



AGENDA

24th November 2020, 10am – Skype meeting

1. Welcome and apologies
2. Minutes of last meeting
3. All Wales Public Service Graduate Programme 2022
4. Review of PSB workstreams – action plans
5. Feedback on Regional PSB meeting 4th November 2020

Date and time of next meeting: 23rd February 2021, 10am



AGENDA

24ain Tachwedd 2020, 10.00am - Cyfarfod Skype

1. Croeso ac ymddiheuriadau
2. Cofnodion o'r cyfarfod diwethaf
3. Gwasanaethau Cyhoeddus Cymru Gyfan: Rhaglen i Raddedigion 2022
4. Adolygiad o ffrydiau gwaith y Bwrdd Gwasanaethau Cyhoeddus - cynlluniau gweithredu
5. Adborth o gyfarfod rhanbarthol y Bwrdd Gwasanaethau Cyhoeddus, 4ydd Tachwedd 2020

Dyddiad ac amser y cyfarfod nesaf: 23ain Chwefror 2021, 10.00am

Pembrokeshire Public Services Board
Bwrdd Gwasanaethau Cyhoeddus Sir Benfro



MINUTES OF PEMBROKESHIRE PUBLIC SERVICES BOARD
Tuesday 22nd September 2020 at 10.00am (Skype meeting)

Present:

Tegryn Jones	Chief Executive, PCNPA (Chair)
Sue Leonard	Chief Officer, PAVS (Vice-Chair)
Ian Westley	Chief Executive, Pembrokeshire County Council (left 11.55am)
Andrea Winterton	SW Operations Manager Pembrokeshire, Marine and Monitoring, Natural Resources Wales
Ann Owen	Welsh Government (left 12.25pm)
Anna Bird	Head of Strategic Partnership Development, Hywel Dda UHB (left 11.25am)
Iwan Thomas	Chief Executive Officer, PLANED
Dr Barry Walters	Principal, Pembrokeshire College (left 12.00pm)
Maria Battle	Chair, Hywel Dda UHB
Elwyn Williams	Vice-Chair MAWW Fire Authority
Supt. Anthony Evans	Dyfed Powys Police
Cllr. David Simpson	Leader, Pembrokeshire County Council
Kevin Jones	Assistant Chief Fire Officer, M&WW Fire & Rescue Service
Alyson Phillips	Pembrokeshire Partnership Manager, DWP
Diane Lockley	Chair Local One Voice Wales Area Committee
Alison Perry	Director of Commissioning, Office of the Police and Crime Commissioner (left 12.30pm)
Martyn Palfreman	Head of Regional Collaboration, WWCP
Anna Malloy	Port of Milford Haven (left 12.25pm)
Darren Thomas	Head of Infrastructure, Pembrokeshire County Council (left 10.30am)
Wyndham Williams	Connect to Kindness Campaign

Future Generations Leadership Academy attendees

Libbi Prestidge	Programme Manager, FG Leadership Academy
Bleddyn Harris	Senedd Cymru
Bethany Roberts	Public Health Wales
Chris Roscoe	NRW
Josh Beynon	Pembrokeshire County Council
Gabriella Nizam	Celsa Steel
Elenid Roberts	North Wales Fire and Rescue Service
Helen Atkinson	Scouts Cymru
Gwenfair Hughes	Arts Council of Wales
Molly Palmer	Wales Millennium Centre
Jonathan Grimes	Costain

Support/Secretariat

Nick Evans	Corporate Policy and Partnerships Manager, PCC
Lynne Richards	Corporate Partnerships Officer, PCC

Kris Kingsley

Evaluation and Projects Coordinator, M&WW Fire & Rescue Service

Apologies

Ros Jervis

Director of Public Health, HDUHB

Dr Steven Jones (SPJ)

Director of Community Services, PCC

Elaine Lorton

County Director, Pembrokeshire, Hywel Dda UHB

The meeting commenced at 10.00am.

1. Welcome and Apologies

Introductions were made and apologies received from those listed above.

TJ welcomed Supt. Anthony Evans to his first meeting and thanked Supt. Ross Evans for the support he had provided to the PSB.

TJ noted that IW would soon be leaving his role as Chief Executive of Pembrokeshire County Council and paid tribute to his significant contribution to the work of the PSB.

2. Minutes of last meeting

The minutes of the last meeting held on 22nd June 2020 were confirmed as an accurate record.

3. LRF/PSB/RPB alignment of activity

Darren Thomas, Head of Infrastructure at Pembrokeshire County Council and Chair of the LRF Recovery Coordination Group, gave a brief presentation to PSB members.

He provided background information around the emergency planning process at the beginning of the pandemic and an overview of the recovery process, including the phases involved. He then outlined the LRF Recovery Coordination Group (RCG) membership, governance (including terms of reference) and the aims and objectives of the group. Finally, he provided details of the outputs of the group and their involvement in planning the re-opening of the public realm, regional roles and responsibilities and the exit strategy for the RCG.

TJ thanked DT for his presentation and noted the importance of ensuring that the PSB did not replicate the work of other groups. NE noted that regular meetings of representatives of the PSB, RPB and RCG had now been put in place and consideration was being given as to whether to undertake a mapping exercise of the links between the groups.

LR would circulate the presentation for information and further updates would follow in due course.

LR

4. Future Generations Leadership Academy

TJ welcomed representatives of the Future Generations Leadership Academy to the meeting. After introducing themselves and following a brief introduction to the project, Josh Beynon and Bethany Roberts gave a presentation outlining the project's 'Big Idea', how it would contribute to achieving the objectives of the Well-being of Future Generations Act and how they believed the project could be taken forward in Pembrokeshire.

The Idea revolves around the setting up of skills hubs in town centres, ensuring people have the right skills for the future and addressing the growing challenges faced by the decline in high street footfall, where it is hoped that the learning spaces will draw in new customers, boosting local economies. There would be a focus on fundamental skills (or soft skills) as well as more traditional training and learning.

Following the presentation, PSB members were given the opportunity to question and offer comments to the FG Leadership Academy representatives about their idea. BW offered his assistance as Principal of Pembrokeshire College with developing the idea further and IT suggested that they contact the Regional Learning and Skills partnerships to understand their role in skills development throughout Wales and future skills requirements. SL suggested using a hub and spoke model, utilising hubs in town centres and town and community hall networks as spokes. IT agreed, noting that as the majority of the county is rural that accessibility is key at a local level.

TJ asked what role that the FG Leadership Academy would take in delivering the Idea. JB noted that the project was in the early stages and discussions were ongoing about where it might fit into larger projects, but that they were looking to co-produce with PSBs.

TJ thanked the FG Leadership Academy representatives for their presentation which would be circulated following the meeting.

LR

5. Connect to Kindness Campaign

WW presented an overview of the Connect to Kindness Campaign to PSB members, including its aims and the benefits and impact of kindness to ourselves and others in our communities. Research into the health benefits of kindness and the five key messages of the campaign were also outlined and WW gave some examples of what had taken place in his community during the lockdown. Half hour sessions about the campaign could be delivered to individual organisations by PAVS if required.

6. NRW Strategic Allocated Funding for PSBs

AW provided a brief background to the funding and noted that it was likely to be available for the next three years, although this year's allocation would need to be spent within the next 5 months. She had discussed a number of ideas for utilising the funding this year with some PSB colleagues as follows;

- To expand on the work underway around community resilience in Fishguard and Goodwick
- To look at identifying each individual PSB organisation's carbon footprint as a baseline from which to take work to reduce carbon footprints further. However, AW noted that WG would soon be publishing guidance for organisations to

undertake this work themselves and therefore NRW would be holding a series of workshops on how to take this work forward

- To undertake a mapping exercise through the Climate Change sub-group looking at climate change and carbon neutral objectives and identify what PSB organisations are currently doing, where collaboration and learning could take place and where gaps are identified, whether further funding could be accessed to address these
- Following a conversation with AB, the Social and Green Solutions for Health regional project could be re-started and the funding possibly pooled with Carmarthenshire and Ceredigion, although it may be better to take this forward in 2021

MB noted that a paper around the Green Health agenda would be presented to the Hywel Dda Board meeting later in the week and she would contact AW following the meeting to discuss the possibility of using the funding towards work in this area. SL noted that PAVS had brought together a Sustainable Natural Capital Forum with around 50 people/organisations on the mailing list. A set of ideas had been agreed by the group and they were now looking for funding for a part-time person to bring these ideas to life which the NRW funding could be used for. AW would feed back to the PSB once further discussions had taken place with MB and SL. If these areas were not suitable then it was agreed to put this years' funding towards expanding climate resilience work in Fishguard and Goodwick into other communities.

AW

7. Review of PSB Workstreams

NE noted that following discussions held at the last meeting around reviewing the current workstreams, a number of meetings had taken place with workstream leads.

Each of the leads gave a brief overview of the proposals suggested to their workstreams going forward. NE noted that these would be formalised into more detailed work plans/actions plans over the next couple months and would be brought back to the next meeting for further discussion.

NE/LR

8. Police & Crime Commissioner funding via a participatory budget approach

AE gave an introduction to participatory budgeting, including its history and benefits and the key principles of the approach.

He noted that £40k was available to be split between the four neighbourhood policing areas in Pembrokeshire; Haverfordwest, Milford Haven, Tenby and Pembroke Dock. The Commissioner was looking for match funding where possible to increase the funding available for community projects. NPTs in each of the four areas had started to approach organisations and charities to discuss the participatory budget process and to ask about match funding.

AE then outlined the process for community groups to bid on projects to be funded and the governance and decision making processes that would be put in place. He asked that PSB partners with ideas or who could offer match funding to contact him. AP said that she would provide a link to the project for PSB partners to add to their websites and would also provide some information about how the project had worked in Powys.

AP

9. PSB Annual Report 2019-20

NE noted that the report had been circulated to PSB partners in order to obtain formal approval before submission to the Future Generations Commissioner, Welsh Government and the Wales Audit Office.

Apart from some further accuracy amendments submitted by AB prior to the meeting which would be made prior to submission, PSB members agreed that the final version could be submitted to the relevant organisations.

NE

10. AOB

SL noted that a letter had been received from a member of the public which had asked the PSB to intervene around proposed major energy infrastructure developments in Wales suggesting that there was a need to fast-track the green hydrogen elements of the projects. It was agreed that the letter would be circulated to PSB partners for consideration and could be added to the agenda for the next meeting if partners thought it was relevant.

LR

NE noted that the regional PSB event due to take place on 4th November had now been confirmed. The formal invitation would be circulated and partners were asked to confirm their attendance via the contact details in the email.

LR

The meeting ended at 12.40pm.

