019/2022 [online] Available at: <https://cdn.cyfoethnaturiol.cymru/media/688819/environmental-objectives-2019-2022-eng.pdf?mode=pad&rnd=132010862170000000>

[objectives-2019-2022-eng.pdf?mode=pad&rnd=132010862170000000](https://cdn.cyfoethnaturiol.cymru/media/688819/environmental-objectives-2019-2022-eng.pdf?mode=pad&rnd=132010862170000000)

⁷⁰ Natural Resources Wales (undated) Corporate Plan to 2022: Our Well-being Objectives [online] Available at: <https://naturalresources.wales/about-us/strategies-and-plans/wellbeing-objectives/?lang=en>

⁷¹ Milford Haven Port Authority (2015) Adapting to Climate change II. Milford Haven Port Authority Second Report to the Secretary of State. [online] Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/466609/climate-adrep-mhpa.pdf

■ **Environmental Policy Statement (2020)**⁷² outlines principles implemented in the Environmental Policy that include to:

- Endorse the principles contained within the European Sea Ports Organisation’s Environmental Code of Practice.
- Conserve the natural environment of the Haven, continue to promote its sustainable use, and to protect it, particularly in respect of biodiversity, oil pollution and activities requiring Marine Works Licences.
- Respond immediately to any environmental incident or threat within the Port by utilising appropriate personnel and equipment.
- Design management systems or equipment to minimise our environmental impact especially from: dredging programmes, Oil Spill Response capability, Port of Milford Haven marine craft emissions, utilities consumption, and waste generation.
- Monitor and Report annually on our environmental performance with the aim of achieving continuous improvement.
- Create a framework for setting and reviewing environmental objectives and targets.
- Comply with relevant environmental legislation.
- Communicate this policy to, and foster environmental responsibility amongst our staff, tenants, and contractors.
- Provide appropriate training and encourage initiatives to enhance and improve our environmental performance.
- Make Available all necessary resources to implement this environmental policy.

■ **Environmental Performance Report 2014**⁷³ outlines the environmental performance of the Port during 2014. It includes carbon calculations from the port’s operations including:

- Electricity indirect emissions;

- Gas emissions;
- Marine craft emissions;
- Water Ranger emissions;
- Red diesel Pembroke Port plant emissions;
- White diesel Pembroke Port plant emissions;
- Milford Fish Docks emissions;
- Milford Marina red diesel emissions;
- Heating fuel emissions;
- Company car emissions; and
- Private car usage for company business emissions.

■ The Port of Milford Haven endorses the principles of the European Sea Ports Organisation’s (ESPO) Environmental Policy Code of Practice and has attained the ECOPORTS Port Environmental Review System (PERS) standard⁷⁴.

Public Health Wales

A.16 Public Health Wales (PHW) is one of the 11 organisations that make up NHS Wales. PHW is the national public health agency in Wales, who works to protect and improve health and well-being and reduce health inequalities for people in Wales. PHW employs over 1,800 people and it currently comprises of 64 properties. The organisation has four statutory functions:

- To provide and manage a range of public health, health protection, healthcare improvement, health advisory, child protection and microbiological laboratory services and services relating to the surveillance, prevention and control of communicable diseases;
- To develop and maintain arrangements for making information about matters related to the protection and improvement of health in Wales available to the public; to undertake and commission research into such matters and to contribute to the provision and development of training in such matters;
- To undertake the systematic collection, analysis and dissemination of information about the health of the people of Wales in particular including cancer incidence,

⁷² Port of Milford Haven (2020) Environmental Policy Statement [online] Available at: <https://www.mhpa.co.uk/uploads/General%20/Environmental%20Policy%20Statement%202020.pdf>

⁷³ Port of Milford Haven (2014) Environmental Performance Report [online] Available at:

https://www.mhpa.co.uk/uploads/Environment_docs/PoMH%20Env%20Perf%20Report%202014.pdf

⁷⁴ Port of Milford Haven (undated) Environmental Accreditations [online] Available at: <https://www.mhpa.co.uk/environmental-accreditations/>

mortality and survival; and prevalence of congenital anomalies; and

- To provide, manage, monitor, evaluate and conduct research into screening of health conditions and screening of health-related matters.

Climate and carbon reduction actions

A.17 Some of the key carbon related action plans and strategies include:

- **NHS Decarbonisation Strategic Delivery Plan 2021-2030**⁷⁵ calculates the carbon footprint of PHW by calculating its Scope 1, Scope 2 and Scope 3 emissions from four areas: buildings use; fleet and business travel; staff, patient and visitor travel; and procurement. The Delivery Plan sets out 46 initiatives for decarbonising NHS Wales by 2030 in their six main activity streams:
 - Carbon Management
 - Buildings
 - Transport
 - Procurement
 - Estate Planning and Land Use
 - Approach to Healthcare
- **Annual Report 2019/2020**⁷⁶ outlines the overall performance of the PHW between 2019 and 2020. The Annual Report includes a Sustainability Report which provides a summary of the key achievements that reflect the ongoing commitment to sustainable development. During that year, the Environmental Sustainability Group has begun implementing the organisation's vision to "*become an organisation where environmental sustainability is truly embedded through knowledge, collaboration, engagement and innovation*". Some of the key environmental actions focus on:
 - Buildings, energy and waste;
 - Green travel;
 - Leadership, engagement and learning;

- Monitoring and evaluation; and,
- Reducing plastics.

The Sustainability Report outlines the organisation's performance for emissions, energy use and financial indicators for energy and business travel.

In October 2018, Public Health Wales became the first public sector organisation in Wales to complete Cynnal Cymru's new 'Carbon Literacy' training and become 'Carbon Literate'⁷⁷

- **Making Space for Nature**⁷⁸ sets out how the organisation will meet its duty of maintaining and enhancing biodiversity and promoting resilience of ecosystems. This Strategy contributes to Wales's Well-being goals and Public Health Wales's Well-being Objectives.
- **Biodiversity and Resilience of Ecosystem Duty Report**⁷⁹ presents a summary of actions taken to enhance biodiversity and sustainability across the PHW's estate. The organisation has engaged with its staff members through a range of projects and initiatives including:
 - setting up of the Procurement champions Group;
 - Environmental Sustainability Program that focuses on embedding sustainability in the organisation's culture and operations, reducing carbon footprint, promoting reuse of resources and recycling, enhancing environmental understanding, achieving international standards accreditation;
 - Delivery of 'Our Space' program;
 - Creation of a 'Veg on the Ledge' garden on the 6th floor of the offices in Cardiff;
 - An initiative "Swap, not Shop" encouraging exchange of unwanted items such as clothing;
 - Group litter picking activity.

⁷⁵ NHS Wales (2021) NHS Decarbonisation Strategic Delivery Plan 2021-2030 [pdf] Available at: <https://gov.wales/sites/default/files/publications/2021-03/nhs-wales-decarbonisation-strategic-delivery-plan-2021-2030-summary.pdf>

⁷⁶ Public Health Wales (2020) Annual report 2019/2020 [online] Available at: <https://phw.nhs.wales/about-us/annual-report/annual-report-2019-2020/>

⁷⁷ Sustain Wales (2018) Public Health Wales Becoming 'carbon Literate' [online] Available at: <http://www.cynnalcymru.com/public-health-wales-becoming-carbon-literate/>

⁷⁸ Public Health Wales (undated) Making Space for Nature [online] Available at: <https://phw.nhs.wales/topics/health-and-sustainability/making-space-for-nature-the-public-health-wales-biodiversity-plan/>

⁷⁹ Public Health Wales (2019) Biodiversity and Resilience of Ecosystem Duty Report (pdf) Available at: <https://phw.nhs.wales/topics/health-and-sustainability/biodiversity-and-resilience-of-ecosystems-duty-report-2019-public-health-wales/>

Hywel Dda University Health Board

A.18 Hywel Dda University Health Board is a local health board in Wales which provides healthcare services to a total population of over 385,600 people throughout Carmarthenshire, Ceredigion and Pembrokeshire.

A.19 Under the Well-being of Future Generations (Wales) Act the health board places duty of delivering well-being objectives that will demonstrate the commitment to the goals of the act.

Climate and carbon reduction actions

A.20 Some of the key carbon related action plans and strategies include:

- **Hywel Dda University Health Board Annual Report and Accounts 2019/2020⁸⁰** includes the Performance Report, which details how did the health board perform against its targets and actions planned to maintain or improve performance; Accountability Report which details the Board's key accountability requirements and Financial Statements.
- **Our Well-being Objectives: Annual Report for the period 1 April 2019 – 31 March 2020⁸¹** demonstrates the progress towards meeting the Hywel Dda University Health Board (UHB) Well-being Objectives. The UHB Well-being Objectives include:
 - Planning and delivering services to increase our contribution to low carbon.
 - Promoting the natural environment and capacity to adapt to climate change.

A.21 The Hywel Dda UHB also produced a Carbon Sustainability Report and Environmental Sustainability Report in 2019, however, these were unavailable online and have not being included in the review.

Pembrokeshire Association of Voluntary Services

A.22 Pembrokeshire Association of Voluntary Services support voluntary and community groups within Pembrokeshire. It is the independent membership organisation which was established to support and develop voluntary action in Pembrokeshire. It provides an interface, or working relationship, between voluntary and statutory organisations.

A.23 Its core funding comes from the Welsh Government, administered by Wales Council for Voluntary Action, and further funding is awarded by Pembrokeshire County Council.

A.24 Pembrokeshire Association of Voluntary Services does not have any specific plans relating to climate change / carbon reduction.

Mid and West Wales Fire and Rescue Service

A.25 Mid and West Wales Fire and Rescue Service is the fire and rescue service covering the Welsh principal areas of Carmarthenshire, Ceredigion, Neath Port Talbot, Pembrokeshire, Powys and Swansea. The service covers the largest area in England and Wales, covering predominantly rural area of 11,700 km². It has 57 fire stations, and it hires around 1,400 of staff.

Climate and carbon reduction actions

A.26 Some of the key carbon related action plans and strategies include:

- **Environmental Strategy 2020-2025 (2020)⁸²** sets out the main principles, proposals and required actions to reduce environmental impacts of the Service's activities and operations. It also sets out environmental priorities up to the end of March 2025. The key aims address:
 - Sustainability in our Community;
 - Sustainable Procurement;
 - Energy Consumption & Management;

⁸⁰ Hywel Dda University Health Board (2020) Annual Report and Accounts 2019/2020 [online] Available at: <https://hduhb.nhs.wales/about-us/performance-targets/performance-documents/annual-report-and-accounts-2019-20/>

⁸¹ Hywel Dda University Health Board (2020) Our Well-being Objectives [online] Available at: <https://hduhb.nhs.wales/about-us/governance-arrangements/the-well-being-of-future-generations->

[wales-act/well-being-of-future-generations-act-links-and-documents/wbfqa-annual-report/](https://www.mawwfire.gov.uk/media/1891/5-year-environmental-strategy-2020-2025-052020.pdf)

⁸² Mid and West Wales Fire and Rescue Service (2020) 5 Year Environmental Strategy [online] Available at: <https://www.mawwfire.gov.uk/media/1891/5-year-environmental-strategy-2020-2025-052020.pdf>

- Water Consumption;
- General Waste and Mixed Recycling;
- Operational Activities;
- Transport and Fleet Management;
- Decarbonisation; and Biodiversity and Wildlife.
- **Corporate Plan 2020 – 2025**⁸³ sets out the vision for the future, which is “to be a World Leader in Emergency Response and Community Safety”. It sets out a strategic aim to reduce the organisation’s impact on the environment from its activities and embrace green technologies. Specifically, the strategic aim targets:
 - Reducing the purchase and consumption of single use plastic;
 - Reducing the Service’s energy consumption and move to a more sustainable energy strategy.
- **Service’s Section 6 Duty Report**⁸⁴ sets out actions proposed to maintain and enhance biodiversity and promote resilience.
- **Biodiversity Action Plan 2020 – 2023**⁸⁵ outlines the objectives and actions that will encourage a wide variety of biodiversity to the Service’s sites’ over the next three years and to ensure that already existing species will be maintained and enhanced. The action plan aims to tackle four key areas that include building partnerships, operational response at designated sites, estates management and new builds and major refurbishments.
- **Sustainability and Environmental Annual Report 2019 – 2020**⁸⁶ summarises achievements made in environmental performance in the last year and outlines the progress towards the Environmental Objectives. The report summarises the Service’s key areas of performance and monitoring in areas where it has the biggest impact on the environment.

This includes the utilities in terms of consumption and carbon emissions, fleet and waste production of all Service premises.

Dyfed-Powys Police

A.27 Dyfed-Powys Police (DPP) is the territorial police force in Wales covering Carmarthenshire, Ceredigion and Pembrokeshire and the unitary authority of Powys with the population of approximately 0.5 million people. The DPP employs over 2,000 staff members.

Climate and carbon reduction actions

A.28 Some of the key carbon related action plans and strategies include:

- In 2020, Police and Crime Commissioner Dafydd Llywelyn has committed to ensuring that the DPP operate in greener, more sustainable and environmentally friendly way in the future⁸⁷.
- Dyfed-Powys Police has invested in 11 electric vehicles which will help the DPP to reduce its carbon emissions and work towards a more sustainable future⁸⁸.