DRAFT

Pembrokeshire Public Services Board
Bwrdd Gwasanaethau Cyhoeddus Sir Benfro



COFNODION BWRDD GWASANAETHAU CYHOEDDUS SIR BENFRO
Dydd Mawrth 22 Medi 2020 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)
Ian Westley	Prif Weithredwr, Cyngor Sir Penfro (gadawodd am 11.55am)
Andrea Winterton	Rheolwr Gweithrediadau Sir Benfro De Orllewin, Morol a Monitro, Cyfoeth Naturiol Cymru
Ann Owen	Llywodraeth Cymru (gadawodd am 12.25pm)
Anna Bird	Pennaeth Datblygu Partneriaethau Strategol, BIP Hywel Dda (gadawodd am 11.25am)
Iwan Thomas	Prif Swyddog Gweithredol, PLANED
Dr Barry Walters	Prifathro, Coleg Sir Benfro (gadawodd am 12.00pm)
Maria Battle	Cadeirydd, BIP Hywel Dda
Elwyn Williams	Is-gadeirydd, Awdurdod Tân Canolbarth a Gorllewin Cymru
Yr Uwch-arolygydd	
Anthony Evans	Heddlu Dyfed-Powys
Y Cyng. David Simpson	Arweinydd, Cyngor Sir Penfro
Kevin Jones	Prif Swyddog Tân Cynorthwyol, Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru
Alyson Phillips	Rheolwr Partneriaethau'r Adran Gwaith a Phensiynau yn Sir Benfro
Diane Lockley	Cadeirydd, Pwyllgor Ardal Leol Un Llais Cymru
Alison Perry	Cyfarwyddwr Comisiynu, Swyddfa Comisiynydd yr Heddlu a Throsedd (gadawodd am 12.30pm)
Martyn Palfreman	Pennaeth Cydweithio Rhanbarthol, Partneriaeth Gofal Gorllewin Cymru
Anna Malloy	Porthladd Aberdaugleddau (gadawodd am 12.25pm)
Darren Thomas	Pennaeth Seilwaith, Cyngor Sir Penfro (gadawodd am 10.30am)
Wyndham Williams	Ymgyrch Cysylltu â Charedigrwydd

Mynychwyr o Academi Arweinyddiaeth Cenedlaethau'r Dyfodol

Libbi Prestidge	Rheolwr Rhaglen, Academi Arweinyddiaeth CD
Bleddyn Harris	Senedd Cymru
Bethany Roberts	Iechyd Cyhoeddus Cymru
Chris Roscoe	Cyfoeth Naturiol Cymru
Josh Beynon	Cyngor Sir Penfro
Gabriella Nizam	Celsa Steel
Elenid Roberts	Gwasanaeth Tân ac Achub Gogledd Cymru
Helen Atkinson	Sgowntiaid Cymru
Gwenfair Hughes	Cyngor Celfyddydau Cymru
Molly Palmer	Canolfan Mileniwm Cymru
Jonathan Grimes	Costain

Cymorth/Ysgrifenyddiaeth

Nick Evans
Lynne Richards
Kris Kingsley

Rheolwr Polisi a Phartneriaethau Corfforaethol, CSP
Swyddog Partneriaethau Corfforaethol, CSP
Cydlynnydd Gwerthuso a Phrosiectau, Gwasanaeth Tân ac
Achub Canolbarth a Gorllewin Cymru

Ymddiheuriadau

Ros Jervis
Dr Steven Jones (SPJ)
Elaine Lorton

Cyfarwyddwr Iechyd Cyhoeddus, BIP Hywel Dda
Cyfarwyddwr Gwasanaethau Cymunedol, CSP
Cyfarwyddwr Sirol, Sir Benfro, BIP Hywel Dda

Dechreuodd y cyfarfod am 10.00am.

1. Croeso ac Ymddiheuriadau

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

Croesawodd TJ yr Uwch-arolygydd Anthony Evans i'w gyfarfod cyntaf a diolchodd yr Uwch-arolygydd Ross Evans am y gefnogaeth a roddwyd ganddo i'r Bwrdd Gwasanaethau Cyhoeddus (BGC).

Nododd TJ y bydd IW yn gadael ei rôl yn fuan fel Prif Weithredwr Cyngor Sir Penfro a thalodd deyrnged i'w gyfraniad sylweddol i waith y BGC.

2. Cofnodion y cyfarfod diwethaf

Cadarnhawyd bod cofnodion y cyfarfod diwethaf a gynhaliwyd ar 22 Mehefin 2020 yn gofnod cywir.

3. Alinio gweithgareddau Fforwm Lleol Cymru Gydnerth/y BGC/y Bwrdd Partneriaeth Rhanbarthol

Rhoddodd Darren Thomas, Pennaeth Seilwaith Cyngor Sir Penfro a Chadeirydd Grŵp Cydlynu Adferiad Fforwm Lleol Cymru Gydnerth, gyflwyniad byr i aelodau'r BGC.

Rhoddodd wybodaeth gefndir am y broses gynllunio brys ar ddechrau'r pandemig a throsolwg o'r broses adfer, gan gynnwys y camau dan sylw. Wedyn, amlinellodd aelodaeth Grŵp Cydlynu Adferiad Fforwm Lleol Cymru Gydnerth, llywodraethu'r grŵp (gan gynnwys cylch gorchwyl) a nodau ac amcanion y grŵp. Yn olaf, rhoddodd fanylion am allbynnau'r grŵp a'i ran mewn cynllunio ar gyfer ailagor y parth cyhoeddus, rolau a chyfrifoldebau rhanbarthol a'r strategaeth ymadael ar gyfer y Grŵp Cydlynu Adferiad.

Diolchwyd DT gan TJ am ei gyflwyniad a nododd bwysigrwydd sicrhau nad oedd y BGC yn ailadrodd gwaith grwpiau eraill. Nododd NE fod cyfarfodydd rheolaidd cynrychiolwyr y BGC, y Bwrdd Partneriaeth Rhanbarthol a'r Grŵp Cydlynu Adferiad bellach wedi'u sefydlu a'u bod yn ystyried p'un ai y dylid cynnal ymarfer mapio ar gyfer y cysylltiadau rhwng y grwpiau.

Bydd LR yn dosbarthu'r cyflwyniad er gwybodaeth a bydd diweddariadau pellach yn dilyn maes o law.

LR

4. Academi Arweinyddiaeth Cenedlaethau'r Dyfodol

Croesawodd TJ gynrychiolwyr Academi Arweinyddiaeth Cenedlaethau'r Dyfodol i'r cyfarfod. Ar ôl cyflwyno eu hunain ac yn dilyn cyflwyniad byr i'r prosiect, rhoddodd Josh Beynon a Bethany Roberts gyflwyniad yn amlinellu 'Syniad Mawr' y prosiect, sut y bydd yn cyfrannu at gyflawni amcanion Deddf Llesiant Cenedlaethau'r Dyfodol a sut roeddent yn credu y gellid bwrw ymlaen â'r prosiect yn Sir Benfro.

Mae'r Syniad yn troi o amgylch sefydlu canolfannau sgiliau yng nghanol trefi, gan sicrhau bod gan bobl y sgiliau cywir ar gyfer y dyfodol, a mynd i'r afael â'r heriau cynyddol sy'n deillio o'r gostyngiad yn nifer y bobl sy'n defnyddio'r stryd fawr, lle gobeithir y bydd y mannau dysgu yn denu cwsmeriaid newydd, gan roi hwb i economïau lleol. Bydd ffocws ar sgiliau sylfaenol (neu sgiliau meddal) yn ogystal â hyfforddiant a dysgu mwy traddodiadol.

Yn dilyn y cyflwyniad, cafodd aelodau'r BGC gyfle i holi cwestiynau a rhoi sylwadau i gynrychiolwyr Academi Arweinyddiaeth CD ar eu syniad. Cynigiodd BW ei gymorth fel Prifathro Coleg Sir Benfro i ddatblygu'r syniad ymhellach ac awgrymodd IT eu bod yn cysylltu â'r partneriaethau Dysgu a Sgiliau Rhanbarthol i ddeall eu rôl mewn datblygu sgiliau ledled Cymru a gofynion sgiliau yn y dyfodol. Awgrymodd SL y dylid defnyddio model prif ganolfan a lloerennau, gan ddefnyddio canolfannau yng nghanol trefi a rhwydweithiau neuaddau tref a neuaddau cymuned fel lloerennau. Cytunodd IT, gan nodi bod hygyrchedd yn allweddol ar lefel leol oherwydd bod y mwyafrif o'r sir yn wledig.

Gofynnodd TJ pa rôl y bydd Academi Arweinyddiaeth CD yn ei chymryd wrth gyflawni'r Syniad. Nododd JB fod y prosiect yn y camau cynnar a bod trafodaethau'n parhau ynghylch sefyllfa'r Academi mewn perthynas â phrosiectau mwy o faint, ond eu bod yn edrych i gyd-lunio â BGC.

Diolchwyd cynrychiolwyr Academi Arweinyddiaeth CD gan TJ am eu cyflwyniad a fydd yn cael ei ddosbarthu ar ôl y cyfarfod.

LR

5. Ymgyrch Cysylltu â Charedigrwydd

Cyflwynodd WW drosolwg o Ymgyrch Cysylltu â Charedigrwydd i aelodau'r BGC, gan gynnwys ei nodau a buddion ac effaith caredigrwydd arnom ni ein hunain ac ar eraill yn ein cymunedau. Amlinellwyd ymchwil i fuddion iechyd yn deillio o garedigrwydd, yn ogystal â phum neges allweddol yr ymgyrch, a rhoddodd WW rai enghreifftiau o'r hyn a fu'n digwydd yn ei gymuned yn ystod cyfnod y cyfyngiadau symud. Gall Cymdeithas Gwasanaethau Gwirfoddol Sir Benfro ddarparu sesiynau hanner awr am yr ymgyrch i sefydliadau unigol pe bai angen.

6. Cyllid strategol a ddyrannwyd gan Cyfoeth Naturiol Cymru ar gyfer BGC

Rhoddodd AW gefndir cryno i'r cyllid a nododd ei fod yn debygol o fod ar gael am y tair blynedd nesaf, er y bydd angen gwario dyraniad eleni o fewn y 5 mis nesaf. Roedd wedi trafod nifer o syniadau ar gyfer defnyddio'r cyllid eleni gyda rhai cydweithwyr y BGC fel a ganlyn:

- Ehangu ar y gwaith sydd ar y gweill yn ymwneud â chydnerthedd cymunedol yn Abergwaun ac Wdig

- Edrych ar nodi ôl troed carbon pob sefydliad unigol y BGC fel llinell sylfaen ar gyfer cymryd y gwaith o leihau olion traed carbon ymhellach. Fodd bynnag, nododd AW y bydd LIC yn cyhoeddi canllawiau yn fuan i sefydliadau gyflawni'r gwaith hwn eu hunain ac felly bydd CNC yn cynnal cyfres o weithdai ar sut i symud y gwaith hwn yn ei flaen
- Cynnal ymarfer mapio trwy'r is-grŵp Newid yn yr Hinsawdd gan edrych ar yr holl amcanion carbon niwtral a newid yn yr hinsawdd a nodi'r hyn y mae sefydliadau'r BGC yn ei wneud ar hyn o bryd, lle y gallai cydweithredu a dysgu ddigwydd, ac wrth nodi bylchau, p'un ai y gellid cael mynediad i gyllid pellach er mwyn mynd i'r afael â'r rhain
- Yn dilyn sgwrs ag AB, gellid ail-gychwyn y prosiect rhanbarthol Atebion Cymdeithasol a Gwyrdd ar gyfer lechyd a chyfuno'r cyllid o bosibl â Sir Gaerfyrddin a Cheredigion, er y gallai fod yn well bwrw ymlaen â hyn yn 2021

Nododd MB y bydd papur yn ymwneud â'r agenda lechyd Gwyrdd yn cael ei gyflwyno i gyfarfod Bwrdd Hywel Dda yn ddiweddarach yn yr wythnos a bydd yn cysylltu ag AW yn dilyn y cyfarfod i drafod y posibilrwydd o ddefnyddio'r cyllid tuag at waith yn y maes hwn. Nododd SL fod Cymdeithas Gwasanaethau Gwirfoddol Sir Benfro wedi dod â Fforwm Cyfalaf Naturiol Cynaliadwy ynghyd gyda thua 50 o bobl/sefydliadau ar y rhestr bostio. Roedd y grŵp wedi cytuno ar set o syniadau ac roeddent bellach yn chwilio am gyllid ar gyfer cyflogi person yn rhan-amser i wireddu'r syniadau, a gellid defnyddio cyllid CNC ar gyfer hyn. Bydd AW yn bwydo'n ôl i'r BGC ar ôl i drafodaethau pellach ddigwydd gyda MB ac SL. Os nad oedd y meysydd hyn yn addas, cytunwyd i roi cyllid eleni tuag at ehangu'r gwaith ar y gallu i wrthsefyll y newid yn yr hinsawdd yn Abergwaun ac Wdig i gymunedau eraill.

AW

7. Adolygiad o Ffrydiau Gwaith y BGC

Nododd NE, yn dilyn trafodaethau a gafwyd yn y cyfarfod diwethaf ynghylch adolygu'r ffrydiau gwaith presennol, fod nifer o gyfarfodydd wedi'u cynnal gydag arweinwyr ffrydiau gwaith.

Rhoddodd bob un o'r arweinwyr drosolwg cryno o'r cynigion a awgrymwyd ar gyfer eu ffrydiau gwaith wrth symud ymlaen. Nododd NE y bydd y rhain yn cael eu ffurfioli'n gynlluniau gwaith/cynlluniau gweithredu manylach dros y misoedd nesaf ac y byddant yn dod yn ôl i'r cyfarfod nesaf i'w trafod ymhellach.

NE/LR

8. Cyllido Comisiynydd yr Heddlu a Throseddu trwy ddull cyllidebu cyfranogol

Rhoddodd AE gyflwyniad i gyllidebu cyfranogol, gan gynnwys hanes, buddion ac egwyddorion allweddol y dull hwn.

Nododd fod £40k ar gael i'w rannu rhwng y pedair ardal plismona cymdogaeth yn Sir Benfro, sef Hwlfordd, Aberdaugleddau, Dinbych-y-pysgod a Doc Penfro. Roedd y Comisiynydd yn chwilio am arian cyfatebol lle bo hynny'n bosibl i gynyddu'r cyllid sydd ar gael ar gyfer prosiectau cymunedol. Roedd Timau Plismona yn y Gymdogaeth ym mhob un o'r pedair ardal wedi dechrau mynd at sefydliadau ac elusennau i drafod y broses gyllidebu cyfranogol ac i holi ynghylch arian cyfatebol.

Wedyn, amlinellodd AE y broses i grwpiau cymunedol wneud cynigion ar brosiectau i'w cyllido a'r prosesau llywodraethu a gwneud penderfyniadau a fyddai'n cael eu rhoi ar waith. Gofynnodd i bartneriaid y BGC sydd â syniadau neu a allai gynnig arian cyfatebol

AP

i gysylltu ag ef. Dywedodd AP y bydd yn darparu dolen i'r prosiect i bartneriaid y BGC ychwanegu at eu gwefannau, ac y bydd hefyd yn rhoi rhywfaint o wybodaeth am sut roedd y prosiect wedi gweithio ym Mhowys.

9. Adroddiad Blynyddol y BGC 2019-20

Nododd NE fod yr adroddiad wedi'i ddsbarthu i bartneriaid y BGC er mwyn cael cymeradwyaeth ffurfiol cyn ei gyflwyno i'r Comisiynydd Cenedlaethau'r Dyfodol, Llywodraeth Cymru a Swyddfa Archwilio Cymru.

Ar wahân i rai diwygiadau pellach o ran cywirdeb a gyflwynwyd gan AB cyn y cyfarfod a fydd yn cael eu gwneud cyn cyflwyno'r adroddiad, cytunodd aelodau'r BGC y gellid cyflwyno'r fersiwn derfynol i'r sefydliadau perthnasol.

NE

10. Unrhyw Fusnes Arall

Nododd SL fod llythyr wedi dod i law gan aelod o'r cyhoedd a oedd yn gofyn i'r BGC ymyrryd ynghylch datblygiadau seilwaith ynni mawr arfaethedig yng Nghymru, gan awgrymu bod angen cyflymu elfennau hydrogen gwyrdd y prosiectau. Cytunwyd y bydd y llythyr yn cael ei ddsbarthu i bartneriaid y BGC ar gyfer ei ystyried, ac y gellid ei ychwanegu at agenda'r cyfarfod nesaf os yw partneriaid o'r farn ei fod yn berthnasol.

LR

Nododd NE fod y digwyddiad BGC rhanbarthol sydd i'w gynnal ar 4 Tachwedd bellach wedi'i gadarnhau. Bydd y gwahoddiad ffurfiol yn cael ei ddsbarthu a gofynnwyd i bartneriaid gadarnhau eu presenoldeb trwy'r manylion cyswllt yn y neges e-bost.

LR

Daeth y cyfarfod i ben am 12.40pm.

ACTION LOG
Pembrokeshire Public Services Board Meeting, Tuesday 22nd September 2020
Skype Meeting

Present	Tegryn Jones	Chief Executive, PCNPA (Chair)
	Sue Leonard	Chief Officer, PAVS (Vice-Chair)
	Ian Westley	Chief Executive, Pembrokeshire County Council (left 11.55am)
	Andrea Winterton	SW Operations Manager Pembrokeshire, Marine and Monitoring, Natural Resources Wales
	Ann Owen	Welsh Government (left 12.25pm)
	Anna Bird	Head of Strategic Partnership Development, Hywel Dda UHB (left 11.25am)
	Iwan Thomas	Chief Executive Officer, PLANED
	Dr Barry Walters	Principal, Pembrokeshire College (left 12.00pm)
	Maria Battle	Chair, Hywel Dda UHB
	Elwyn Williams	Vice-Chair MAWW Fire Authority
	Supt. Anthony Evans	Dyfed Powys Police
	Cllr. David Simpson	Leader, Pembrokeshire County Council
	Kevin Jones	Assistant Chief Fire Officer, M&WW Fire & Rescue Service
	Alyson Phillips	Pembrokeshire Partnership Manager, DWP
	Diane Lockley	Chair Local One Voice Wales Area Committee
	Alison Perry	Director of Commissioning, Office of the Police and Crime Commissioner (left 12.30pm)
	Martyn Palfreman	Head of Regional Collaboration, WWCP
	Anna Malloy	Port of Milford Haven (left 12.25pm)
	Darren Thomas	Head of Infrastructure, Pembrokeshire County Council (left 10.30am)
	Wyndham Williams	Connect to Kindness Campaign
	<u><i>Future Generations Leadership Academy attendees</i></u>	
	Libbi Prestidge	Programme Manager, FG Leadership Academy
	Bleddyn Harris	Senedd Cymru
	Bethany Roberts	Public Health Wales
	Chris Roscoe	NRW
	Josh Beynon	Pembrokeshire County Council
	Gabriella Nizam	Celsa Steel
	Elenid Roberts	North Wales Fire and Rescue Service
	Helen Atkinson	Scouts Cymru
	Gwenfair Hughes	Arts Council of Wales
	Molly Palmer	Wales Millennium Centre
	Jonathan Grimes	Costain

	<u>Support/Secretariat</u>			
	Nick Evans	Corporate Policy and Partnerships Manager, PCC		
	Lynne Richards	Corporate Partnerships Officer, PCC		
	Kris Kingsley	Evaluation and Projects Coordinator, M&WW Fire & Rescue Service		
Apologies	Ros Jervis	Director of Public Health, HDUHB		
	Dr Steven Jones (SPJ)	Director of Community Services, PCC		
	Elaine Lorton	County Director, Pembrokeshire, Hywel Dda UHB		
No.	Action	Owner	Target Date	Resolution
1.	Circulate presentation on LRF/PSB/RPB alignment	LR	asap	Circulated 23-09-20
2.	Feed back on discussions to utilise NRW funding for Pembrokeshire PSB for 2020-21	AW	Next meeting	-
3.	Develop detailed work/action plans for Well-being Plan workstreams	LR	Next meeting	Attached
4.	Provide further information on participatory budgeting and how the OPCC funding has been used in Powys	AP/LR	asap	Circulated 01-10-20
5.	Final version of PSB Annual Report 2019-20 to be submitted to relevant organisations	LR	Before next meeting	Submitted 24-09-20
6.	Circulate letter received on proposed Welsh major energy projects to partners for consideration. Partners to notify secretariat if they wish the item to be added to the agenda for the next meeting	LR	asap	Circulated 23-09-20
7.	Circulate invitation to regional PSB event to be hosted by Ceredigion on 4 th November	LR	asap	Email circulated 23-09-20



Item 4

DATE OF MEETING	24 th November 2020
REPORT TITLE	All Wales Public Service Graduate Programme 2022
STATUS	For information/discussion
PURPOSE	To raise awareness of the programme and the opportunity for public service partners to submit expressions of interest by 30 th November to become a host organisation for a graduate.
RECOMMENDATION(S)	That PSB partners consider individually whether they would like to submit expressions of interest.