The Dyfed-Powys Police and Crime Commissioner

A.29 The Dyfed-Powys Police and Crime Commissioner is an elected official tasked with setting out the way crime is tackled by Dyfed-Powys Police. The commissioner is responsible for:

- Setting the priorities for the Dyfed-Powys Police;
- Publishing a Police and Crime Plan;
- Engaging with Communities and representing the public’s voice on policing matters;

⁸³ Mid and West Wales Fire and Rescue Services (2020) Corporate Plan [online] Available at:

https://www.mawwfire.gov.uk/media/3197/jr0943-corporate-plan-2020-25_eng.pdf

⁸⁴ Mid and West Wales Fire and Rescue Service (2020) Environment (Wales) Act 2016: Section 6 Duty [online] Available at:

https://www.mawwfire.gov.uk/media/1889/mawwfrs_s6_report_15052_0.pdf

⁸⁵ Mid and West Wales Fire and Rescue Service (2020) Biodiversity Action Plan [online] Available at:

https://www.mawwfire.gov.uk/media/4276/biodiversity_action_plan_13_0720.pdf

⁸⁶ Mid and West Wales Fire and Rescue Service (2020) A Sustainability and Environmental Annual Report [online] Available at:

https://www.mawwfire.gov.uk/media/4476/sustainabilityenvironmentalannualreport-2019-20_130121.pdf

⁸⁷ Dyfed-Powys Police and Crime Commissioner (2020) Police and Crime Commissioner committed to ensuring a smarter, greener, and sustainable organisation at Dyfed-Powys [online] Available at: <http://www.dyfedpowys-pcc.org.uk/en/news/press-releases/police-and-crime-commissioner-committed-to-ensuring-a-smarter-greener-and-sustainable-organisation-at-dyfed-powys/>

⁸⁸ DPP (2020) Greener future for Dyfed-Powys Police with electric cars [online] Available at: <https://www.dyfed-powys.police.uk/news/dyfed-powys/news/2020/november-2020/greener-future-for-police-as-dyfed-powys-pcc-invests-in-electric-cars/>

- Working closely with community safety and criminal justice partners;
- Supporting victims and bringing people to justice;
- Commissioning services to make communities safer and to support the vulnerable;
- Appointing and, if necessary, dismissing the Chief Constable;
- Dealing with complaints and disciplinary matters against the Chief Constable;
- Holding the Chief Constable to account; and
- Setting the annual Police budget and precept level.

Climate and carbon reduction actions

A.30 Some of the key carbon related action plans and strategies include:

- In 2020, Police and Crime Commissioner Dafydd Llywelyn has committed to ensuring that the DPP operate in greener, more sustainable and environmentally friendly way in the future⁸⁹. Moreover, more focus is going to be given to ensuring that a new Policing Hub and Custody Site will be an ambitious sustainable construction. It is anticipated that amongst some of the sustainable credentials of the new build will be a photovoltaic solar power installation to reduce carbon footprint of the building, a rainwater harvesting facility, and electric car charging facilities⁹⁰.
- **Estates Strategy 2020 - 2030**⁹¹ sets out the vision and ambition for the police estate for the 10 years period. In terms of addressing the environment and carbon footprint, the DPP highlights the importance of continuing work on improving Energy Performance of each building by working closely with Carbon Trust. Moreover, some of the planned actions include identification of LED lamp replacements, building controls, building fabric

enhancements along with Photovoltaic/Wind driven electricity generating opportunities.

- **2020/21 – 2025/26 Medium Term Financial Plan**⁹² summarises the financial strategy for the Dyfed-Powys Police. It highlights that in 2019 a Sustainability Group was formed which seeks to explore and maximise sustainability opportunities. The opportunities include electric vehicles, premises and agile working.

The Welsh Ministers

A.31 The Welsh Ministers are responsible, together with the First Minister and the Counsel General, for areas including local government, education, health, transport, planning, economic development, social services, culture and Welsh language.

Climate and carbon reduction actions

A.32 Some of the key carbon related action plans and strategies include:

- Net zero by 2050 i.e., 100% reduction in greenhouse gas emissions (GHG) by 2050.
- Net zero public sector by 2030.
- 70% of Wales electricity consumption to be renewable by 2030.
- 1GW of electricity generated in Wales to be locally owned by 2030.
- All new developments by 2030 to have an element of local ownership.
- Aim for 30% of Welsh workforce to work remotely.
- **Prosperity for All – A Climate Conscious Wales (2020)**⁹³ is the Welsh Government's first climate change adaptation plan for Wales. The five-year Plan outlines actions to:

⁸⁹ Dyfed-Powys Police and Crime Commissioner (2020) Police and Crime Commissioner committed to ensuring a smarter, greener, and sustainable organisation at Dyfed-Powys [online] Available at: <http://www.dyfedpowys-pcc.org.uk/en/news/press-releases/police-and-crime-commissioner-committed-to-ensuring-a-smarter-greener-and-sustainable-organisation-at-dyfed-powys/>

⁹⁰ Dyfed-Powys Police and Crime Commissioner (2020) Police and Crime Commissioner reveals plans for proposed new Policing Hub and Custody Suite as part of public consultation on ambitious new sustainable build. [online] Available at: <http://www.dyfedpowys-pcc.org.uk/en/news/press-releases/police-and-crime-commissioner-reveals-plans-for-proposed-new-policing-hub-and-custody-suite-as-part-of-public-consultation-on-ambitious-new-sustainable-build/>

⁹¹ Dyfed-Powys Police and Crime Commissioner (2020) Estate Strategy 2020 – 2030 [online] Available at: http://www.dyfedpowys-pcc.org.uk/media/10609/pcc-estates-strategy-2020_2030-final.pdf

⁹² Dyfed-Powys Police and Crime Commissioner (2020) 2020/21 – 2025/26 Medium Term Financial Plan [online] Available at: <https://democracy.carmarthenshire.gov.wales/documents/s38736/Report.pdf>

⁹³ Welsh Government (2020) Prosperity for All – A Climate Conscious Wales – A climate change adaptation plan for Wales (pdf) Available at: https://gov.wales/sites/default/files/publications/2019-11/prosperity-for-all-a-climate-conscious-wales_0.pdf (accessed 30/03/21)

- protect people, communities, buildings and infrastructure from flooding;
- protect water supplies from drought and low river flows;
- tackle land management practices that exacerbate climate risks; and,
- manage risks to ecosystems and agricultural businesses.

Actions include:

- Improving communications and raising public understanding of climate change.
- Delivering the Welsh Government Historic Environment Sector Adaptation Plan.
- Delivering a new Flood and Coastal Erosion Risk Management Strategy.
- Developing a new Climate Change Health Impact Assessment.
- Adapting transport and infrastructure.
- Increasing urban green infrastructure.
- Restoring uplands and peatlands.

■ **Prosperity for All – A Low Carbon Wales (2019)**⁹⁴ is the Welsh Government's climate mitigation plan which sets out 100 policies and proposals to enable Wales to comply with the first carbon budget and create the foundations for further emission reduction. The following is a summary of the high-level actions for each sector:

- **Agriculture sector** – improve efficiency of livestock production; improve crop and nutrient management; improve on farm fuel and energy efficiency.
- **Buildings sector** – implement energy efficiency measures; low carbon heating measures; behavioural change measures to the way buildings are run.
- **Industry sector** – improve energy efficiency measures of material, energy and processes, innovation and waste heat; increase of low carbon heat and industrial process measures.
- **Land Use and Forestry sector** – increase tree cover; reduce carbon loss from peatlands and build carbon stores within biomass.
- **Power sector** – reduce overall power generation from fossil fuels; increase the deployment of

renewable energy to meet the Welsh Government targets; increase support for innovation.

- **Transport sector** – behavioural change measures (modal shift to more sustainable travel); increase uptake of electric vehicles; reduce emissions from road and rail transport through vehicle and fuel efficiency.
- **Waste sector** – reduce waste emissions from landfills; increase measures to reduce emissions from water treatment.

Wales Probation Service

A.33 Wales Probation Service delivers rehabilitative interventions and Community Payback, which supports the National Probation Service to deliver the sentence of the court.

A.34 Wales Probation Services is part of Kent, Surrey and Sussex Community Rehabilitation Company and is managed by Seetec, an employee-owned business.

Climate and carbon reduction actions

A.35 Some of the key carbon related action plans and strategies include:

- Seetec is committed to conducting its business in an environmentally responsible manner and also to complying with all applicable compliance requirements to achieve high standards of sustainable development in all areas of its business. The areas of focus for minimising environmental impact include:
 - Sustainable Procurement of Goods and Services;
 - Consumption of Materials and Resources;
 - Efficient Energy Management;
 - Following Best Practice in Waste Management;
 - Efficient Logistics Management;
 - Control of Discharges and Emissions.
- Seetec has an Environmental Management System Team who is responsible for driving forward its environmental objectives and targets. The overall objective of the team is improve and sustain the business operations recognizing the links between

⁹⁴ Welsh Government (2019) Prosperity for All – A Low Carbon Wales (pdf) Available at:

https://gov.wales/sites/default/files/publications/2019-06/low-carbon-delivery-plan_1.pdf (accessed 30/03/21)

the environment and the local communities it serves⁹⁵.

PLANED

A.36 PLANED is a community-led partnership that supports communities to improve their quality of life by focusing on their opportunities, harnessing potential and helping them to achieve their aspirations.

A.37 The key areas of focus of PLANED include:

- Community participation, representation and wellbeing;
- Skills and entrepreneurship;
- Sustainable agriculture and natural resources; and
- Natura, heritage culture and tourism.

A.38 In terms of environment and sustainability, PLANED has set up the Pembrokeshire Sustainable Agriculture Network as a forum for farmers and landowners to discuss ideas and develop opportunities relating to sustainable agriculture.

Climate and carbon reduction actions

A.39 Some of the key carbon related actions include:

- Carbon capture project in Pembrokeshire started by a group of farmers to explore opportunities for, and barriers to, the decarbonisation of the County. The study was at its initial stage in the end of 2019 and might have been delayed due to the Covid-19 pandemic. PLANED has been supporting the farmers⁹⁶.
- Development of a Renewable Energy Assessment and Target Information for the Pembrokeshire Coast National Park (2008) aimed at obtaining a clear overview and information resource on the contribution that the Pembrokeshire Coast National Park area can make to potential renewable energy provision. PLANED was involved in the development of this report prepared by LUC⁹⁷.
- PLANED have secured Sustainable Development Fund (SDF) support to advance its successful work and build on best practice demonstrated by the

Pembrokeshire Sustainable Agriculture Network. The Network has brought farmers and organisations working in the fields of agriculture, conservation and business support closer together. This project seeks to bring about an attitudinal change on the part of the farmers in Pembrokeshire Coast National Park and will assist them to not only identify opportunities but also recognize the benefits of sustainable practices in key areas including positive land management, renewable energy and climate change⁹⁸.

- Carbon capture event held aimed to investigate the possibilities for carbon capture within the County.

Regional Jobcentre Wales representative, Department for Work and Pensions

A.40 The Regional Jobcentre Wales representative (Department for Work and Pensions) does not have any specific plans relating to climate change / carbon reduction.

One Voice Wales

A.41 One Voice Wales is the principal organisation for community and town councils in Wales, that provides a strong voice representing the councils' interests and a range of high-quality services. It was formed in 2004 out of the two main predecessor organisations: NALC Cymru and the Wales Association of Community and Town Councils.

A.42 One Voice Wales maintains close links with the Welsh Government and is therefore able to advice on the full spectrum of devolved and non-devolved policy matters.

A.43 One Voice Wales does not have any specific plans relating to climate change / carbon reduction.

⁹⁵ Wales Probation Services (undated) Environmental Policy [website] Available at:

<https://www.wales.probatonservices.co.uk/legal/environmental-policy/>

⁹⁶ PLANED (2019) Carbon capture project in Pembrokeshire [online]

Available at: <https://www.planed.org.uk/news/2019/09/10/decarbonising-the-county/>

⁹⁷ LUC and the National Energy Foundation (2008) Development of a Renewable Energy Assessment and Target Information for the

Pembrokeshire Coast National Park [online] Available at:

<https://www.pembrokeshirecoast.wales/wp-content/uploads/2019/04/Pembrokeshire-Coast-renewables-draft-final-report.pdf>

⁹⁸ Pembrokeshire coast (undated) SDF Projects [online] Available at:

<https://www.pembrokeshirecoast.wales/about-the-national-park-authority/sustainable-development-fund/sdf-projects/>

West Wales Care Partnership

A.44 West Wales Care Partnership (WWCP) oversees the transformation and integration of health, social care and wellbeing services in the West Wales area. The Partnership brings together the three local authorities in the West Wales (Carmarthenshire County Council, Ceredigion Council and Pembrokeshire County Council), Hywel Dda University Health Board and representatives of the third and independent sector. A Regional Partnership Board has been established to ensure that the statutory requirements of the social Services and Wellbeing (Wales) Act 2014 are met.