<p>Bore Da</p> <p>Ysgrifennaf atoch yn eich rôl fel Cadeirydd Bwrdd Gwasanaethau Cyhoeddus. Mae'n bleser mawr gennyf rannu newyddion cyffrous gyda chi fel ein partneriaid yn y sector cyhoeddus. Fel y gwyddoch, fe wnaethom ysgrifennu atoch y llynedd ynghylch lansio ail garfan 'Rhaglen Graddedigion Gwasanaethau Cyhoeddus Cymru Gyfan' a fydd yn cefnogi arweinyddiaeth sefydliadau'r sector cyhoeddus ledled Cymru yn y dyfodol, gyda 18 o raddedigion yn gweithio ar draws amrywiaeth o sefydliadau sector cyhoeddus ledled y wlad. Er ein bod yn cynllunio'r rhaglen hon ar hyn o bryd, rwy'n awyddus i ymgysylltu â Byrddau Gwasanaethau Cyhoeddus ledled Cymru ac ystyried ymhellach y cyfleoedd y mae hyn yn eu cynnig i ni.</p> <p>Nod y rhaglen raddedigion yw paratoi grŵp o ddarpar arweinwyr sydd â'r gallu i weithio yn y gwasanaeth cyhoeddus yng Nghymru ac sy'n cael eu buddsoddi yn nyfodol gwasanaeth cyhoeddus a'r dinasyddion yr ydym i gyd yn eu gwasanaethu.</p> <p>Fel yr ydym wedi ei weld yn ystod y misoedd diwethaf, mae bod â sgiliau arwain gwyb, bod yn wydn ac yn hyblyg bellach yn bwysicach nag erioed, a bydd y rhaglen hon yn rhoi'r sgiliau hanfodol hyn i raddedigion llwyddiannus.</p> <p>Bydd y rhaglen yn cefnogi gweledigaeth Llywodraeth Cymru o 'Un Gwasanaeth Cyhoeddus i Gymru'; gan alluogi a chyflawni Deddf Llesiant Cenedlaethau'r Dyfodol. Mae'r rhaglen raddedig hon wedi profi bod ganddi'r potensial i sicrhau canlyniadau go iawn i ddinasyddion ledled Cymru a rhoi cyfle inni weithio gyda'n gilydd; rhannu arfer gorau; gan adeiladu ar ein gwybodaeth a'n profiad ar y cyd wrth ddarparu piblinell o dalent ledled Cymru.</p> <p>Yn anffodus bu'n rhaid i ni ohirio amseroedd cychwynnol yr ail garfan hon, ac rwy'n siŵr eich bod yn deall, fodd bynnag, y newyddion da yw ein bod bellach mewn sefyllfa i ailddechrau lansiad yr ail garfan o raddedigion a fydd yn dechrau ym mis Ionawr 2022. Rydym yn sylweddoli y gallech fod eisoes wedi mynegi diddordeb y llynedd mewn gwneud cais i fod yn sefydliad lletyol ar gyfer graddedigion, ac rydym yn ddiolchgar iawn am hynny. Fodd bynnag, oherwydd yr amser sydd wedi mynd heibio a newidiadau posibl o fewn sefydliadau, os oes gan eich sefydliad ddiddordeb mewn lletya myfyriwr graddedig o bosibl, byddem</p>	<p>Good morning</p> <p>I am writing to you in your role as the Chair of a Public Service Board. It gives me great pleasure to share some exciting news with you as our public sector partners. As you know we wrote to you last year about the launch of the second cohort of the 'All Wales Public Service Graduate Programme' which will support the future leadership of public sector organisations across Wales, with 18 graduates working across a variety of public sector organisations across the country. Whilst we are currently planning this programme, I am keen to engage with Public Service Boards across Wales and consider further the opportunities this provides us.</p> <p>The aim of the graduate programme is to prepare a group of aspiring leaders who are equipped to work in the public service in Wales and are invested in the future of public service and the citizens that we all serve.</p> <p>As we have seen in recent months, having great leadership skills, being resilient and adaptable are now more important than ever, and this programme will equip successful graduates with these vital skills.</p> <p>The programme will support the Welsh Government's vision of 'One Welsh Public Service'; enabling and delivering the Well-being of Future Generations Act. This graduate programme has proven that it has the potential to deliver real results for the citizens across Wales and provide the opportunity for us to work together; sharing best practice; building on our collective knowledge and experience whilst providing a pipeline of talent across Wales.</p> <p>Unfortunately we had to delay the initial timings for this second cohort, which I'm sure you understand, however the good news is that we are now in a position to restart the launch for the second cohort of graduates who will start in January 2022. We appreciate that you might have already expressed an interest last year in applying to become a host organisation for a graduate, for which we are very grateful. However, due to the length of time that has passed and potential changes within organisations, if your organisation is interested in potentially being involved in hosting a graduate, we would be grateful if you would complete an Expression of Interest smart survey by 30 November 2020, using the enclosed link to register your</p>
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yn ddiolchgar pe byddech yn cwblhau arolwg Mynegiant o Ddiddordeb **erbyn 30 Tachwedd 2020**, gan ddefnyddio'r ddolen amgaeedig i gofrestru'ch diddordeb. Rydym hefyd wedi atodi pecyn gwybodaeth ar gyfer darpar sefydliadau lletyol. <https://www.smartsurvey.co.uk/s/LZ5FJP/>
Noder: dim ond mynegiant o ddiddordeb gan eich sefydliad yw'r arolwg hwn ar hyn o bryd, nid yw'n ymrwymiad ffurfiol.

Yn dilyn y dyddiad cau, ar gyfer y rhai a fynegodd ddiddordeb trwy'r arolwg:

- Byddwn yn cyhoeddi arolwg pellach ddechrau mis Rhagfyr, gan ofyn i chi gyflwyno ceisiadau ffurfiol gan grwpiau clwstwr erbyn diwedd Chwefror 2021.
- Byddwn yn trefnu sesiynau gwybodaeth rhithwir i drafod ymhellach, ateb unrhyw gwestiynau sydd gennych ac felly gall y rhai nad ydynt eto wedi cytuno ar glwstwr gyfarfod â sefydliadau eraill sydd â diddordeb i ffurfio clwstwr ac ystyried rolau posibl i raddedigion.
- Bydd panel annibynnol yn cyfarfod ym mis Mawrth 2021 i adolygu cynigion a gyflwynwyd a phenderfynu ar y clystyrau sefydliadol a ddewiswyd ar gyfer rhaglen graddedigion 2022.

Yn y cyfamser, os hoffech drafod y cyfleoedd y mae'r rhaglen hon yn eu cynnig i'ch sefydliad neu os hoffech wybod mwy, cysylltwch â Sarah Jones neu Shan Whitby ar

GraddedigionCymruGyfan@llyw.cymru

Amgaeaf ddolen i dudalennau gwe'r Graddedigion – lle mae nifer o raddedigion o'r rhaglen bresennol yn siarad am eu profiadau a'r effaith y maent yn ei gael.

<https://academiwales.gov.wales/pages/public-service-graduates-graddedigion-gwasanaeth-cyhoeddus>

Gobeithio eich bod chi, fel finnau, yn teimlo'n frwdfrydig ynghylch parhau â'r rhaglen hon ac edrychwn ymlaen at glywed gennych.

Cofion cynnes

Paul Schanzer

Cyfarwyddwr

Director

Academi Wales, Llywodraeth Cymru

Academi Wales, Welsh Government

Ffôn / Tel: 0300 0251228 **Ebost** / Email:

interest. We have also attached an information pack for potential host organisations.

<https://www.smartsurvey.co.uk/s/LZ5FJP/>

Please note: this survey is just an expression of interest from your organisation at this stage, not a formal commitment.

Following the closing date, for those who expressed an interest via the survey:

- We will issue a further smart survey early December, asking you to submit formal applications from cluster groups by end February 2021.
- We will arrange virtual information sessions to discuss further, answer any questions you have and so those who haven't yet agreed on a cluster can meet other interested organisations to form a cluster and consider potential roles for graduates.
- An independent panel will meet in March 2021 to review proposals submitted and decide on the organisational clusters selected for the 2022 graduate programme

In the meantime, if you would like to discuss the opportunities this programme offers your organisation or would like to know more, please contact Sarah Jones or Shan Whitby at

AllWalesGrads@gov.wales

Please find attached a link to the Graduates webpages - where a number of graduates from the existing programme talk about their experiences and the impact they are making

<https://academiwales.gov.wales/pages/public-service-graduates-graddedigion-gwasanaeth-cyhoeddus>

I hope that you share my enthusiasm around the continuation of this programme and we look forward to hearing from you.

Best wishes

Paul Schanzer

Cyfarwyddwr

Director

Academi Wales, Llywodraeth Cymru

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All Wales Public Service Graduate Programme 2022

Information pack for
public service organisations



Foreword

As the director of Academi Wales, I am delighted to announce that Julie James MS, Minister for Housing and Local Government has approved another cohort of the All Wales Public Service Graduate Programme in 2022, led by Academi Wales.

Academi Wales has an excellent track record of delivering high quality leadership development across Wales and this graduate programme is a unique opportunity to influence and shape the future leaders in the public service. This new cohort will provide a further strengthened 'talent pipeline' of new leaders who are eager to support the public service for the future.

This graduate programme is driven by the Welsh Government's vision for 'One Welsh Public Service', where we all work together with a common set of values and behaviours that supports the Well-being of Future Generations (Wales) Act 2015 and ensures the sustainability of public services in Wales.

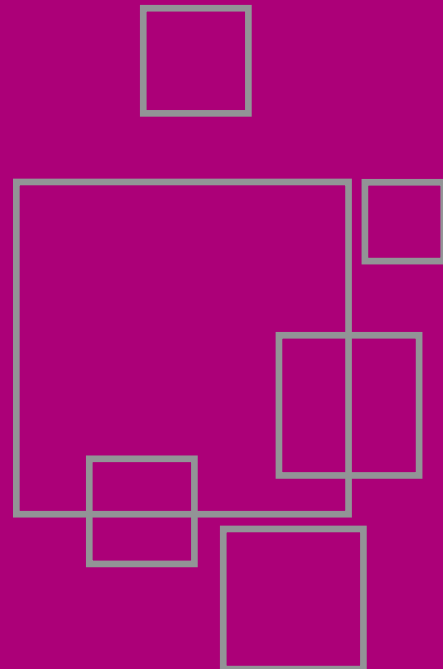
This information pack sets out our plans for the second cohort of the graduate programme and invites you to express your interest in participating.

I hope you will join in my enthusiasm for further developing and continuing the success of the All Wales Public Service Graduate Programme. I look forward to working with you.



A handwritten signature in black ink, appearing to read 'P. Schanzer', written in a cursive style.

Paul Schanzer
Director, Academi Wales



One Welsh Public Service - Leaders of the Future

We are dedicated to supporting leaders in the public service in Wales in their approach to talent management and succession planning. We believe the 'One Welsh Public Service' is a key part of this and have developed the Public Service Values and Leadership Behaviours Framework to help achieve this vision.

The programme is a unique opportunity to identify and develop people into future roles, giving them access to the right exposure, stretching and developing them to reach their full potential. It is also the start of a more formal strategic talent pipeline across the public service in Wales.

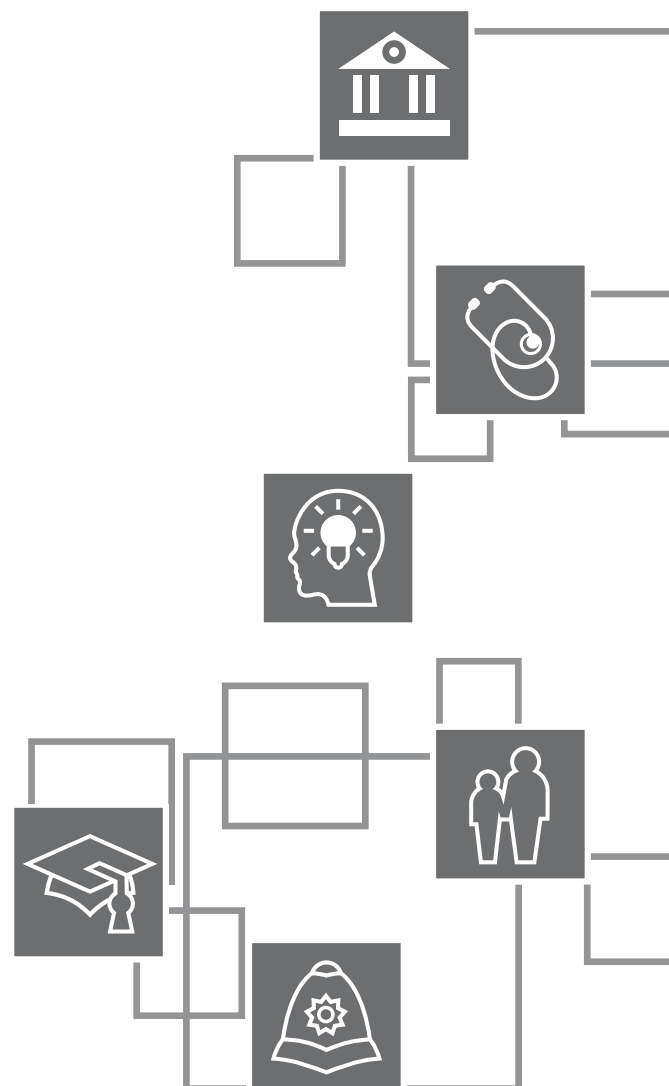
We're aware of the financial pressures facing public services, and that some organisations will have their own graduate schemes, but this programme will continue to offer something very different. The programme is based on research into the top graduate programmes in the UK and by using an 'All Wales' approach it provides a rare opportunity to work across organisational boundaries.

As with the initial pilot, we've secured funding to part-finance this cohort, so there will be relatively small financial commitment from your organisation. This financial investment demonstrates our belief in the programme and the benefits that the public sector and the citizens of Wales will experience as a result. As with the initial pilot, the graduates will be encouraged to stay in the public service in Wales for three years (following the 22 month programme).

We hope that as you discover the advantages of this programme and find out how it can support your organisation in the future, you will want to be part of this exceptional and unique leadership development opportunity.

"If you always do what you've always done, you'll always get what you've always got."

Henry Ford



What are the advantages to you as a public sector organisation?

- **All Wales programme** – gives you the opportunity to share best practice, strengthen networks, identify joint ways of working, establish a ‘One Welsh Public Service’ culture and support the future leadership pipeline for your organisation.
- **Support the Well-being of Future Generations (Wales) Act 2015** – adopt a new way of working to support the future generations and bring the legislative requirements of the Act to life.
- **Grow our own talent** – we’ll be attracting future leaders for our public services and graduates will be encouraged to stay in Wales for at least three years (following the 22 month programme).
- **Values and behaviours** – the programme will strengthen the public service in Wales with core values and behaviours at its heart.
- **Support existing schemes** – the programme can operate alongside existing talent management initiatives.
- **Multiple participation options** – join as a single organisation or as a partner cluster with a specific joint post in mind.
- **Recruit to specific roles** – while graduates will be recruited against a generic job description, you can identify a specific role for the graduate when they work with you.
- **Recruit for specific project support** – maximise this opportunity to support innovative posts or projects that cut across organisations.
- **Value for money** – excellent in comparison to other graduate programmes.
- **Be part of the assessment** – identify representatives from your organisation to assess applicants at the interview stage.

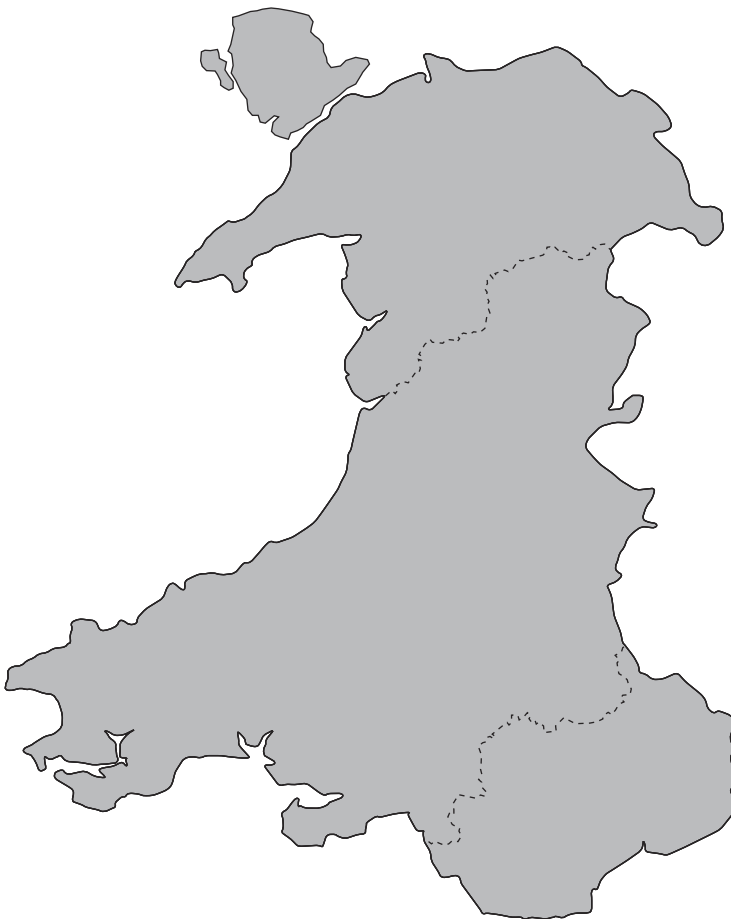
How will the graduate programme be structured?

The programme builds on the best graduate schemes across the UK and the following sets out how we will maximise on this opportunity.

The graduate programme will operate in 'clusters' based around Wales. A cluster will be made up of two or three organisations that are strategically placed within travelling distance of each other. Graduates will rotate around the organisations that form a cluster.

What are the designated cluster areas?

Areas have been grouped together to form a cluster that graduates are able to travel within. The designation of North, West and Mid and South East is for ease of identification only.



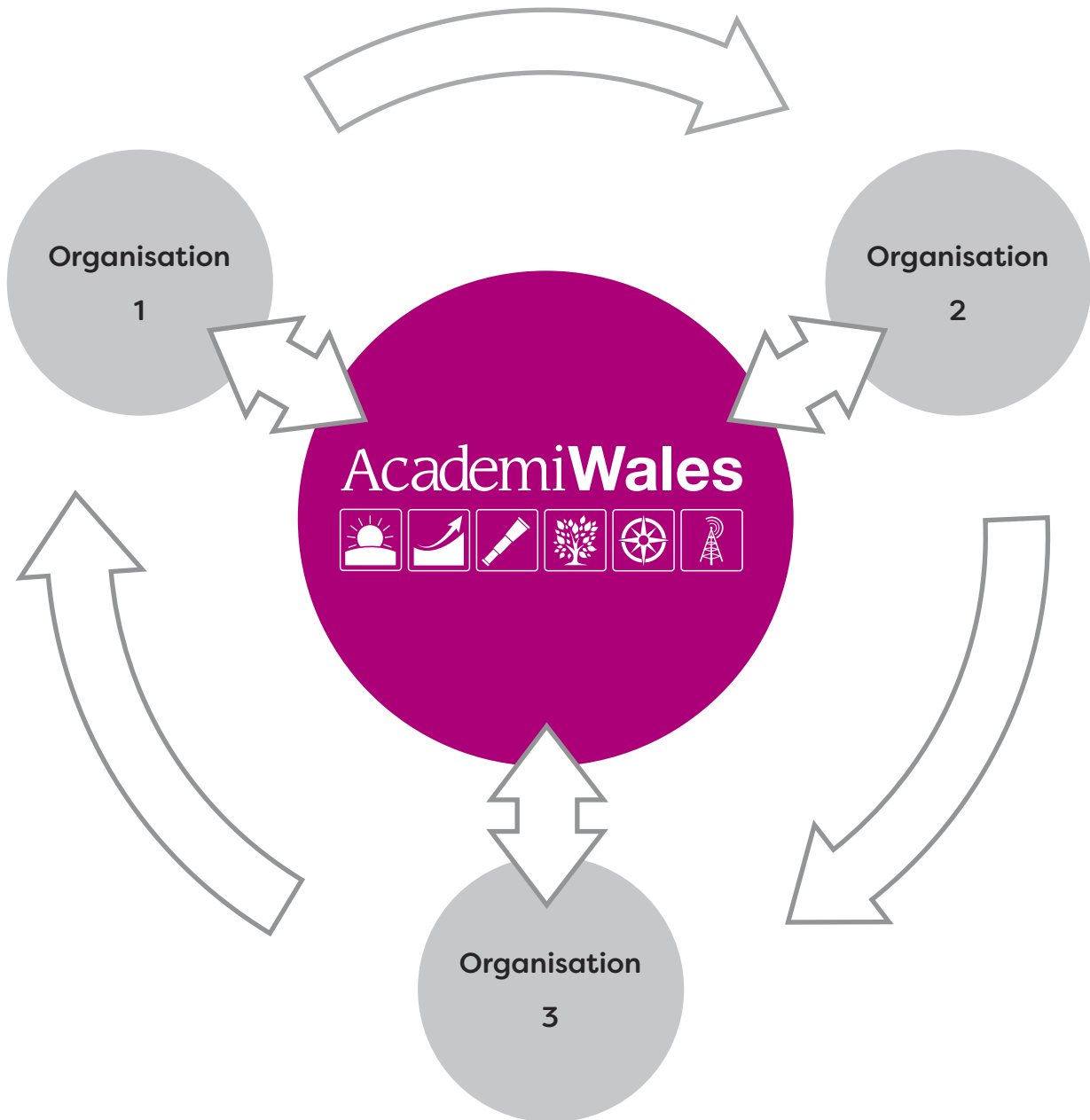
■ **North** – Anglesey, Conwy, Denbighshire, Flintshire, Wrexham, Gwynedd

■ **West and Mid** – Powys, Ceredigion, Pembrokeshire, Carmarthenshire, Swansea and Neath Port Talbot

■ **South East** – Monmouthshire, Vale of Glamorgan, Bridgend, Cardiff, Rhondda Cynon Taff, Caerphilly, Newport, Torfaen, Merthyr Tydfil and Blaenau Gwent

Why rotation?