A.45 The WWCP has links with other collaborations in West Wales, including:

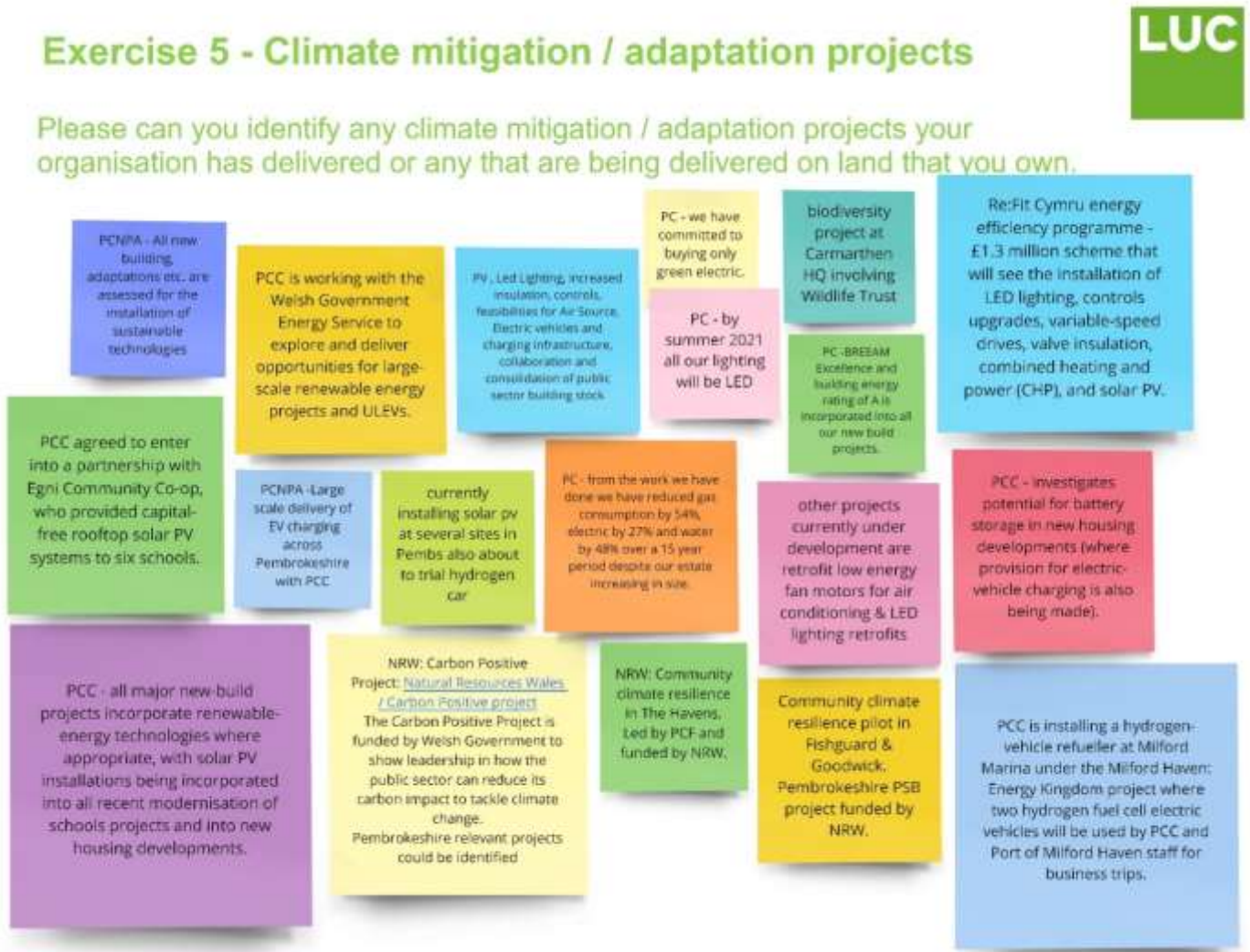
- Mid and West Wales Adoption Service;
- Regional Safeguarding boards for adults and children;
- Substance Misuse Area Planning Board;
- Public service Boards in Carmarthenshire, Ceredigion and Pembrokeshire; and
- Supporting People Regional Committee.

A.46 The West Wales Care Partnership does not have any specific plans relating to climate change / carbon reduction.

Appendix B

Example of Miro Boards showing responses from Focus Group

Figure B.1: Example of Miro Boards showing responses from Focus Group



PROJECT UPDATE

27th April 2021



WORKSTREAM: Recruitment and Employment Transformation Framework

Project:	Develop a shared approach to staff well-being across PSB partner organisations
Lead Partner and Responsible Officer:	David Evans, Pembrokeshire College Alyson Phillips, DWP
Overview of Project activity:	Now more than ever the issue of staff well-being is at the forefront of many organisations' concerns. With this in mind, it is proposed that PSB organisations come together to share lessons learnt and best practice around how they are supporting the well-being of staff who are working from home, are furloughed or who at risk of redundancy and to share thoughts around how new staff will be supported going forward, including incorporating virtual employment support.
What has gone well?	Some responses received from PSB members in support of the aims.
Have there been any issues/barriers?	It is an accepted fact that the majority of Pembrokeshire PSB member organisations are likely (due to size) to have specific processes and HR guidance in place linked to COVID arrangements. The aim of this "project" was to bring together members' learned good practice which could be shared with all members in the spirit of this being an exceptional set of circumstances for any organisation.
Priorities for next reporting period	Collation of the good practice that had been shared for all members to access should they desire to do so.
Priorities agreed on at last meeting 23/02/21	<ol style="list-style-type: none"> 1. Collate information from partners around staff well-being and consider how this can be shared 2. Set up a meeting of PSB HR contacts to discuss how some of the issues/barriers that have been raised can be overcome
Progress on priorities agreed at last meeting 23/02/21	A meeting has not been set up as a limited number of responses has been received. As each PSB partner HR department has their own responsibilities and processes dependant on the

	<p>nature of their business, it is proposed that this project is brought to an end and the information received circulated if required.</p>
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PROJECT UPDATE

27th April 2021



WORKSTREAM: Recruitment and Employment Transformation Framework

Project:	Raise awareness of schemes and initiatives to support employment and training
Lead Partner and Responsible Officer:	David Evans, Pembrokeshire College Alyson Phillips, DWP
Overview of Project activity:	The Welsh Government's <u>Personal Learning Account</u> Scheme (where furloughed individuals and those earning under £26,000 can access part time study across a range of courses in order to change or enhance their career prospects) and the <u>Kickstart</u> Scheme launched in the Autumn (where businesses that employ young adults will be able to claim back 100 per cent of their salaries, at the national minimum wage, for 25 hours of work per week over a six month period) are two initiatives that are aimed at supporting workers post-Covid. It is proposed that the PSB takes an active role in promoting these and any other schemes and takes advantage of them wherever possible.
What has gone well?	In Pembrokeshire we have a dedicated Kickstart Employer adviser who has responsibility to work with employers that wish to offer Kickstart opportunities, ensuring the vacancy management from production of an appropriate job description, quality referrals and submissions through to filling the opportunity. Pembrokeshire has been lucky in having 3 good quality Gateway Organisations in Pembrokeshire College, Pembrokeshire County Council and PRP all of which have numerous Pembrokeshire Employers accessing their support to fill Kickstart opportunities. The scheme has evolved since its introduction in September 2020 and is now open for employers with any number of opportunities to apply direct to the scheme. Sole Traders are also covered by working with a specific gateway, namely Adecco Working Ventures & the Federation for Small Businesses to fill their opportunities. The timescale currently is 14 days from application to register for the scheme to the opportunity being advertised and potentially filled within hours. The scheme is supporting businesses of all sizes, energising workforces with keen young people who will in turn gain skills and much needed experience to support their onward career journeys.

<p>Have there been any issues/barriers?</p>	<p>There were some system technical challenges and application process delays which were due in the main to the interest in the programme and subsequent high level of applications. These were ironed out over time but having Kickstart contacts provided locally to work with employers and Gateway organisations became a key part of the support DWP were able to offer during the initial phase of the scheme. The scheme really is now in full swing and a key part of supporting businesses in Pembrokeshire and beyond to increase their economic buoyancy in 2020 and beyond.</p>
<p>Priorities for next reporting period</p>	<p>Continue to fully promote the Kickstart Scheme for young people across out county, ensure that all businesses take full advantage of the scheme before the cut-off date In December 2021 to support our economy which will be feeling the impact of seasonality/furlough end (Sept2021)/School leavers (July 2021) and inevitable business closure due to COVID impact.</p>
<p>Priorities agreed at last meeting 23/02/21</p>	<ul style="list-style-type: none"> • We hope to report a number of successful job starts via the scheme in Pembrokeshire and an update of the process for sole traders to recruit. • We'd ask that PSB members consider creating opportunities in their organisations in support of the scheme to get young people in Pembrokeshire into work (1,200 currently in Pembrokeshire). In turn, a Kickstart offer will support some much needed talent retention in out County; organically impacting the economic recovery by introducing additional spending power in our towns and County as a whole. <p>We would also see a potential reduction in the demand on local services; with more young people in work they will benefit from the positives this provides including (not exclusively):</p> <ul style="list-style-type: none"> - Debt recovery/increased financial stability - Improved Mental health & wellbeing - Increased self esteem - A sense of value
<p>Progress on priorities agreed at last meeting 23/02/21</p>	<p>Current Kickstart job starts in Pembrokeshire currently stands - 28 Current Kickstart job opportunities in Pembrokeshire - 211 PSB members who have taken up the Kickstart scheme - Pembrokeshire County Council We have already received statements and messages from Pembrokeshire young people who have had success in taking up a Kickstart opportunity anon: "being unemployed since graduation my mental health had really taken dip, I started to wonder if things would ever improve for me work wise but I</p>

	<p>applied for a Kickstart job vacancy and went for interview and was offered a job with more money and responsibility than the one I'd applied for, they clearly saw something in me which increased my confidence, I've been doing the job now for 2 weeks and I'm really enjoying everything about being in work and being part of a team, this opportunity has made such a difference to me".</p>
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PROJECT UPDATE

27th April 2021



WORKSTREAM: Environmental and Climate Change Risk Assessment / Becoming a Carbon Neutral County

Project:	Mapping of current climate and environmentally focused activity
Lead Partner and Responsible Officer:	Andrea Winterton, Natural Resources Wales
Overview of Project activity:	<p>The aim of the project is to identify opportunities for PSB partners to work more closely together on themes and projects stemming from current activity. This will include undertaking a mapping exercise to determine what other organisations are doing to tackle climate change, looking at;</p> <ul style="list-style-type: none"> • Resilient communities pilot project operating in Fishguard and Goodwick • Work being undertaken by the Pembrokeshire Coastal Forum to understand the risks to coast communities from climate change • Themes emerging from Area Statements • Place Plans being developed by PCC and PCNPA • Identifying partner organisation’s activity around tackling climate change <p>As part of this project a sub-group will be set up to initiate a wider discussion around becoming a carbon neutral county by examining current carbon neutral/positive projects being undertaken by PSB partner organisations.</p>
What has gone well?	Additional funding through NRW SAF pot has helped take some of this work forward
Have there been any issues/barriers?	Resource availability continues to be problematic in terms of taking next steps– this work requires additional resource. Focus has been on carbon reduction rather than climate resilience so need to raise the profile of the climate resilience aspects as well as the carbon reduction goals

Priorities for next reporting period	
Priorities agreed at last meeting 23/02/21	Consider the findings and recommendations of the report and determine next steps Consider doing something similar for conservation focussed activity through nature partnership/ Pembrokeshire sustainable natural capital project
Progress on priorities agreed at last meeting 23/02/21	There has been agreement that it would be beneficial to better work together – as there is a plethora of existing groups both at local and at County-wide level Sustainable Natural Capital project is potentially providing a forum for this work to come together. There is also the potential for multiple benefits where there is alignment with possible climate resilience work. No specific further meeting has yet been arranged but the outputs of the Sustainable Natural Capital project may help move this forward.

PROJECT UPDATE

27th April 2021



WORKSTREAM: Environmental and Climate Change Risk Assessment

Project:	Building Climate Resilient Communities
Lead Partner and Responsible Officer:	Andrea Winterton, Natural Resources Wales
Overview of Project activity:	<p>This project will help deliver the Wellbeing plan project <i>Environmental and Climate Change Risk Assessment</i> with the aim to produce an Environmental and Climate Change Risk Assessment and develop appropriate measures in response.</p> <p>The project will continue to progress work that has commenced towards developing appropriate response measures to climate change, by working with communities to build resilience that will help tackle the declared climate and nature emergencies. It will pilot an approach undertaken by consultants within two at-risk communities to engage with key stakeholders and help them to build a plan for climate resilience specific to their situation and place. The approach aims to encourage these communities, specifically Fishguard and Goodwick, to assume ownership, to collaborate and contribute to the on-going process of building resilience.</p> <p>The approach currently being piloted follows an initial risk assessment, which assessed the impact of severe weather events, the public's perception of climate change risks and potential adaptation and mitigation options. A targeted public engagement approach is currently being trialled with a report on the pilot due in November 2020.</p> <p>This project will consider the experience and learning from the pilot and consider consultant recommendations regarding how best to support and progress work across agencies and the Fishguard and Goodwick community, to continue working together to deliver specific activities identified in their resilience planning engagement process, or alternative strategies if appropriate.</p>

	<p>Note: Activity can only be finalised once the pilot phase community resilience plan has been produced – Nov 2020. Below is a list of potential activity based on resilience planning engagement work undertaken to date:-</p> <ul style="list-style-type: none"> • Specific activities identified in the pilot resilience plan • Facilitating site specific discussions between relevant agencies and the community • Engagement with school pupils/staff • Support Chamber of Commerce & Trade to engage their membership • Evidence gathering and awareness raising • Inter-agency discussions <p>Share learning with PSB and decide on best next steps</p>
<p>What has gone well?</p>	<p>Additional funding from the NRW SAF has helped take this work forward. There has been reasonable engagement from the local community despite Covid restrictions</p>
<p>Have there been any issues/barriers?</p>	<p>Resources continue to be an issue.</p>
<p>Priorities for next reporting period</p>	
<p>Priorities agreed at last meeting 23/02/21</p>	<p>Report to PSB and decide on next steps both in terms of the specific recommendations for the pilot area, but also deciding whether this pilot should be extended/ promulgated within other high climate risk communities.</p> <p>Set up coordination group to try and better coordinate the on-going community engagement around climate resilience that a number of our partners are undertaking.</p> <p>The need for an all-Pembrokeshire Climate Resilience Strategy has been identified. For PSB to consider and implement as appropriate.</p>

Progress on priorities agreed at last meeting 23/02/21

Further discussion still required regarding strategy development, but work towards that in establishing possible funding streams, and indeed taking forward a collaborative bid around the climate resilience theme, aiming to bring together the work that has already been undertaken to date, the aspirations of the PSB partners and wider partnership, Well-being assessment and plan revision, and area statement delivery. The aim being to develop a high level strategy for the County that can shape a work programme/ action plan for consideration by PSB partners. Discussions are on-going....