- Rotation exposes the graduates to different organisations and ensures they experience a variety of projects. This will allow them to develop breadth and depth of work experience while developing their management and leadership skills.
- They will be able to share best practice, identify areas for joint working and develop their values and skills to support the ‘One Welsh Public Service’.



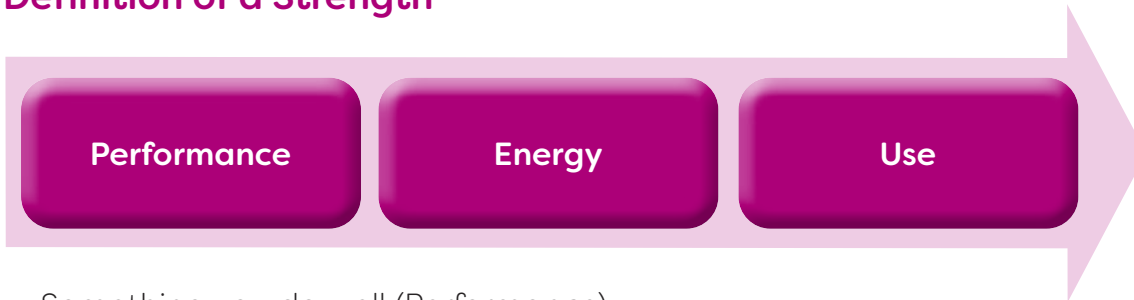
“Getting involved in the graduate programme is a brilliant opportunity from an employer’s perspective - it gives us the opportunity to hear a fresh view”

(Cohort 1 organisation)

Recruitment

Graduates will be recruited using a Strengths Framework based on values, behaviours and competence. Strengths based recruitment ensures we recruit people with higher motivation and performance.

Definition of a Strength



- Something you do well (Performance)
 - Something you feel good doing (Energy)
 - Something you do a lot (Use)
- (Linley, Willars and Biswas-Dienar, 2010)

The research shows that individuals employed in roles that use their strengths:

- Are happier
- Are more confident
- Have higher self esteem
- Have more energy and vitality
- Experience less stress
- Are more resilient
- Achieve their goals.

(Garcea, Linley and Harrington, 2009)

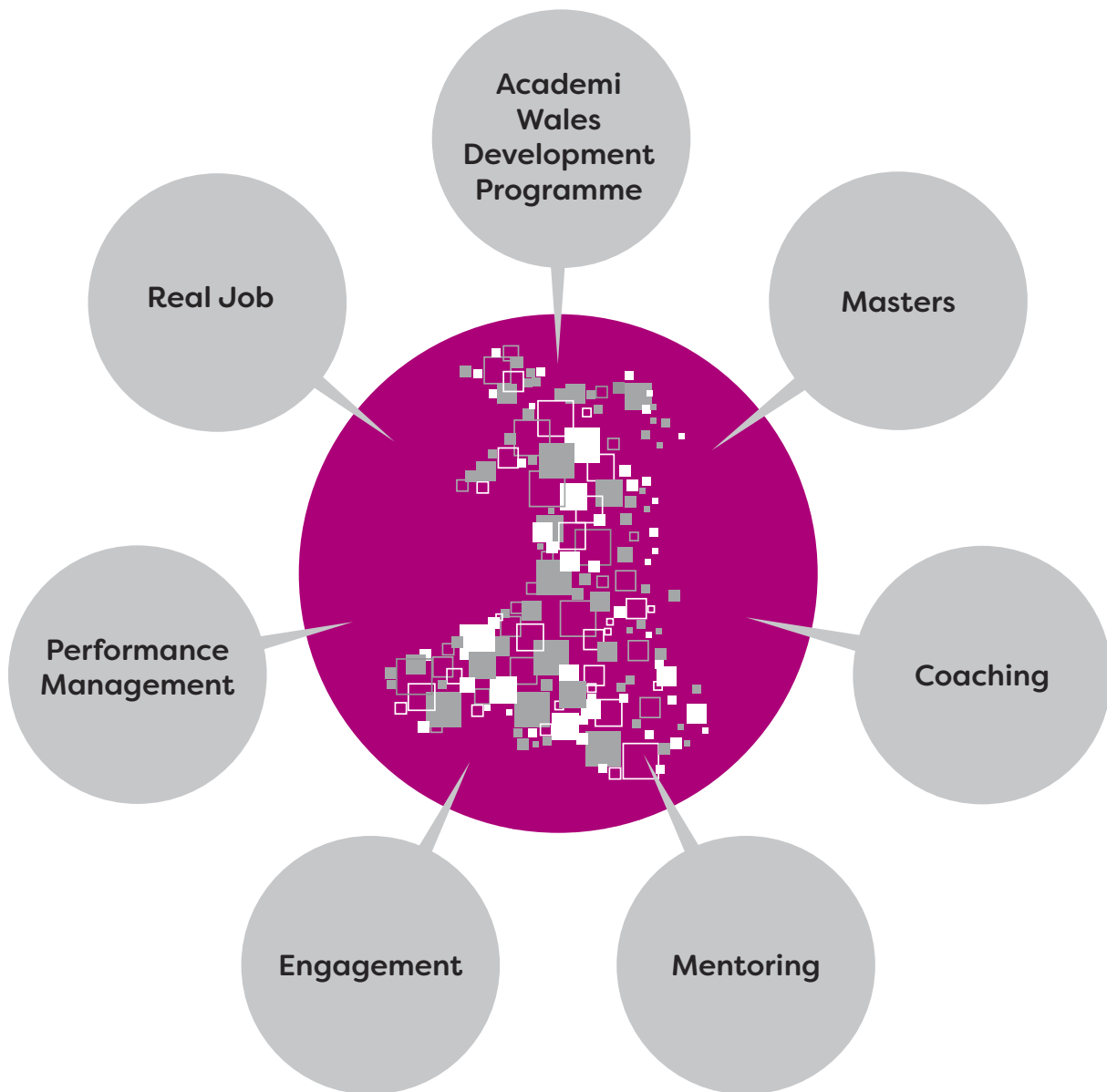
Benefits to organisations who recruit using strengths as part of the process are:

- Increased productivity and goal attainment
- Effective talent management
- Improved relationships and communication
- Increased engagement and wellbeing
- Improved delegation
- Increased creativity
- Enhanced role clarity.

(Richards and West, 2009)



Programme overview



- The graduate programme will last for 22 months.
- Graduates will study towards a Masters – this will provide the latest theory and knowledge relating to public sector leadership and equip graduates for future challenges.
- The programme will operate across Wales with clusters established in the North, West and Mid and South East.
- Graduates will rotate between two or three organisations in a cluster (spending a similar amount of time in each).
- We are looking to recruit six graduates in each of the three regions of Wales: North, West and Mid and South East – making a total of eighteen graduates.
- We will work with each organisation that expresses an interest in the programme.
- Graduates will participate in a performance management system with regular reviews and clear objectives and outcomes.

What are we looking for in graduates?

Attracting the right people is a key element to the success of this programme and we will be using our recruitment processes to find candidates who:

- Are passionate about working in the public sector in Wales
- Have a clear sense of their values with an understanding of the desired behaviours
- Have the potential to develop, manage a challenging 22 month programme and make a real difference to the citizens of Wales.

What are the benefits for the graduates?

- A **real job** in the public service where they will gain experience from different organisations, roles, departments and ways of working.
- Taking part in a **unique** graduate programme.
- Gain a **Masters** in public service leadership – where they will learn the latest leadership theories, best practice and developments by applying this to the workplace when they complete their sector specific dissertation addressing real issues in the public service.
- Taking part in a **22 month development programme** led by Academi Wales, including personal development, action learning sets and coaching.
- Access to a **mentor** to support them during the programme.
- A **competitive salary** (year one: £30,600, year two: £32,540 (subject to performance and a potential pay award)).
- A **world class experience** and the opportunity to work in the Welsh public service.

Essential requirements

The programme will be open to individuals who meet the essential requirements. It is open to both public service employees and those who want to join the public service. There will be no age limit.

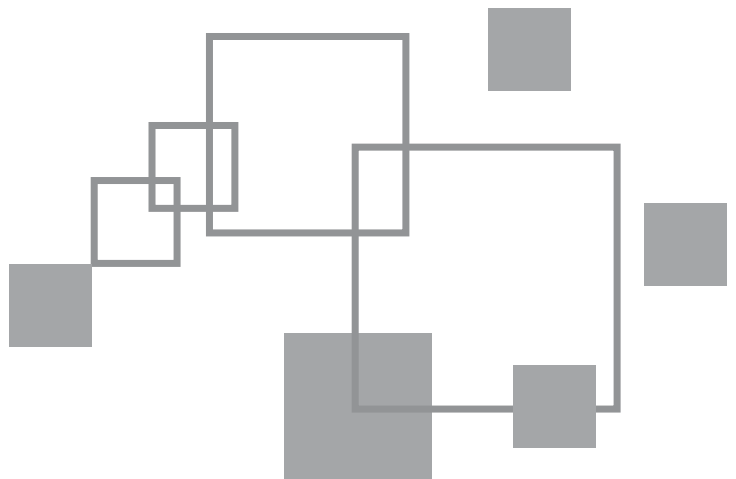
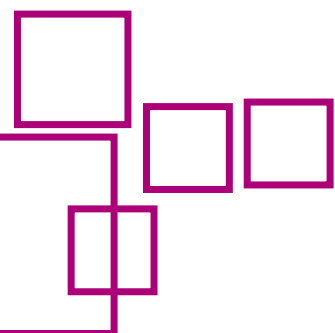
The minimum criteria for applying to the programme will include:

- ✓ GCSE (or equivalent) Mathematics and English Language at Grade C or above
- ✓ A 2:1 degree classification or above in any subject or equivalent
- ✓ The right to work in the UK
- ✓ Welsh language requirements may apply for some posts
- ✓ Meeting the Civil Service Nationality requirements.