Item 5

DATE OF MEETING	27 th April 2021
REPORT TITLE	Volunteering for Pembrokeshire programme
STATUS	For information / discussion / decision
PURPOSE	To provide an update on the Volunteering for Pembrokeshire programme, in particular; <ul style="list-style-type: none"> • Development of the Volunteering for Pembrokeshire Strategy • Development of a Pembrokeshire Community Fund
RECOMMENDATIONS	<p>Volunteering for Pembrokeshire Strategy</p> <p>(i) That the PSB notes the update (ii) That the PSB supports consultation around the strategy when it is launched later in the year (iii) PSB members are also asked for their views on whether the Volunteering Strategy Implementation Group should sit within the PSB governance framework</p> <p>Pembrokeshire Community Fund</p> <p>(iv) PSB members are asked to endorse the setting up of the Pembrokeshire Community Fund and consider how they might want to be involved, both as individual organisations and as a PSB</p>
AUTHORS	Sue Leonard, Chief Officer, PAVS

Volunteering Strategy for Pembrokeshire

Briefing paper for the Pembrokeshire Public Services Board – Tuesday 27th April 2021

One of the key objectives of the **Volunteering for Pembrokeshire** programme was to develop an all-age and fully inclusive volunteering strategy for Pembrokeshire covering the whole continuum of active citizenship from informal to formal volunteering (participatory democracy) through to standing for election to town and community councils (representative democracy).

A contract was awarded to a team of 3 consultants who collectively provided 36 days of support to review good practice from elsewhere and to engage as many organisations and individuals as possible in the development of the volunteering strategy. Engagement activities included online surveys, visioning workshops, engagement sessions with Pembrokeshire People First around supported and inclusive volunteering, and a series of one-to-one interviews with key partners. Overall, 70+ organisations/individuals engaged with the process.

The consultants have produced a draft volunteering strategy through a collaborative and iterative process, working closely with steering group members and key partners. A high-level implementation plan has also been developed to support the delivery of the strategy. We have also worked with creative partners to develop a Volunteering Pembrokeshire logo and brand that can be used to create a coherent approach to volunteering in the future, no matter whether the activity is being delivered by a private, public or third sector partner.

Work is ongoing to finalise the draft strategy, which will then be the subject of further consultation and engagement during or immediately after National Volunteers Week at the start of June. The following provides an overview of key elements of the draft strategy.

The consultants adopted a strengths-based approach to the research and gathered local evidence of what was working well in Pembrokeshire in relation to volunteering practice. This included: **partnership working, the role of volunteering infrastructure organisations, the strong tradition of volunteering in the county, and the sense of community spirit and resilience.**

The engagement process also identified challenges and barriers to be overcome, including: **reach and inclusion, perceptions and communications about volunteering, gaps in training, resources and capacity, rurality and transport issues, as well as Welsh language and cultural barriers.**

The draft strategy sets out an ambition to strengthen volunteering and community resourcefulness through collaborative partnership working by:

- Fostering a culture of community participation in which more people volunteer and those who do so flourish and where volunteering is inclusive and accessible to all
- Increasing understanding of the extent, nature, impact and social value of volunteering
- Building capacity and developing good management in volunteering and community action, thereby increasing good quality volunteering opportunities
- Recognising, celebrating and promoting the rich tradition of volunteering in the County to ensure that it continues to thrive

The partnership approach advocated in the draft strategy aims to improve the quality, availability and accessibility of volunteering opportunities for everyone.

There is reference in the document to the PSB, noting that volunteering is integral to the strategic objectives set out in the Wellbeing Plan for Pembrokeshire and can directly support each of the priorities and projects, particularly **Project 6 – Community Participation**, which sets out following long-term vision:

“Volunteering is commonplace and people actively participate in their communities recognising the value this adds to individuals and to the County as a whole. Things happen from the bottom up and grassroots organisations are enabled and supported to achieve their goals. The good practice of PSB partner organisations has been shared and all employers now provide time for employees to contribute to their communities. Most communities have hubs for active participation and these co-ordinate dynamic and exciting projects. Elections for local government are widely contested and candidates are represented across all age ranges, gender, race and ethnicity. Our communities are vibrant places to be, everyone is valued and everyone is involved.”

The strategy sets out 8 integrated priority areas for action under an overarching vision:

Volunteering for Pembrokeshire – *everyone getting involved, helping out and making a difference*

- **Community Spirit:** Fostering community spirit and developing resourcefulness & resilience
- **Working Together:** Collaboration and partnership working
- **Volunteering for All:** Inclusive, accessible volunteering and removing barriers
- **Raising the Standard :** Quality opportunities and good volunteer management
- **Spreading the Word:** Communications and marketing
- **Making it Happen:** Adding value to capacity and resources
- **Doing it Better:** Training and learning
- **Knowing You Count:** Recognition, reward and celebration

The draft strategy also highlights different methods of volunteering including digital volunteering, employee/employer-supported volunteering, youth/family volunteering, micro volunteering and outdoor volunteering, and suggests specific approaches for each.

The final section deals with measuring the outcomes and impact of volunteering, sharing learning and developing a stronger evidence base for “what works” in terms of improving individual and community wellbeing.

The **Volunteering for Pembrokeshire** strategy recommends a number of priority intentions, actions and outcomes. An attempt has also been made to identify any additional resources that will be required to deliver the strategy. The resulting high level strategic commitments will be set out in a draft implementation plan.

Further work is now required to clarify the process for taking the strategy forward. It is likely that a Volunteering Strategy Implementation Group will need to be established in order to oversee delivery. Given the direct link to the work of the PSB, consideration could be given to establishing the Implementation Group as working group under the umbrella of the PSB Communities Sub-Group, with the PSB providing strategic oversight and actively helping to turn the strategy into action.

PSB members are asked to note the content of this paper and to support the consultation around the draft strategy when it is launched later in the year. PSB members are also asked for their views on whether the Volunteering Strategy Implementation Group should sit within the PSB governance framework.

Pembrokeshire Community Fund

Briefing paper for the Pembrokeshire Public Services Board – Tuesday 27th April 2021

Background

As reported at the February PSB meeting, funding has been secured from the Welsh Government Coronavirus Recovery Grant for Volunteering for a range of work packages designed to sustain volunteering and community action and to introduce new systems and support arrangements to develop more sustainable models of volunteering for the future.

One of the agreed work packages was to progress the idea of setting up a Community Fund/Foundation for Pembrokeshire as a mechanism for providing a vehicle for securing a sustainable source of funding for voluntary and community action and social enterprises in the County. A freelance consultant was appointed to lead on this work. The purpose of this paper is to inform PSB members of progress to date and planned next steps, and to get a steer on what role the PSB might wish to play (if any) in connection with the Pembrokeshire Fund, once it is established.

In 2018, Arwain Sir Benfro (Local Action Group) commissioned Wavehill Consulting to conduct a feasibility study/options appraisal for establishing a Community Fund in Pembrokeshire and a report containing key findings, considerations, questions and recommendations was published in April 2019. From then to now, there has been little time or capacity to progress this work any further. However, Arwain Sir Benfro agreed at their meeting on 27th January 2021 that the time was now right to use the additional capacity afforded by the **Volunteering for Pembrokeshire** programme to progress this work.

Over the past two months, a significant amount of work has been undertaken including a detailed review of the Wavehill report, reviewing best practice from elsewhere in the UK, setting up and facilitating meetings of a stakeholder group, holding meetings with individuals/organisations (including Pembrokeshire Lottery and Community Foundation Wales) and securing expert advice on aspects of structure and governance. The outcome is a detailed proposal to establish a Pembrokeshire Community Fund and an implementation plan, setting out next steps. The paper is currently being finalised and can be circulated to PSB members when it is completed.

The paper includes the following recommendations:

1. Set up a **Pembrokeshire Community Fund** (not a Foundation) as a Charitable Incorporated Organisation for the receipt and distribution of funds, and determine its vision, mission and values
2. Focus initially on three key functions, namely to:
 - Develop a Pembrokeshire donor circle (legacies, gifts, donations, fundraising, etc)
 - Establish a flexible local grant fund
 - Be a community equity asset developer (link to asset transfer)
3. To secure funding to pump-prime the development of the **Pembrokeshire Community Fund** through the appointment of a Business Development Manager
4. To establish a mechanism for local decision making which involves community members – this could potentially be a version of Arwain Sir Benfro or the PSB Communities sub-group
5. To secure in-principle agreement that the PSB will provide strategic oversight of and context for the Pembrokeshire Community Fund

There is a strong rationale for establishing a Community Fund including:

- Replacing the LEADER approach to fund community action, social enterprise and innovation
- Encouraging place-based giving to enhance local investment – there is currently no easy way of doing this and it is a missed opportunity
- Providing community access to grants and encouraging take-up of other finance options, including social investment loans and community shares

In England, almost all counties have a Community Foundation and they are linked together through the Community Foundation Network. In Wales there is 1 Community Foundation (Community Foundation Wales). It is felt by CFW that Wales is too small to have more than one and that it would only create confusion and potential duplication to have County based foundations.

For this reason, it is strongly recommended that Pembrokeshire creates a Community Fund rather than a Foundation. There is the potential to link up with Community Foundation Wales to create a foundation for Pembrokeshire which could provide secure and sustainable income on an initial investment, either in perpetuity or on a pay-down basis. Revenue generated in this way could then be distributed via the Pembrokeshire Community Fund, thus playing to the strengths of each organisation. This model could provide a template for other parts of Wales.

There is also the potential to forge a close working relationship with the Pembrokeshire Lottery, which has a hugely successful business model that has sustained for well over 20 years. The Lottery has 9,000 members and this generates an annual prize fund of £146,000. Pembrokeshire Community Fund could provide match-funding or act as guarantor for social enterprises applying to the Lottery for an interest-free loan. There would also be much to learn from the Lottery in terms of marketing the offer, setting up a sustainable organisation, and the role of the Business Development Manager.

One of the key features of a community fund is that it “..... is overseen by a local advisory committee intimately connected to these community needs”. It is therefore vital that there are mechanisms in place for community participation in objective-setting and decision-making for the Fund. There is no off-the-shelf solution for this in Pembrokeshire, but there is potential to look at either Arwain Sir Benfro or the Communities sub-group of the PSB as the basis for such partnership.

There is a strong argument that, regardless of the decision-making mechanisms, it would be useful to link the objectives of the Community Fund to the Well-being Plan for Pembrokeshire. If this is accepted, then there would be merit in reporting regularly to the Public Services Board, who would play a role in providing strategic oversight and context.

The diagram overleaf gives an idea of the proposed governance and delivery structure for the proposed Fund.

At the stakeholder group meeting on 30th March, there was unanimous support for getting on with establishing a Shadow Board with an independent Chair, setting up the CIO, securing funds to pay for a Business Development Manager post (2 years minimum contract), and getting on with the job of promoting the Pembrokeshire Community Fund as a vehicle for philanthropic giving.

PSB members are asked to endorse the setting up of the Pembrokeshire Community Fund and consider how they might want to be involved, both as individual organisations and as a PSB.

Public Services Board
Strategic Oversight and Context

Local community decision making partnership - Needs to have local communities at the heart of decision making

Options for interim local decision making partnership:

Arwain Sir Benfro

Communities sub-group of the PSB

Wales Co-op
Centre

subcontracted for
social enterprise
expertise

Community Fund
delivery and sub-
contractor of functions

Community
Foundation
Wales

Subcontracted for
endowment
expertise

PLANED

subcontracted
for community
asset and share
finance
expertise

PAVS

subcontracted for
grantmaking
expertise

Pembs
Lottery

subcontracted for
loan making
expertise

Pembs
Youth Bank

sub-contracted to
fund youth
enterprise

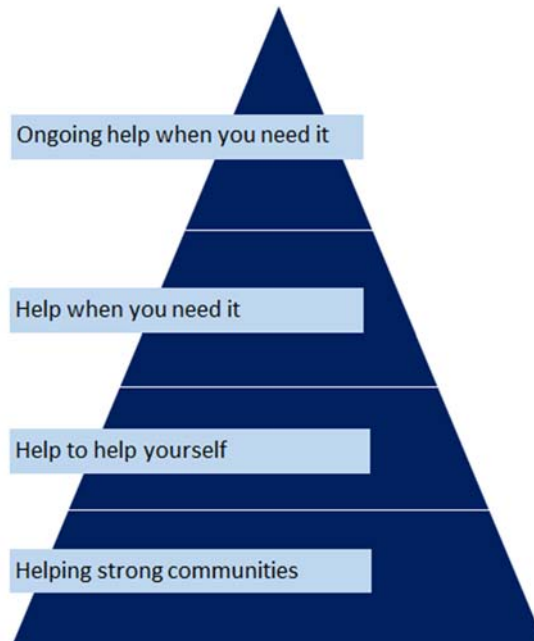


Item 6

DATE OF MEETING	27 th April 2021
REPORT TITLE	Integrated Locality Networks
STATUS	For discussion / agreement
PURPOSE	To provide an update, following the last update received in September 2019, on ongoing work by HDUHB and partners to develop integrated localities and communities in Pembrokeshire.
RECOMMENDATION(S)	That the PSB: <ul style="list-style-type: none"> (i) Notes the update (ii) Considers the recommendations outlined in the report
AUTHORS	Claire George, Locality Manager, Hywel Dda University Health Board

Integrated Localities and Communities in Pembrokeshire

The Pembrokeshire Public Services Board received updates in 2019 on the development of Integrated Localities and Integrated Communities in Pembrokeshire to deliver wellbeing and community resourcefulness. The approach sits within the context of A Healthier Mid and West Wales, Pembrokeshire County Council Wellbeing Objectives and the Pembrokeshire PSB Wellbeing Plan.



The model delivers an Asset Based Community Development (ABCD) approach to integrating public sector assets over a geographical area to support the sustainable development of communities based on their strengths and potentials.

The development of this approach has been revisited due to the pandemic and the current operational and practical constraints. Nonetheless, progress has been made. This paper aims to update on work to date and invite review and consideration of the development work needed to progress.

1. **Helping Strong Communities: Active, resourceful, and connected communities**

AIM: Intelligence led partnership working to develop community wellbeing

The Integrated Community Networks are an organising principle to enable coordination and integration of public sector resource and assets and develop opportunities across a geographic population (circa 20-30,000 population) to improve community integration and cross-fertilise activities.

The community networks are

Fishguard and St Davids	Pembroke/Pembroke Dock
Haverfordwest	Tenby/Saundersfoot
Milford Haven	Crymych/Narberth

Each Integrated Community Network is supported by a Multi-Agency Team (MAT), which will support the wellbeing assessment for the community by providing localised information and intelligence on population need.

Existing

Milford Haven, Fishguard and Pembroke Dock have had MAT meetings. As a result of these meetings activities and ideas have progressed including leisure centres providing blood pressure checks in GP practices and promoting leisure services to suit individual needs, youth centres and job centres working together on multi-generational ICT literacy and a Milford Haven Wellbeing Festival promoted by the secondary school with other partners delivering additional activities.

Multi Agency Groups include:	
Mid and West Wales Fire and Rescue Service	Station Manager
Dyfed Powys Police	PC and PCSO
Pembrokeshire County Council	Schools, Library, Leisure Centre, Housing, Youth Centres
Hywel Dda University Health Board	Health Centre, District Nursing, Clinical Nurse Specialists
GP Practice	Practice Manager, Care Co-ordinator
Public Health	
PLANED	CWBR
PAVS	Community Connector
Job Centre Plus	JCP Manager
Others as appropriate to agenda or area	For example - Age Cymru, PATCH, Milford Youth Matters, Careers Wales, Shaw Trust

Development work

- Multi Agency Groups need to be set up in the remaining geographies.
- The MATs develop action plans deliver on the needs they identify.

2. **Help to Help Yourself: Early identification of people's needs, supporting care planning and accessible support**

AIM: Proactive and integrated care planning to support the wellbeing of individuals

Health and Social Care colleagues working together to deliver integrated and timely care to individuals. The care coordinators facilitate these conversations and work with statutory services and professionals to deliver proactive care to keep people well in their own homes.

Existing

All GP Practices have Multi-Disciplinary Team (MDT) meetings. The frequency of these has lapsed over the past year and some are more focused upon palliative patients than across the patient population. The MDT have generally taken referrals from Health professionals.

Multi-Disciplinary Teams include:	
GP	Practice
Social Worker	PCC
Community Occupational Therapy	H DUHB
Community Physiotherapist	H DUHB
Community Nursing inc. District Nursing and Community Specialist Nurses	H DUHB
Community Connector/Social Prescriber	PAVS
Care Coordinator (yet to start)	H DUHB

Development work

The North Pembrokeshire Cluster have funded 4 care coordinators to support MDT working across the area. These have been recruited and will start in the next few months. South Cluster have funded one care coordinator and a number of clinical professionals to work in a proactive way to manage long-term conditions and frailty in patients in the community.

The care coordinators would take referrals from all public sector professionals for individuals who would benefit from integrated care.

Recent key developments

- Academi Wales graduate recruit – Pembrokeshire County Council, Pembrokeshire College and HDUHB have applied to Academi Wales for a graduate to develop this agenda. The applications will be reviewed in April and the outcome is expected imminently.
- Town and Community Council development officer – PCC, PLANED and OVV are working on an application for funding a development officer for town and community councils.

Questions for PSB

How can we support the delivery of the 6 MATs? The role to Chair and develop these teams are critical to their success. Do PSB partners have partnership/relationship development colleagues who could lead one or more MAT's?

How do we capture local intelligence for the Wellbeing Assessment?

Recommendations

- The PSB identify their individual organisational capacity to support the MAT's.
- The PSB promote the role of the Multi-disciplinary teams within their organisation to promote referrals of individuals for proactive health, social care and community support.
- The Pembrokeshire Engagement and Coproduction Group consider how local intelligence from the integrated community networks is present for the wellbeing assessment.
- The Integrated Community Networks consider how they might use Engagement HQ as conduit between MAT and wider community networks for sharing information, intelligence and develop action plans.

For Further information:

Claire George, Locality Manager, Hywel Dda University Health Board, Claire.george3@wales.nhs.uk

Michelle Copeman, Integrated Locality Project Manager, Hywel Dda University Health Board
michelle.copeman@wales.nhs.uk



Item 7

DATE OF MEETING	27 th April 2021
PRESENTATION TITLE	Operation Dawns Glaw – Mid and West Wales Fire Service
STATUS	For information
PURPOSE	To provide the PSB with information on the MAWW Fire Service’s annual programme to tackle deliberate grass fires
RECOMMENDATION(S)	That the PSB notes the information.
AUTHOR	Lynne Richards – Corporate Partnerships Officer, PCC



Item 8

DATE OF MEETING	27 th April 2021
REPORT TITLE	Early Years Integration Transformation Programme
STATUS	For information
PURPOSE	To provide the PSB with update on the progress of the above programme.
RECOMMENDATION(S)	That the PSB notes the update.
AUTHOR	Lynne Richards – Corporate Partnerships Officer, PCC

Pembrokeshire Public Service Board
27th April 2021

Briefing paper: Early Years Integration Transformation Programme

Introduction:

Welsh Government, in its National Strategy, Prosperity for All (PfA), set out its vision for the early years, which is focussed on ensuring:

“We want children from all backgrounds have the best start in life, giving everyone the opportunity to reach their full potential and maximise their chances of leading a healthy, prosperous and fulfilling adulthood, enabling them to participate fully in communities, the workplace, and contribute to the future economic success of Wales.”

The Early Years Integration Transformation Programme is focussed on delivering on the commitment to develop a more joined-up, responsive early years system that puts the unique needs of each child at its heart, which covers the period of life from pre-birth to the end of the Foundation Phase (0-7).

Nine Public Service Boards across Wales have joined the Early Years Integration Transformation Programme as pathfinders. They are piloting new multi-agency delivery models to support the development of a more integrated and responsive early years system in their area, building on what works well in existing programmes, such as Flying Start, Families First and the Healthy Child Wales Programme. The Pathfinders PSBs are: Cwm Taf, Caerphilly, Newport, Blaenau Gwent, Carmarthenshire, Ceredigion, Swansea, Neath Port Talbot and Flintshire.

In December 2020 Welsh Government extended the offer to those Local Authorities who had not yet taken part in the programme to follow the same journey as the existing Public Service Board pathfinders. Pembrokeshire submitted an application and were successful in their bid, document embedded for reference.



Signed Application
Form.docx

Progress to date:

Welsh Government appointed ISOS Partnership to support the new Pathfinder PSBs.

To date two meetings have been held internally with ISOS colleagues to discuss implementation and approach to scoping and mapping the early year's provision across the County. We have one further session available, which will be utilised to facilitate the scoping of provision, including representatives from partner agencies.

Due to timescales, work is still in its infancy.

Continuation of funding for 2021-22 has been made available and application submitted, again copy embedded for information.



Pembrokeshire
New Pathfinders Gr

This will allow Pembrokeshire to continue on this journey, building on our current early years programmes to create a more joined-up, responsive system that puts the unique needs of each child at its heart.

Pembrokeshire is currently reviewing three areas of programmes funded via Children and Communities Grant, namely, Parenting, Early Years and Emotional Health and Wellbeing. The outcome of the reviews will feed into this process.

Gareth Edwards
Service Manager Early Help and Prevention



Early Years Integration Transformation Programme

Background Information/ Guidance Notes

If you have any queries on any aspect of completing this form then please get in touch with Karen Faulkner at Karen.Faulkner@gov.wales /03000252804

1. Introduction

Welsh Government, in its National Strategy, Prosperity for All (PfA), set out its vision for the early years, which is focussed on ensuring:

“We want children from all backgrounds have the best start in life, giving everyone the opportunity to reach their full potential and maximise their chances of leading a healthy, prosperous and fulfilling adulthood, enabling them to participate fully in communities, the workplace, and contribute to the future economic success of Wales.”

The Early Years Integration Transformation Programme is focussed on delivering on the commitment to develop a more joined-up, responsive early years system that puts the unique needs of each child at its heart, which covers the period of life from pre-birth to the end of the Foundation Phase (0-7).

There are currently 9 Public Service Boards across Wales who have joined the Early Years Integration Transformation Programme as pathfinders. They are piloting new multi-agency delivery models to support the development of a more integrated and responsive early years system in their area, building on what works well in existing programmes, such as Flying Start, Families First and the Healthy Child Wales Programme. The Pathfinders PSBs are: Cwm Taf, Caerphilly, Newport, Blaenau Gwent, Carmarthenshire, Ceredigion, Swansea, Neath Port Talbot and Flintshire.

Welsh Government wish to invite other PSBs to become part of the Early Years Integration Transformation Programme, to follow the same journey as the existing PSB pathfinders in working together to scope ways of working, map local services and needs and design local solutions to meet those needs in a joined-up and coordinated way.

2. Background

2.1. Why the Early Years?

There is substantial evidence to suggest that delivering the right support for all children, particularly those from deprived backgrounds, is the best means of breaking the poverty cycle, and raising the aspiration and attainment for everyone. This underpins Welsh Government's central ambition for creating prosperity for all, reducing inequality, and promoting well-being.

The first few years of a child's life are critical to laying the foundation for lifelong well-being. They determine how well children perform in school, how well they relate to others, and ultimately shape the adult they become.

Adverse childhood experiences (ACEs) can have a devastating effect on development. This is why it is so important to lay successful foundations from the earliest age. By tackling problems early we are far more likely to stop children encountering difficulties at a later stage when they can be much harder to solve.

To help achieve this, it's important that we have the right systems in place and that policies and programmes work together as seamlessly as possible to ensure children and families receive the support they require at the right time and in the right way.

Public Service Boards who are engaged in the Early Years Integration Transformation Programme will have a key role in shaping how early years services may be reconfigured and delivered locally and the findings from the work will be used to inform wider Welsh Government policy relating to early years transformation.

2.2. What is an early years integrated system?

Public Service Boards, engaged in the Early Years Integration Transformation Programme will be expected to work jointly with partners in their area to deliver better outcomes for children and families and to bring services together, in an integrated and multi-agency way.

Guiding Values

Partners will jointly work towards developing an integrated early years' system which will:

- give children and parents a voice and listen to their needs;
- put the needs of the child and the family first;
- reach all children and families as early as possible;
- ensure stability and continuity of services along a continuum from prenatal until the end of the Foundation Phase (0-7);
- include and effectively accommodate children with ALN/SEN;
- value parents as decision makers;
- work in true partnership across and within organisations and professions to maximise investment;
- develop the workforce around a shared ambition for the success of every child.

The question of how to deliver an effective integrated approach in the early years is one that many local services and commissioners have been grappling with over the years. Local authorities, health boards and PSBs across Wales will all be at different stages in considering what it will take to develop a more integrated system in their area, designed around the needs of families – there will be pockets of good practice in many areas, in other areas partners may already be building integrated working and shared objectives across services. PSBs engaged in the Early Years Integration Transformation Programme will be supported on their journey to work with partners in developing a more integrated and joined up early years system.

2.3. Core Components for the Creation of a Single Integrated Early Years Service

“There is now a consensus that to make this happen sectors need to work together, share data and information about family needs, and manage and deliver services so that families receive a consistent and integrated support package” (Early Intervention Foundation).

A set of core components for the creation of a single integrated early years service, is summarised below, based on the research of The Early Intervention Foundation in their report “Getting it Right for Families”¹:

Ensure the well-being and rights of the child are at the centre of every deliberation and decision

- Design strategies that meet standards and achieve desired results of a comprehensive system for children and families.

Agree an Overarching Strategy

- Articulate a shared understanding of roles and joint leadership to make greater progress toward common goals. Set a guiding vision, mission, principles, outcomes, and benchmarks for how the early years system sectors work together.

Joint Planning and Governance

- Establish a joint planning group for early years integrated working that has its governance set within the local corporate planning system and commissioning. Where there is senior leadership and commitment to service development, the outcomes have been shown to be more successful

Develop a Shared Outcomes Framework

¹ <https://www.eif.org.uk/files/pdf/getting-it-right-for-families.pdf>

- To develop an integrated system there must be agreement of priorities across relevant partners and supporting outcomes and that appropriate evidence-based interventions and services are being commissioned to meet these outcomes.

Develop a Shared Vision and Values across the Workforce

- The EIF emphasises the importance of the workforce, developing a shared vision, understanding different roles and taking opportunities to build informal relationships.

Needs Assessment

- Ensure that early indicators of need are identified and captured and that there is a system to provide relevant data at local level to inform commissioning and delivery. At ward level this can not only inform commissioning intentions, but also help to identify vulnerable groups that would benefit from early intervention and measure the impact of early intervention over time.

Develop integrated pathways

- A well-integrated early years model needs to have integrated assessment and delivery and is more than just aligning services. Developing integrated pathways ensures staff are supporting the right area of need. It also reduces duplication to offer a single service and support for families.

Address information sharing

- To support integrated working there needs to be an information sharing agreement between relevant partners. This normally takes the form of a high-level partnership agreement at corporate level, and then more detailed agreements between relevant departments.

3. Early Years Integration Programme – What’s involved?

3.1. Role of Pathfinders

Pathfinder PSBs engaged in the Early Years Integration Transformation Programme will have a key role in shaping our national framework for transforming the early years, which will involve:

- testing the core components for a single integrated early years’ service (as outlined above)
- developing a programme of work focusing on the coordination of services locally, their planning and commissioning and how best to identify and address needs.