The role of Academi Wales

We are committed to delivering a world class graduate programme and to achieve this we will:

- Work with the public service to identify the organisations that will participate in the programme
 - Produce a generic job description for recruitment onto the programme
 - Lead the recruitment of the graduates, working alongside your organisational representatives at interviews
 - Promote the programme to the graduate community
 - Work with you to identify suitable posts for the programme, support you in identifying learning outcomes and objectives for the period of graduate placement and provide links between organisations in the cluster areas
 - Lead a one week induction for all graduates that will include classroom and team building activities
 - Lead the Academi Wales development programme and co-ordinate coaches
- Ensure consistency across the three geographical areas and across placements, identifying and sharing best practice
 - Support organisations during the 22 months, working with you to evaluate the performance of the graduates.



Getting involved – what will be the role of your organisation?

Working together

Working together will be an important factor in making the programme a success. Your organisation will:

- Work with us to finalise your geographical cluster group
- Use the suggested methodology of employing graduates for the duration of the programme
- Promote the programme within your organisation to raise awareness
- Have daily line management responsibility for the graduate and their performance and effectiveness in the role
- Identify a role/s for the graduates
- Consider working with other organisations in your cluster on a joint post (finalising arrangements with us)
- Give the graduate time to complete the Masters and development programme
- Support the graduate who is with you in the final months of the programme to identify a suitable dissertation project that will have application in the Welsh public service
- Support, encourage and develop the graduates when they are in your organisation
- Give consideration at the end of the programme as to whether you could offer a permanent appointment to a candidate selected on merit through fair and open competition

Financial

As an organisation you will meet 50% of the costs of employing a graduate. We will meet the remaining 50%.

The tables below show the approximate costs for each organisation, based on whether there are two or three organisations in a cluster. The costs are subject to change at this stage.

Two organisation cluster

	Organisation 1's contribution (50% of total cost) – approximate	Organisation 2's contribution (50% of total cost) – approximate
Salary	£14,025	£14,920
Masters	£2,500	£2,500
Induction Programme	£240	£0

Three organisation cluster

	Organisation 1's contribution (50% of total cost) – approximate	Organisation 2's contribution (50% of total cost) – approximate	Organisation 3's contribution (50% of total cost) – approximate
Salary	£9,350	£9,650	£9,945
Masters	£1,667	£1,667	£1,667
Induction Programme	£240	£0	£0

For both examples above, you will need to meet the travel and subsistence costs for the graduate when they are with your organisation.

Please note that there will be associated on-costs for the graduates and organisations will have to pay VAT on each secondment which is charged at 20% of the salary.

Resources and people

As well as a financial commitment, you will need to:

- Identify representatives to interview candidates
- Commit the time for your representatives to attend training and participate in the interviews
- Work with us before we start the programme to identify a role for the graduate in your organisation and agree the terms of employment
- Agree to use the public service graduate programme performance management system
- Engage with Academi Wales and the other organisations in your designated cluster for the 22 month period
- Identify a graduate lead within your organisation to act as the main point of contact for the graduate, with Academi Wales and the other organisations in your cluster.

We will meet the costs of establishing the programme, marketing and recruitment and 50% of the salary, the Masters qualification and induction. There is no financial commitment for coaching, the Academi Wales Development Programme or the Action Learning Sets.



How to get involved and your commitment at this stage

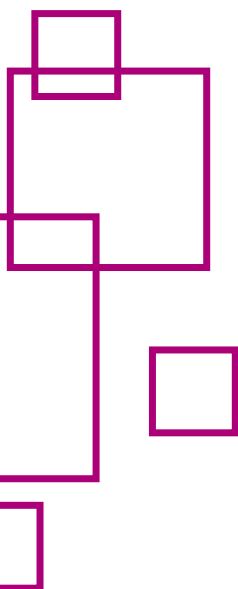
If you would like to engage with us on the programme or if you'd like to find out more, please complete the form using the link at the end of this document providing us with your details by **30 November 2020**.

Completing the form does not commit you to the programme although we do ask you to provide an indication of your intention in relation to the programme to form part of a cluster for your region.

Recruitment process (a)

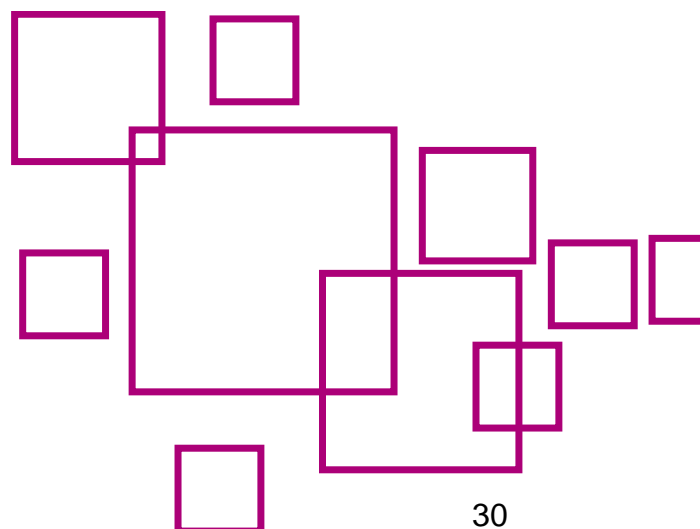
Stage	Activity
Marketing the programme	Linking up with universities, university jobs pages, social media, Academi Wales networks and Opportunities Bulletin
Application form	Eligibility check and data gathering
Online test(s)	Values, behaviours and strengths-based situational judgement and 'real life' scenarios
Assessment centre including panel interview	Assessment centre with exercise(s) and panel interview with behaviours and strengths-based questions
Final decision	Overall decision on successful graduates

(a) Subject to change



Key dates

November 2020	Expressions of interest open for organisations to participate in the programme
November 2020 – February 2021	We will work with organisations to identify who will participate in the programme
March 2021	Final selection of organisations who will participate in the programme
March 2021 – April 2021	We will finalise the arrangements for rotations, suitable posts and employment for organisations selected to participate
April 2021 – September 2021	Representatives from organisations to work with us on the graduate selection process
October 2021	Graduates will be offered posts, subject to pre-employment checks
October 2021 – December 2021	Graduates will be subject to pre-employment checks. Employment contracts and secondment agreements signed
January 2022	Graduates start a week-long induction with Academi Wales and then formally join their first organisation



How we will select organisations for the programme

We are looking for organisations that:

- Can form a cluster in a region
- Offer a high quality experience to the graduate
- Are enthusiastic about the programme and share our vision
- Can confirm financial resource allocation to support the programme
- Can offer a suitable job role for a graduate on the programme
- Recognise our desire to support graduates to stay in the Welsh public service for three years at the end of the programme.

Next steps...

We are looking for suitable organisations to take part in this unique programme by promoting the benefits to leaders across the public service in Wales. We're committed to finalising employment terms and conditions that work for the graduates and the participating organisations, ensuring roles are stretching and challenging and provide an immersive experience by completing each stage of the programme.

To submit an Expression of Interest, please complete this online form by **30 November 2020**.

<https://www.smartsurvey.co.uk/s/LZ5FJP/>

Further information

If you have any queries or would like to discuss the programme please contact:

Shan Whitby
Senior Programme Delivery Manager
Academi Wales

AllWalesGrads@gov.wales

**“To accomplish great things,
we must not only act,
but also dream; not only plan,
but also believe.”**

Anatole France



Item 5

DATE OF MEETING	24 th November 2020
REPORT TITLE	Review of PSB Workstreams - action plans
STATUS	For information/discussion
PURPOSE	<p>To provide the PSB with draft action plans following discussions around the review of PSB workstreams held at the last meeting.</p> <p>Project leads will have the opportunity to provide an overview of their action plans and highlight where support will be required from PSB partners.</p>
RECOMMENDATION(S)	That the PSB considers the action plans and requests for resources to support progress going forward.

ACTION PLAN



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, <i>Lead Officer to be confirmed</i>
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
Outputs – what will the project deliver?	<ul style="list-style-type: none"> • A written report of the review findings detailing actions undertaken and on-going. • Identification of opportunities to share best practice • Identification of gaps in activity that it is necessary to address

	<ul style="list-style-type: none"> • Presentation of the review findings to PSB sub-group 	
Outcomes – what will the project achieve? What will change?	<ol style="list-style-type: none"> 1. A record of action being undertaken to reduce carbon status in the county will be produced 2. Best practice will be shared between partners 3. Gaps in activity will be noted and actions identified to address any areas of significant deficiency. 	<p>This work, in conjunction with another piece of work being undertaken outside of this funding request to assist organisations to calculate and take action to reduce their net carbon status, will enable the PSB to determine their progress towards the longer term outcome of being a carbon neutral county.</p>
What will success look like?	<p>A report will be produced listing activity being undertaken and best practice that has been identified that can then be shared and gaps and actions identified.</p>	
What are the risks to project success? What will be done to mitigate these?	<ul style="list-style-type: none"> • Unable to appoint suitable consultants 	<ul style="list-style-type: none"> • Procurement targeted for specialist knowledge/expertise
	<ul style="list-style-type: none"> • PSB organisations unable to provide information to consultants within reasonable timescale 	<ul style="list-style-type: none"> • Ensure awareness and understanding of the resource requirement, timeframe and common well-being goals
	<ul style="list-style-type: none"> • Consultants not able to deliver to timescale 	<ul style="list-style-type: none"> • Early discussions to gauge and plan capacity within potential specialist consultants workload

ACTION PLAN



WORKSTREAM: Environmental and Climate Change Risk Assessment

Project:	Building Climate Resilient Communities
Lead Partner and Responsible Officer:	Natural Resources Wales, <i>Lead Officer to be confirmed</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.</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 build on a pilot approach being 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 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 build upon the experience and learning from the pilot and continue consultant work to provide ongoing support for agencies and the Fishguard and Goodwick community to work together to deliver specific activities identified in their resilience planning engagement process.</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 • Share learning with PSB
<p>Outputs – what will the project deliver?</p>	<p><i>Note: Specific outputs can only be determined when the resilience plan from the pilot is produced (Nov 20). Example outputs could include:-</i></p> <ul style="list-style-type: none"> • Community maps produced • Required evidence gathered • Relevant agencies and community working together on site specific resilience actions • School pupils engaged in resilience planning process • Chamber of Commerce & Trade informed and engaged in resilience planning activity • Improved inter-agency dialogue and working together with the community to build resilience • Share learning and report and presentation to PSB
<p>Outcomes – what will the project achieve? What will change?</p>	<p>Fishguard and Goodwick will be a more climate resilient community with the ability to proceed independently in the future.</p>
<p>What will success look like?</p>	<p>Practical action being undertaken on the ground to make Fishguard and Goodwick more resilient to the impacts of climate change. There will be ongoing dialogue between the community and relevant agencies to target actions appropriately to deliver the intended resilience.</p>