3.2 Priority Areas

In light of limited funds available, priority will be given to:

- PSBs who can demonstrate engagement in the early years system work being undertaken by existing pathfinders across the Health Board region
- PSBs located within Health Board regions not currently engaged in the Early Years Integration Transformation Programme

3.3. Welsh Government Support

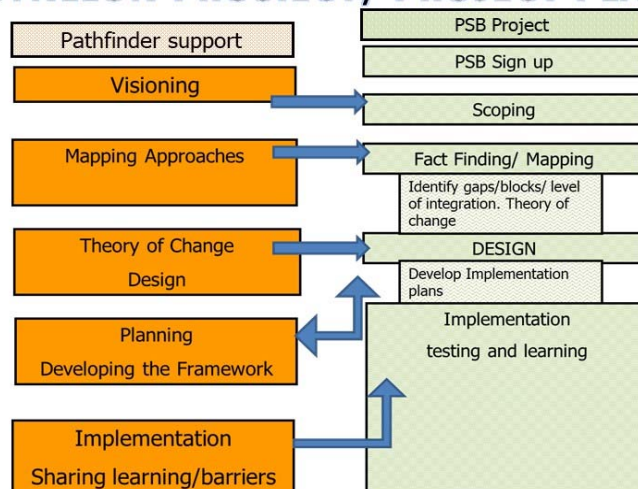
Welsh Government will support Pathfinder PSBs through the process as follows:

- Funding will be made available in the first year (2020-21) to provide a dedicated focus to coordinate the work locally in each area– Project Co-ordinator, facilitation and consultancy costs.
- Dedicated support, to include exposure to expert speakers, a forum for sharing different tools and approaches and learning/ networking opportunities across pathfinders to support them in delivering the work locally
- Project Co-ordinator meetings to support the work locally including dedicated account manager
- Explore opportunities to remove, reduce or rationalise any Welsh Government policies, processes and grant requirements which may be causing blockages to integration.

3.4. The Journey

Pathfinder PSBs engaged in the Early Years Integrated Transformation Programme will be expected to follow the following journey, with further support and guidance being provided to assist pathfinders in delivering/ co-ordinating the work locally.

PATHFINDERS CYNLLUN PROSIECT/ PROJECT PLAN



3.5. Decision making process

PSBs will be asked to complete and submit an application form providing further clarity and detail on the project.

3.6 Welsh Government Privacy Notice

The Welsh Government Grants Privacy Notice is available to view at <https://gov.wales/welsh-government-privacy-notice>. The Grants Privacy Notice makes sure we continue to comply with privacy law and regulation.

If you have any question or require any further help please contact us at dataprotectionofficer@gov.wales.



Early Years Integration Transformation Programme

Grant Application Form – Project support for local co-ordination and delivery

Project Duration: January 2021 – 31 March 2021

Submission Deadline: 16 December 2020

Return Grant Application Form to EarlyYears@gov.wales

If you have any queries on any aspect of completing this form then please get in touch with Karen Faulkner at Karen.Faulkner@gov.wales /03000252804

Section 1 – Organisation Details

1.1	Local Authority (Lead Body)	Pembrokeshire County Council
1.2	PSB Name	Pembrokeshire
1.3	Lead Contact Name	James White
1.4	Address	County Hall, Haverfordwest, Pembrokeshire, SA61 1TP
1.5	Email Address	James.white@pembrokeshire.gov.uk

1.6	Contact Telephone Number	01437 775139
Section 2 – Governance and Partnership Arrangements		
2.1. Key Senior Partners – Please confirm the key partners involved in your project. (Please provide names and organisations they represent- to include LA, Health Board and Public Health Wales)		
<p>Pembrokeshire County Council: Gareth Edwards, Service Manager Early Help and Prevention Hayli Gibson, Team Leader for Early Years Sharon Buckle, Flying Start and Families First Manager</p> <p>Hywel Dda University Health Board: Lesley Hill, SDM/Senior Nurse Health Visiting and Early Years Amanda Bainbridge, Senior Nurse Quality Assurance, Hywel Dda University Health Board Sarah Tingle, Flying Start Health Visitor Team Leader, Hywel Dda University Health Board Julie Jenkins, Head of Midwifery and Women’s Services</p>		
2.2. Governance Arrangements – Please clarify the structures you have in place to oversee the project e.g. strategic board, steering group etc.		
<p>Pembrokeshire County Council will oversee the project in partnership with Hywel Dda University Health Board.</p> <p>The project will report to the Children and Communities Grant (CCG) Steering Group.</p> <p>The CCG Steering Group meets bi-monthly in order to establish and monitor the effectiveness of the strategy.</p> <p>The group is composed of representatives from:</p> <ul style="list-style-type: none"> • PCC – Children and Schools • PCC – Social Services • PCC – Regeneration • Hywel Dda HB • Pembrokeshire Association of Voluntary Services (PAVS) • Primary and Secondary school Headteacher representatives <p>Membership of the CCG Steering group includes Director and Head of Service representation from across the organisations represented (i.e. Director of Children and Schools, Director of Social Services, Chief Officer of PAVS).</p> <p>The Chair of the CCG will provide Pembrokeshire’s PSB with updates on the project.</p>		

2.3 Please outline when you expect to receive formal agreement from your PSB to become involved as a Pathfinder.

(Successful PSBs will need to have formal PSB agreement as part of the application, an email from the PSB Chair would suffice)

Application has been shared with PSB Chair.

Section 3 – Project Details

3.1. Please outline the main aims and objectives of your project. What will the grant enable you to achieve?

Pembrokeshire is currently not part of the Early Years Transformation Programme. Funding would allow Pembrokeshire to begin this journey by commissioning Consultancy support to scope the approach and map existing provision. This would enable us to then “build on our current early years programmes and create a more joined-up, responsive system that puts the unique needs of each child at its heart².”

3.2. Briefly outline the areas of support required to facilitate local co-ordination and delivery.

- Consultancy support to scope Early Years Services in Pembrokeshire.
- Map existing provision, this to include consultation with professionals and parent/carers.
- Gain an understanding of the challenges and risks to delivering integration.
- Identify opportunities for improved integration.

3.3. Please list the targets/ outcomes to be achieved during the grant period

- Appoint Consultancy support to undertake scoping and mapping of Early Years Services.
- Gain an understanding of the challenges and risks to delivering integration.
- Identify opportunities for improved integration.
- Highlight areas where support is required.

3.4. How will this work link with your PSB’s wellbeing objectives and priorities?

Please see below Pembrokeshire’s overall Mission Statement:

Sense of Purpose

Our purpose is to inspire and support individuals, communities and organisations to secure improvements in social, economic and environmental well-being.

² Welsh Government: Prosperity for All

Improvement

We will aim to transform the way in which the organisation works, innovating and seeking best practice to help us deliver in more effective and efficient ways. We will aim to continue to make prudent choices, by living within our means and avoiding unnecessary processes and waste.

Working Together

We will work together to help provide joined-up support and services for Pembrokeshire people, visitors to the county, communities and organisations. We are committed to the continued development of effective partnerships with voluntary, private and public sector bodies within and out of the county.

Please see below priorities this project will link with from the “Who We Are” section of our PSB Well-Being Plan:

Priority 2 -Resourceful Communities

Our Assessment explored self-sustaining communities and the idea that the key contributory factor to community well-being and care for the vulnerable is the people themselves. Pembrokeshire has an active community of volunteers and they make a positive contribution to the well-being of communities in Pembrokeshire and supporting the well-being of those around them. Our communities are dynamic and constantly changing and we need to build on our existing strengths and create resourcefulness and capacity to prevent communities weakening or fracturing. Longer term trends such as centralised service ‘hubs’, greater regionalisation and a general draw back of services from localities can adversely impact on the fabric of our communities. It is important that communities are involved and given the opportunity and support to identify and develop solutions which are right for them. The PSB has considerable reach into communities across the County and will work collaboratively to foster a sense of citizen pride and purpose which actively supports individual and community well-being.

Priority 3 -Tackling Rurality

Our Assessment considered the issue of rurality and concluded that while Pembrokeshire is not particularly deprived when viewed through traditional measures of determining poverty, our rurality does create inequities in many areas. These are often hidden or unacknowledged and could with better understanding and greater collaboration be prevented or mitigated. Rural poverty manifests itself in a number of ways, for example, the significant additional cost and challenge that comes from the proximity of services, transport, fuel and utilities, and employment. Long term trends see fuel costs rising, and increasing pressures on access to services as they are withdrawn due to financial constraints in the public sector. To soften the impact of this on those who live in our rural communities, traditional models of service delivery need to be re-examined. The skills and expertise across the PSB provide a perfect opportunity to redefine service delivery for Pembrokeshire. The people of our communities will need to be involved in contributing and co-designing the appropriate models for Pembrokeshire, and

utilising advances in technology and doing things differently will be crucial to our success.

In summary, we will use the findings of the scoping and mapping exercise of Early Years to design services that meet the needs of parents, children and young people and communities to be able to deal with their challenges they face at whatever stage in their lives, and to achieve the Wellbeing Goals. Our focus will always be on those who face the greatest challenges, and who are furthest away from achieving the Well Being Goals.

3.5 Confirmation of what work has already been undertaken to support the integration of early years services in your area including engagement with the early years system work being taken forward in your Health Board region by existing PSB pathfinders. (Please provide relevant supporting information)

Pembrokeshire completed a scoping and mapping exercise in February 2018, with partner agencies, copy attached for information.



EY Thresholds & Eligibility for Suppo

This will provide a base for the project.

Neighbouring Local Authorities, Carmarthenshire and Ceredigion are part of the Programme and including Pembrokeshire would complete sign off for the Hywel Dda University Health Board footprint. Pembrokeshire is represented on the Ceredigion and Carmarthenshire's Early Years Integration Steering Group.

Section 4 – Project Finance

Please outline your project expenditure against the following headings:

Item of Expenditure	Amount (£)
Consultancy support to undertake Scoping and mapping of Early Years – to include staff time and resources.	£20,000
Total	£20,000

Section 5 – Project Monitoring

5.1. What arrangements will be put in place to monitor the project and how will you ensure lessons learnt/ areas of best practice are reflected as part of medium/long term project planning?

Due to the limited timescale, once consultancy support is identified, monthly meetings will be held to oversee project plan. The outcome of the project is to...

- Gain an understanding of the challenges and risks to delivering integration.
- Identify opportunities for improved integration.
- Highlight areas where support is required

Moving forward the outcomes identified will support the programme moving forward to the next phase...

- Early implementation: design, testing, improving evaluation
- Delivery
- Roll out.

Section 6 – Authorisation

Lead Body

(Signature)



(Name) James White
(Position) Deputy Chief Education Officer

(Date) 10th December 2020

Key Partners (Local Authority):

(Signature)



(Name) Darren Mutter
(Position) Head of Childrens Services

(Date) 10th December

Key Partners (Health Board):

(Signature)

(Name)
(Position)

(Date)

Key Partners (Public Health Wales):

(Signature)

(Name)
(Position)

(Date)

Grant Application Guidance

Section 1 - Organisation Details

Telephone/mobile numbers and e-mail addresses of relevant personnel (i.e. the person who signed the application as lead body in section 6).

Section 2 – Governance and Partnership Arrangements

Please list the names of key partners involved in the project and the organisations they represent, to include

	LA, Health Board and Public Health Wales and clarify governance arrangements for the project
Section 3 – Project Details	<p>This section will focus on what you will achieve/ undertake as a result of receiving project support funding.</p> <p>3.1 A brief description of the main aims and objectives of your project including details of what will be delivered as a result of the funding.</p> <p>3.2 Outline the targets/ outcomes you aim to achieve during the grant period (the targets/ outcomes will form the basis of the grant award letter and progress will be monitored against these over the duration of the grant period.</p> <p>3.3 Briefly outline the potential areas of support which will be required to facilitate local co-ordination and delivery of the project.</p> <p>3.4 Please clarify the PSB wellbeing objectives and priorities to be addressed by the project.</p> <p>3.5 Please detail what work has been undertaken to support the integration of early years services in your area including engagement with the early years system work being taken forward in your Health Board region by existing PSB pathfinders and provide supporting evidence/ documentation of this.</p>
Section 4 – Project Finance	<p><u>Eligible Costs</u> Funding will be available to each Pathfinder to fund a Project Co-ordinator and/or facilitation costs and associated travel and subsistence costs, to build on the work which is being undertaken in co-ordinating and implementing pathfinder activity, to assist with medium and long term planning and in gathering further intelligence on what it will take to develop a more joined up, responsive early years system locally.</p> <p><u>Ineligible Costs</u></p>

	The grant cannot be used to provide a financial contribution towards redundancy costs. This is a revenue grant and cannot therefore be used to fund large scale capital costs. Small purchases may be eligible providing they are within your Local Authorities individual capitalisation threshold.
Section 5 – Project Monitoring	Please outline what systems and processes will be put into place to effectively manage the project and clarify how you will ensure lessons learnt/areas of best practice in the way services are being delivered will be factored into medium/longer term project planning.
Section 6 - Authorisation	Application Form must be signed by the lead body contact and authorised signatories from each of the organisations listed. Email confirmation will suffice.

Welsh Government Privacy Notice

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If you have any questions or require any further help please contact us at <mailto:dataprotectionofficer@gov.wales>



Early Years Integration Transformation Programme

**Grant Application Form – Project support for
local co-ordination and delivery**

Project Duration: 1 April 2021 – 31 March 2022

Submission Deadline: 29 March 2021

**Return Grant Application Form to
EarlyYears@gov.wales**

**If you have any queries on any aspect of completing this form then please
get in touch with Alwena Watkins at Alwena.Watkins@gov.wales/**

Section 1 – Organisation Details		
1.1	Local Authority (Lead Body)	Pembrokeshire County Council
1.2	PSB Name	Pembrokeshire
1.3	Lead Contact Name	Steven Richards-Downes
1.4	Address	County Hall Freemans Way Haverfordwest Pembrokeshire SA71 1TP
1.5	Email Address	Steven.richards-downes@pembrokeshire.gov.uk
1.6	Contact Telephone Number	01437 775350
Section 2 – Governance and Partnership Arrangements		
2.1. Key Senior Partners – Please confirm the key partners involved in your project. (Please provide names and organisations they represent- to include LA, Health Board and Public Health Wales)		
<p>Pembrokeshire County Council: Gareth Edwards, Service Manager Early Help and Prevention Hayli Gibson, Team Leader for Early Years Sharon Buckle, Flying Start and Families First Manager</p> <p>Hywel Dda University Health Board: Lesley Hill, SDM/Senior Nurse Health Visiting and Early Years Amanda Bainbridge, Senior Nurse Quality Assurance, Hywel Dda University Health Board Sarah Tingle, Flying Start Health Visitor Team Leader, Hywel Dda University Health Board Julie Jenkins, Head of Midwifery and Women’s Services, Hywel Dda University Health Board Philippa Large, Head of Speech and Language Services, Hywel Dda University Health Board</p>		
2.2. Governance Arrangements – Please clarify the structures you have in place to oversee the project e.g. strategic board, steering group etc.		
Pembrokeshire County Council will oversee the project in partnership with Hywel Dda University Health Board.		

The project will report to the Children and Communities Grant (CCG) Steering Group.

The CCG Steering Group meets bi-monthly in order to establish and monitor the effectiveness of the strategy.

The group is composed of representatives from:

- PCC – Children and Schools
- PCC – Social Services
- PCC – Regeneration
- Hywel Dda HB
- Pembrokeshire Association of Voluntary Services (PAVS)
- Primary and Secondary school Headteacher representatives

Membership of the CCG Steering group includes Director and Head of Service representation from across the organisations represented (i.e. Director of Children and Schools, Director of Social Services, Chief Officer of PAVS).

The Chair of the CCG will provide Pembrokeshire's PSB with updates on the project.

Section 3 – Project Details

3.1. Please outline the main aims and objectives of your project. What will the grant enable you to achieve?

Pembrokeshire became part of the Early Years Pathfinder Programme in January 2021. Consultancy support provided to implement the plan for scoping the approach and mapping of existing provision. Due to timescales, work is still in its infancy. Continuation of funding will allow Pembrokeshire to continue this journey by commissioning Consultancy support. This would enable us to then “build on our current early years programmes and create a more joined-up, responsive system that puts the unique needs of each child at its heart”¹.

In addition to this, Pembrokeshire is currently reviewing three areas of programmes funded via Children and Communities Grant, namely, Parenting, Early Years and Emotional Health and Wellbeing. The outcome of the reviews will feed into the this process.

Aim:

There is strong commitment to a programme of transformation across Pembrokeshire, which will ensure that every child, young person and adult will be able to reach their full potential. This grant will allow us to fund Consultancy support to assist us in completing the tasks necessary to move closer to a system that ensures that all families with children aged 0-7 in Pembrokeshire have access to excellent universal and targeted services that:

¹ Welsh Government: Prosperity for All

- Support their health and wellbeing
- Develop their skills and resilience,
- Enabling them to cope well with the challenges and pressures they may face.

3.2. Please list the targets/ outcomes to be achieved during the grant period

- Consultancy support confirmed
- Early Years Strategy Group
- Mapping and scoping exercise completed with gaps and tasks identified.
 - Map services across County
 - Map family journey 0-7years
 - Consultation with parent/cares and professionals
- Gain an understanding of the challenges and risks to delivering integration.
- Identify opportunities for improved integration
- Mapping and scoping of IT systems completed with a view to reducing duplication of data collection and assisting efficiency
- Early Years Maturity Matrix completed
- Vulnerability profiling explored and agreed.

3.3. Briefly outline the main roles and responsibilities of the Project Co-ordinator post.

Pembrokeshire would look to Consultancy Support rather than recruiting Project Co-ordinator. Recruitment process is timely and will delay project implementation. Consultancy Support to lead on...

- completing the scoping and mapping exercise
- facilitating consultation events with communities and stakeholders
- draw together evidence on what is working well and what needs to be reviewed/improved

3.4. Briefly outline the other areas of support required to facilitate local co-ordination and delivery.

Bring together a local Early Years Strategy group to develop joint vision and identify and agree priorities for a shared Early Years strategy, engaging senior leaders in the process of developing a strategy fully from the start.

Work in partnership with Ceredigion and Carmarthenshire to commission pieces of work to facilitate change across partner organisations.

Support to deliver facilitation activities with local families and organisations to ensure their voice is represented in the scoping and mapping exercises. This will ensure that they help to develop the final vision for the integrated system in order that it meets their needs through addressing any gaps or weaknesses in the system.

3.5. a) Please clarify the PSB priorities and objectives your project will address.

Please see below Pembrokeshire's overall Mission Statement:

Sense of Purpose

Our purpose is to inspire and support individuals, communities and organisations to secure improvements in social, economic and environmental well-being.

Improvement

We will aim to transform the way in which the organisation works, innovating and seeking best practice to help us deliver in more effective and efficient ways. We will aim to continue to make prudent choices, by living within our means and avoiding unnecessary processes and waste.

Working Together

We will work together to help provide joined-up support and services for Pembrokeshire people, visitors to the county, communities and organisations. We are committed to the continued development of effective partnerships with voluntary, private and public sector bodies within and out of the county.

Please see below priorities this project will link with from the "Who We Are" section of our PSB Well-Being Plan:

Priority 2 -Resourceful Communities

Our Assessment explored self-sustaining communities and the idea that the key contributory factor to community well-being and care for the vulnerable is the people themselves. Pembrokeshire has an active community of volunteers and they make a positive contribution to the well-being of communities in Pembrokeshire and supporting the well-being of those around them. Our communities are dynamic and constantly changing and we need to build on our existing strengths and create resourcefulness and capacity to prevent communities weakening or fracturing. Longer term trends such as centralised service 'hubs', greater regionalisation and a general draw back of services from localities can adversely impact on the fabric of our communities. It is important that communities are involved and given the opportunity and support to identify and develop solutions which are right for them. The PSB has considerable reach into communities across the County and will work collaboratively to foster a sense of citizen pride and purpose which actively supports individual and community well-being.

Priority 3 -Tackling Rurality

Our Assessment considered the issue of rurality and concluded that while Pembrokeshire is not particularly deprived when viewed through traditional measures of determining poverty, our rurality does create inequities in many areas.

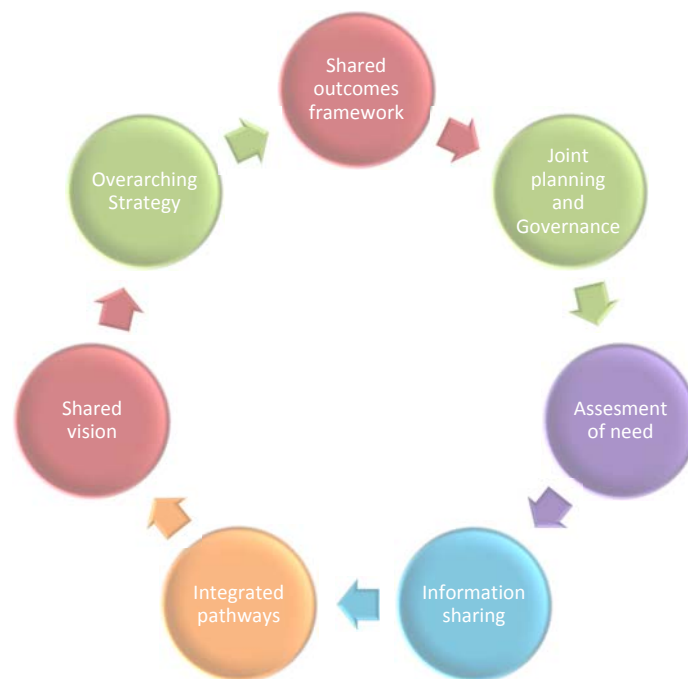
However, our child poverty rates remain unacceptably high, and are continuing to grow worse in some areas. In particular, the child poverty rate is increasing in some rural and coastal counties, with Pembrokeshire now the local authority with the

highest child poverty rate in Wales. The analysis by the End Child Poverty Coalition found that levels in the county had gone up by 1.9 per cent since 2014, to 21.4 per cent overall on the latest 2018-19 figures.

These are often hidden or unacknowledged and could with better understanding and greater collaboration be prevented or mitigated. Rural poverty manifests itself in a number of ways, for example, the significant additional cost and challenge that comes from the proximity of services, transport, fuel and utilities, and employment. Long term trends see fuel costs rising, and increasing pressures on access to services as they are withdrawn due to financial constraints in the public sector. To soften the impact of this on those who live in our rural communities, traditional models of service delivery need to be re-examined. The skills and expertise across the PSB provide a perfect opportunity to redefine service delivery for Pembrokeshire. The people of our communities will need to be involved in contributing and co-designing the appropriate models for Pembrokeshire, and utilising advances in technology and doing things differently will be crucial to our success.

In summary, we will use the findings of the scoping and mapping exercise of Early Years to design services that meet the needs of parents, children and young people and communities to be able to deal with their challenges they face at whatever stage in their lives, and to achieve the Wellbeing Goals. Our focus will always be on those who face the greatest challenges, and who are furthest away from achieving the Well Being Goals.

3.5. b) Please outline your plans for testing the core components identified for creating a single integrated early years' service over the duration of the grant period. The diagram attached refers.



Joint Planning and Governance: Collaboration Agreement between agencies. Clear line of governance to PSB providing accountability and monitoring or progress across partner agencies.

Assessment of need: Ensure that early indicators of need are identified and captured and that there is a system to provide relevant data at local level to inform commissioning and delivery.

Information sharing: Information sharing agreement exists between the Local Authority and partner agencies involved in programmes. To support integrated working there needs to be an information sharing agreement between relevant partners. This normally takes the form of a high-level partnership agreement at corporate level, and then more detailed agreements between relevant departments.

Integrated pathways: develop single point of access, ensuring the right support at level of need is provided to families.

Shared vision: completion of the EIF Matrix will assist with developing a shared vision, understanding the different roles and taking opportunities to build informal relationships.

Overarching strategy: Development of a Regional Early Years Strategy is underway. In addition we will need to develop a local Strategy. This will set a guiding vision, mission, principles, outcomes, and benchmarks for how the early years system sectors work together.

Shared outcomes framework: map outcomes across agencies and develop shared outcomes framework. EIF Matrix will support this process.

Section 4 – Project Finance

Please outline your project expenditure against the following headings:

Item of Expenditure	Amount (£)
Project Co-ordinator	25,000
Travel and Subsistence	
Facilitation Costs (as outlined in 3.4)	25,000

Section 5 – Project Monitoring

5.1. What arrangements will be put in place to monitor the project and how will you ensure lessons learnt/ areas of best practice are reflected as part of medium/long term project planning?

The Early Years Steering group will meet on a regular basis to drive the work forward, agree tasks and set timetables. Progress reports based on the Maturity Matrix will be provided to the Co-location and Integration of Front Line services Sub Group of the PSB.

Members of the Steering Group will be invited to join Welsh Government meetings or receive copies of all information circulated. They will formally be asked to approve grant applications and feedback reports.

Section 6 – Authorisation

Lead Body:



Steven Richards-Downes

Director for Education

25.03.2021

Key Partners (Local Authority):

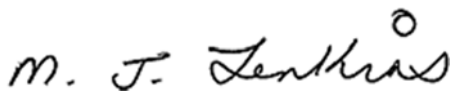


Darren Mutter

Head of Children’s Services

26th March 2021

Key Partners (Health Board):



Julie Jenkins

Head of Midwifery and Women’s Services

26/03/2021

Key Partners (Public Health Wales):

----- (Signature)

----- (Name)

----- (Position)

----- (Date)

Grant Application Guidance

<p>Section 1 - Organisation Details</p>	<p>Telephone/mobile numbers and e-mail addresses of relevant personnel (i.e. the person who signed the application as lead body in section 6).</p>
<p>Section 2 – Governance and Partnership Arrangements</p>	<p>Please list the names of key partners involved in the project and the organisations they represent, to include LA, Health Board and Public Health Wales and clarify governance arrangements for the project</p>
<p>Section 3 – Project Details</p>	<p>This section will focus on what you will achieve/ undertake as a result of receiving project support funding.</p> <p>3.1 A brief description of the main aims and objectives of your project including details of what will be delivered as a result of the funding.</p> <p>3.2 Outline the targets/ outcomes you aim to achieve during the grant period (the targets/ outcomes will form the basis of the grant award letter and progress will be monitored against these over the duration of the grant period.</p> <p>3.3 Briefly outline the main roles and responsibilities of the Project Co-ordinator post.</p> <p>3.4 Briefly outline the potential areas of support which will be required to facilitate local co-ordination and delivery of the project.</p>

	<p>3.5 a) Please clarify the PSB wellbeing objectives and priorities to be addressed by the project.</p> <p>b) Using the diagram as a reminder and linked to the scoping, mapping and planning work undertaken to date, including any piloting work, outline your plans for testing the core components identified for creating a single integrated early years' service over the duration of the grant period.</p>
Section 4 – Project Finance	<p><u>Eligible Costs</u> Up to £50,000 will be available to each Pathfinder to fund a Project Co-ordinator and/or facilitation costs and associated travel and subsistence costs, to build on the work which is being undertaken in co-ordinating and implementing pathfinder activity, to assist with medium and long term planning and in gathering further intelligence on what it will take to develop a more joined up, responsive early years system locally.</p> <p><u>Ineligible Costs</u> The grant cannot be used to provide a financial contribution towards redundancy costs. This is a revenue grant and cannot therefore be used to fund capital costs.</p>
Section 5 – Project Monitoring	<p>Please outline what systems and processes will be put into place to effectively manage the project and clarify how you will ensure lessons learnt/areas of best practice in the way services are being delivered will be factored into medium/longer term project planning.</p>
Section 6 - Authorisation	<p>Application Form must be signed by the lead body contact and authorised signatories from each of the organisations listed.</p>

The Welsh Government Grants Privacy Notice is available to view at <https://beta.gov.wales/privacy-notice-welsh-government-grants>. The Grants Privacy Notice makes sure we continue to comply with privacy law and regulation.

If you have any questions or require any further help please contact us at data.protection@senedd.wales



Item 9

DATE OF MEETING	27 th April 2021
REPORT TITLE	Pride in Pembrokeshire
STATUS	For information / discussion / agreement
PURPOSE	To provide PSB partners with information on an evaluation of the Pride in Pembrokeshire Award undertaken as part of the Volunteering for Pembrokeshire programme.
RECOMMENDATION(S)	That the PSB agrees the recommendations set out in the report.
AUTHOR	Lynne Richards – Corporate Partnerships Officer, PCC

Pride in Pembrokeshire Award: An Evaluation

Introduction

Pride in Pembrokeshire is a Public Services Board (PSB) led initiative started in 2017 to recognise and celebrate the volunteers, community groups and organisations whose work improves the economic, social, cultural and environmental well-being of people and communities in Pembrokeshire.

The aim of the PSB in sponsoring the award is to raise the awareness and profile of groups which demonstrate a commitment to building stronger, sustainable communities, and whose work makes a clear contribution to the national well-being goals set out in the Well-being of Future Generations Act, thus improving the overall well-being of people and communities in Pembrokeshire.

Each month, a winner is selected by panel of judges and receives £200 and a feature in the Western Telegraph.

Process

Pride in Pembrokeshire is co-ordinated and administered jointly by PAVS and Pembrokeshire County Council. The initiative was launched with a press release in the Western Telegraph and PSB partners promoted the scheme via their own websites and social media outlets. This provided interested parties with information around the purpose of the award, the criteria for determining winners, and the process for interested parties to apply for consideration for the award or to nominate community groups who met the criteria.

PAVS have developed a standardised application form and convene a monthly panel meeting to consider applications and determine winners of the award. Groups only have to apply once and all applications are held in the system and considered on a rolling basis. Once winners have been identified, the relevant information is provided to the Council's PSB support team who then manage the process of notifying the winners, arranging the photograph and presentation, drafting and submitting the press release, and managing the financial transaction of the winner's prize. To date, the £200 monthly prize has been funded solely by Pembrokeshire County Council.

Winners to date

Since the awards inception in 2017, there have been a total of 28 winners from across Pembrokeshire. Each of these groups unique work aligns with one (or more) of the national well-being goals and delivers a positive impact on their community.

The map below displays the locations of all of the winners to date across Pembrokeshire.



The type of work that the winners of the award undertake is very varied, from support to carers in rural communities to environmental education. In the following tables the work of each of the winners is summarised:

Winners 2017

Month	Name	Description
August	Hayscastle Environmental Society	Maintaining and improving the natural environment in the Hayscastle area and educating

		the younger generation through their Grasshoppers Club.
September	Hook Community Forum	Improving the wellbeing of people within Hook and the surrounding area. The forum runs a variety of clubs and classes to suit all members of the community.
October	Theatr Gwaun Volunteers	A community owned and run theatre and cinema to provide entertainment and social activity for the North Pembrokeshire Community.
November	Sardis Parks & Gardens	The group clears, maintains and enhances the village's natural environment as well as promoting good social relationships and a pride in the community.
December	Newport Community Library	The group started to prevent closure and secure the future by taking over the running of the library. Since then it organises community events and activities, creating a community hub for the Newport area.

Winners 2018

Month	Name	Description
January	Save our Skrinkle Park	Parents and Grandparents of the Skrinkle Estate, Manorbier, raising funds to replace the play equipment in Skrinkle Park, the sole facility for young people in the community.
February	Clarbston Road AFC	A community football club for a large rural catchment, with 12 teams for all ages to encourage exercise, social cohesion and well-being. The ground is home to the Cleddau Warriors Disability Football Club, encouraging members to fulfil their potential.
March	The Cilgerran Players	An all-ages amateur dramatics group performing two productions a year for the community with a particular focus on encouraging children to participate.
April	Heritage Llangwm	A volunteer run project to restore the village's medieval Church, St Jerome's. The in-depth restoration included DNA sampling and production of a DVD. The group are on their second phase of the project, organising activities around the Church.

May	Newport and Area Carers Group	The group exists to create a support network for unpaid carers in Newport and the surrounding area by sharing information and holding well-being events.
June	Hubberston and Hakin Luncheon Club	A monthly club set up to prevent elderly people in the community suffering from loneliness and isolation in the community. The club provides emotional support as well as a two course meal.
July	Goodwick Brass Band	A band that provides musical entertainment for a variety of organisations across Pembrokeshire and also takes pride in nurturing talented young musicians. The band provides tuition and instruments to young people.
August	The VC Gallery	A hub created to provide support around mental health, social exclusion and re-integration for veterans and community members through art based projects.
September	Llanrhian Carers and Ex-carers Group	A group to specifically support carers and ex-carers well-being by organising regular wellness events and assistance in accessing Shelter Cymru rural issues service.
October	Fishguard Friendly Faces	Happy and cheerful volunteers that greet and welcome cruise ship passengers upon their arrival to Fishguard, and showcase the local area.
November	Forget Me Knots	A dementia support group for people suffering with dementia and their carers in Pembrokeshire by providing information and holding monthly meetings.
December	Pembrokeshire Action to Combat Hardship (PATCH)	Supporting people in crisis in the community by providing food parcels, clothing and household items. All items provided are donated by the general public.

Winners 2019

Month	Name	Description
January	Paul Sartori Hospice at Home	A charity providing a wide range of services for free to those living in the final stages of a life limiting illness at home. The charity also provides support for family members and carers involved.
February	Wings Over Pembrokeshire	A social inclusion group providing an opportunity for people with disabilities to

		perform with professional musicians on a weekly basis.
March	Milford Haven Sea Cadets and Royal Marine Cadets	A youth organisation run by adult volunteers providing water and land based activities to develop children into becoming good citizens for the community.
April	Fishguard Sea Cadets	A maritime youth organisation that aims to provide the best possible head start in life through nautical adventure and fun led by adult volunteers.
May	Headway Pembrokeshire	A voluntary support group for families in Pembrokeshire living with the effects of brain injury. The group campaigns for the provision of better services in the area whilst also providing services such as access to a neuro psychologist.
June	Cylch Meithrin Arberth	A voluntary run playgroup providing welsh medium early years care and education. The experiences and activities offered are based on learning through play.
July	Llanteg Village Hall	The focal point for activities in the community of Llanteg after the loss of most of the village's services. The committee strives to make the hall a vibrant and active social centre with regular events and groups.
August	Hook and District Art Club	A weekly art club to allow all members of the community who are interested in art to come together. The group provide artwork to local organisations and also fundraise for charity.
September	St Oswalds Community Garden	An urban space for members of the community to relax and enjoy the outdoors. There is a busy calendar of events and classes for all ages.
October	Pembrokeshire Care, Share and Give	A charitable organisation whose aims are to conserve and protect the natural environment by promoting sustainable waste management through recycling. A programme of education runs throughout the year and funds raised by the recycling are donated to a variety of charities.
November	Get The Boys A Lift	An organisation that works to raise awareness for mental health and youth suicide and offers support to anyone who may require it.

The diverse nature of the work undertaken by winning groups fall under at least one national well-being goal detailed in the Well-being of Future Generations Act, with many contributing to more than one. The table below shows each of the winners and the main national well-being goal their work aligns with and shows that the majority of winners are focussed on issues such as health, the environment, community support and culture, with very few winners contributing to the Globally Responsible Wales and Prosperous Wales goals. This may be due to there being fewer voluntary organisations in the County with a focus on business and the economy or with a global rather than local perspective.

A Globally Responsible Wales	A Prosperous Wales	A Resilient Wales	A Healthier Wales	A More Equal Wales	A Wales of Cohesive Communities	A Wales of Vibrant Culture & Thriving Welsh Language
Pembrokeshire Care, Share and Give	Fishguard Friendly Faces	Hayscastle Environmental Society	Get The Boys A Lift	Milford Haven Sea Cadets and Royal Marine Cadets	Hook Community Forum	Theatr Gwaun Volunteers
		Sardis Parks and Gardens	Paul Sartori	Fishguard Sea Cadets	Save our Skrinkle Park	Newport Community Library
		St Oswalds Community Garden	Newport and Area Carers Group	The VC Gallery	Clarbeston Road AFC	Hook and District Art Club
			Llanrhian Carers and Ex-carers Group	PATCH	Hubberston and Hakin luncheon Club	Goodwick Brass Band
			Headway Pembrokeshire	Wings Over Pembrokeshire	Forget Me Knots Pembrokeshire	The Cilgerran Players
					Llanteg Village Hall	Heritage Llangwm
						Cylch Meithrin Arberth

Options for improvement

From the above it is clear that the Pride in Pembrokeshire award has delivered on its purpose of recognising and promoting the excellent work which the many voluntary community groups deliver across the County to support well-being. The scheme was placed on hold in early 2020 due to the Covid-19 outbreak and it is timely to reflect on progress to date and to identify what improvements can be made to make the award stronger and more sustainable for the future.

- A number of suggestions have been made to change the current award process. Although the award is a PSB venture, the prize is currently funded solely by Pembrokeshire County Council, which is unsustainable in the long term. Therefore all PSB partners have been approached and asked if they are able to make a financial contribution to the award by 'sponsoring' a month. The sponsor would provide the prize money and be involved with other aspects such as winner selection and presentation thus creating greater ownership of the award across PSB members.
- Another potential change could be to broaden the criteria for those who can apply for the award and to open it up to public sector bodies so specific teams could be recognised for the work they deliver which supports individual or community well-being (for example, a Health Board team responsible for the roll-out of vaccines, or a school governing body).
- The PSB could designate a particular national well-being goal for a particular month and select the winner who delivers against specific criteria in order to address the current imbalance across the 7 goals.
- The current application form could be amended to include a section asking the organisation which well-being goal they feel their work aligns with to strengthen the link between the Pride in Pembrokeshire award, the work of the PSB, and the overall aims and aspirations set out in the Well-being of Future Generations Act.
- Publicity of the award is limited and greater awareness raising could have a significant impact. Currently, publicity is limited to a small section on the PSB page within Pembrokeshire County Council website and the press release in the Western Telegraph. All partners could do more to promote and support the scheme.
- Radio Pembrokeshire could be approached to support award winners, conduct interviews, and increase the publicity and awareness of the work of winning groups.

- There is potential to rebrand the award with the production of marketing materials, though funding is a topic that must be addressed. A press release of the monthly winner could be published on other PSB partners' websites and social media to increase the awareness and reach a larger audience.
- The workload involved in administering the award has been highlighted as a problematic area as it is labour intensive at each stage of the process. One option worth looking at to improve this could be by reducing the frequency of the award to quarterly rather than monthly which would ease the burden on partners involved in administering the reward significantly. By changing from monthly to quarterly it may also be possible to increase the prize money (e.g. from £200 to £600) thus raising the prestige of the award, making it a more attractive prize to win, which would increase the number of applicants.
- Geographical analysis shows the award winners appear to be based in the south of the county as opposed to the north, and with a greater prevalence of urban areas being represented rather than rural. This may be due to the higher population and greater number of urban areas but there may be a number of more rural charities (such as young farmers' clubs) who are unaware of the award and would benefit significantly from it. There are also few to no winners from coastal villages and further study may be needed into whether these outlying areas are receiving any support from groups and charities.
- A sample of prize winners have also been contacted to assess what difference winning the award made to their group and to provide them with an opportunity to highlight any suggestions or ideas they might have to improve the scheme. Their feedback can be found at Appendix A.

Recommendations

Following a discussion with the Chair and vice-Chair of the PSB, it was agreed that the following recommendations be put forward for agreement by the wider PSB;

1. That the awards are reduced to six per year (to be reviewed after 12 months)
2. Each award is 'sponsored' by a PSB member who will fund that award. They (or a representative from their organisation) will sit on the decision panel operated by PAVS and publicise the award through their networks prior to the decision panel meeting. This will help provide a focus for each award towards the work of that particular partner e.g. health, environment, community etc. In addition to PCC, the following partners have agreed to provide funding towards the award;
 - Pembrokeshire College
 - Port of Milford Haven
 - Hywel Dda Health Board
 - PAVS
 - PLANED
 - PCNPA
3. Awards are linked to the priorities in the Well-being Plan; Living and Working; Resourceful Communities; Tackling Rurality; Protecting our Environment.
4. The application form is updated to include a short guidance section (explaining the above and giving examples) and an introduction to the award, highlighting that the purpose of the award is to celebrate and support volunteers in community groups and organisations who add value to the work of statutory services or support their communities
5. Currently there is a lack of recognition of applicants who are not successful in winning the award but continue to do good work within Pembrokeshire. These applicants should be listed in the PSB annual report to congratulate them on their work and to provide continuing exposure for the groups

Appendix A

PATCH

"It enabled us to buy food we were short of. At that time, we were really struggling and it helped us to continue our work in supporting those in poverty in our County. There was also an impact was from the publicity. It encouraged people to give. Perhaps I should have added that it did help the morale of the Pembroke Dock volunteers. Most happens in our Milford base as it's our HQ. It was very special for those volunteers to receive the recognition for once. Thank you."

Hook Arts Club

"The Pride in Pembrokeshire prize money has been used to occasionally bring in professional artists' resident in the County to give us tutorials on how to improve our painting to the benefit of all and this has been very successful. Without the prize money Members attending a professional tutorial would have had to pay an extra contribution to cover the artist's fee. Given that many of our members are pensioners this has meant that attending a tutorial has not placed an extra financial burden on them which they have all greatly appreciated."

Save Our Skrinkle Park

"The money went towards play park equipment at Skrinkle, Manorbier. We have now successfully completed repair and replacement of many play equipment items in both the toddler park and the older children's' park and both are being used regularly by locals and visitors (or was before lockdown). We welcomed the promotion of our work as part of the Pride of Pembrokeshire support, which helped to raise the profile of our fundraising campaign."

Get the Boys a Lift

"The cash prize we received enabled a large number of people to receive free counselling, and in turn has changed the lives of some people - and in turn following our mission objective of better improving the mental health of the community."

Pembrokeshire Care, Share and Give

"The prize is a great help to our small charity, especially in these un predictable times when we have lost a huge income during the months due to Covid 19. A change I would like to see is to be more up to date informing winners or members of the

public in press. We were awarded the funding it in a December month but it was a won for the month of October. Seems a delayed process somewhere."