What are the risks to project success? What will be done to mitigate these?	<ul style="list-style-type: none"> • Community and agencies unable to work together 	<ul style="list-style-type: none"> • Experienced consultants able to facilitate and help effective discussions for joint working agreements to achieve common goals
	<ul style="list-style-type: none"> • Unwillingness of school/Chamber of Commerce & Trade to engage and participate in resilience work 	<ul style="list-style-type: none"> • Stakeholder feedback during the pilot suggests this scenario unlikely

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ACTION PLAN



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>

	It is also proposed to investigate the potential to develop a small grants scheme – Sowing the Seeds.	
Outputs – what will the project deliver?	<ul style="list-style-type: none"> • Sustainable Natural Capital Forum formally established and secured for the future • Forward work programmes developed for each of the 4 themes of work • Funding streams identified/funding bids developed for agreed projects 	
Outcomes – what will the project achieve? What will change?	An active and effective Sustainable Natural Capital Forum for Pembrokeshire that helps people & places to thrive, builds a sustainable green economy, and improves individual and community wellbeing.	
What will success look like?	PAVS working with a range of partners to secure on the ground actions addressing the climate and nature emergencies and in addition addressing health inequalities by improving health & wellbeing for all people.	
What are the risks to project success? What will be done to mitigate these?	<ul style="list-style-type: none"> • PAVS unable to recruit P/T Officer within timescale 	<ul style="list-style-type: none"> • PAVS Trustees have approved the use of reserves to make a start on this work but £5,000 would make it possible to extend the work over a longer period of time and to employ a part-time officer for a higher number of hours per week than would otherwise be the case
	<ul style="list-style-type: none"> • Partners do not want to engage in the Forum 	<ul style="list-style-type: none"> • 50 individuals, organisations and partnerships who have registered an interest

ACTION PLAN



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 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.	
Outputs – what will the project deliver?	A community of engagement practitioners that work together and share and delivering best practice on the best ways to link with communities in Pembrokeshire to determine what matters to them.	
Outcomes – what will the project achieve? What will change?	<ul style="list-style-type: none"> • Establish an overview of the effectiveness of engagement mechanisms that are already in place, including what data and information organisations currently collect and how it is used • Encourage residents to participate including those that wouldn't normally engage • Develop innovative ways of engaging with people in a co-ordinated way across organisations and communities 	

What will success look like?	A more detailed picture of what is important to individuals and communities in Pembrokeshire will be co-produced, which can feed into the next well-being assessment and Plan review.	
What are the risks to project success? What will be done to mitigate these?	Lack of engagement from communities	tbc
	Lack of resources within PSB partner organisations to participate in the reconvened Pembrokeshire Engagement & Co-production Network	tbc

DRAFT

ACTION PLAN



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:	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.
Outputs – what will the project deliver?	<p>The CWBR project, funded by LEADER, has since 2018, worked with 12 communities across Pembrokeshire, and engaged primarily through each of their local town and community councils. Working through, and with these forums, residents and applicable community groups have been engaged via a suite of events, surveys, and other activities, to deliver Community Well-Being Plans for the communities to directly own and deliver upon. Alongside this project work, Pembrokeshire has also seen the evolving work that has become the “Together for Change” programme, which is a partnership led by Solva Care with PAVS and PLANED, to work across communities in the county to share and promote best practice and innovation in the support for, and with, communities.</p> <p>The project will deliver the following;</p> <ul style="list-style-type: none"> •
Outcomes – what will the project achieve?	Bringing the community together to discuss and agree what works well, and similarly what may not, has delivered focus and cohesion. Instead of a traditional ‘Action Plan’ each community now take possession

<p>What will change?</p>	<p>and ownership of a broader Well-Being & Resilience Plan, which covers theme and topics including 'natural environment', 'community participation & local democracy', 'community spaces', 'information & communication', 'heritage & culture', 'business services & local economy', and 'heritage & culture' amongst others. Each section providing an overview of what the community has highlighted and promoted, with a corresponding suite of project ideas to address the findings. This is further enabled by a toolkit of references and signposts to further funding and partners who can and could support these future projects should the community via its local council, decide to enable and take ownership of delivery of these collectively. The change enabled by the CWBR project in the support for town and community councils is that they are being engaged and supported in substantial detail, and provided with the appropriate tools which they tell us, are more bespoke, meaningful, supportive, and enabling for them, than they receive potentially from elsewhere. The research gathered from the knowledge and engagement of the "Together for Change" programme within Pembrokeshire, will also deliver change in the way communities work together, work with providers, and work with funding bodies as part of a shared resilience and decision making process.</p> <p>The project will achieve the following;</p> <ul style="list-style-type: none"> • 	
<p>What will success look like?</p>	<ul style="list-style-type: none"> • Communities via their town and community councils will become more engaging and inclusive, rather than exclusive • More members of the community will have a voice, rather than the usual few within communities who are always the ones to be seen, heard, and take responsibility • Younger people engaging with town and community councils 	
<p>What are the risks to project success? What will be done to mitigate these?</p>	<p>Lack of engagement by communities</p>	<p>Using case studies from existing communities engaged to demonstrate the positive differences made and outcomes achieved</p>
	<p>Lack of funding to support the work by the project with town and community councils</p>	<p>The LEADER funded CWBR project comes to an end in spring 2021. Discussions and</p>

		applications are being drafted currently for new funding to extend the project funding to continue to enable support to be provided to 12 new further communities
	Lack of support from partners	We are fortunate to have considerable and welcome support from many partner organisations within the county to continue to develop and deliver this work in partnership to benefit communities.

DRAFT

ACTION PLAN



WORKSTREAM: Recruitment and Employment Transformation Framework

Project:	Raise awareness of schemes and initiatives to support employment and training
Lead Partner/s and Responsible Officer/s:	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.
Outputs – what will the project deliver?	The Kickstart Scheme for Pembrokeshire alone could mean that in excess of 1.200 eligible young people aged 16-24 could be placed in paid employment for a minimum of 6 months (25 hrs minimum paid at NMW) with support in order to place them in a strong position to move forwards in their working lives. Through independent employers with 30 + opportunities to offer (PCC, Tesco to name a few) and Gateway organisations (PCC, Pembs College, Cambrian Training) each of which will collectively have 30 + opportunities from SME’s that have less than 30 “vacancies” to offer alone; The scheme has the potential to make a huge difference to the Pembrokeshire economy in not only creating new jobs for young people but likely keeping skills and talent in the county through job investments.
Outcomes – what will the project achieve? What will change?	As per previous notes made – the potential is there to achieve a high number of positive outcomes across our County that will change the lives of our young people that have been directly affected by the economic impact of COVID19

What will success look like?	<ul style="list-style-type: none"> • 1,200 young Pembrokeshire people in work for at least 6 months with required training and wages being fully subsidised. • Increased talent/skills pool of job ready young people available going forward for Pembrokeshire employers to pick from • Reduced impact/need for services/support due to improved personal economic circumstances and likely mental health. 	
What are the risks to project success? What will be done to mitigate these?	Risk - Engagement with target group	<ul style="list-style-type: none"> - Refer for Pre-employment training via existing support available - Reach out with vacancy details early via UC journal, social media and partner organisations
	Risk - Preparedness for work	As above
	Risk – delay in vacancy loading	<ul style="list-style-type: none"> - After initial backlog, DWP additional resource has meant the wait time between vacancy alert and load should be 4 weeks.

ACTION PLAN



WORKSTREAM: Recruitment and Employment Transformation Framework

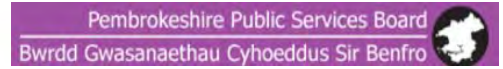
Project:	Develop a shared approach to staff well-being across PSB partner organisations	
Lead Partner/s and Responsible Officer/s:	David Evans, Pembrokeshire College Alyson Phillips, DWP	
Overview of Project activity:	Now more than ever the issue of staff well-being is at the forefront of many organisations' 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.	
Outputs – what will the project deliver?	<ul style="list-style-type: none"> - Sense of shared purpose across PSB members in seeking to improve HR processes - Increased awareness of support available - A commitment from all organisations to take a supportive approach to staff wellbeing and to implement best-practice when dealing with Covid related absence - Consideration of a shared staff wellbeing 'hub' that all staff across the organisations could access - Sharing of issues and best practice around 'virtual' recruitment and induction - Sharing of any online training relating to remote working that has been developed - Sharing of policies and procedures relating to homeworking - Sharing of best practice around risk assessments and DSE reviews for home workers - Sharing of lessons learned around returning staff to the physical workplace and issues that have come to light/how to supportively resolve - Sharing of staff well-being questionnaires/surveys (including DSE) 	
Outcomes – what will the project achieve?	- Increased/improved engagement with staff working at home	

What will change?	<ul style="list-style-type: none"> - An understanding of the issues and concerns of staff working from home - A common best practice approach to ensuring adherence to legal requirements around risk assessments and DSE reviews - A shared resource for staff well-being/mental health - Agreed pathway for accessing remote employment support i.e. what is available and how it can be accessed 	
What will success look like?	<ul style="list-style-type: none"> • Improved staff well-being and engagement • Agreed and documented pathways for accessing virtual employment support such as Access to Work • Agreed approaches for supporting or redeploying furloughed staff • Identification and sharing of high-quality resources from recognised organisations such as Mind and NHS Wales for staff well-being • Access for staff within PSB organisations to high quality training/self-help videos etc. around well-being 	
What are the risks to project success? What will be done to mitigate these?	One size doesn't fit all	Accept this as an exercise only in sharing what does work for each PSB member



Item 6

DATE OF MEETING	24 th November 2020
REPORT TITLE	Regional PSB/RPB Event 4 th November 2020
STATUS	For discussion
PURPOSE	To provide PSB partners with the opportunity to feed back on the regional event held on 4 th November 2020.
RECOMMENDATION(S)	That PSB partners present at the event provide feedback.



**Regional PSB/RPB Meeting
10.30am-12.30pm Wednesday 4th November 2020**

AGENDA

	Discussion Topic	Responsible Officer
10.30am	Welcome and Apologies	Ellen ap Gwynn, Leader Ceredigion County Council & Chair of Ceredigion PSB
10.35am	Digital Software updates <i>Presentation</i> - Data Sharing Platform (Writemedia) <i>Presentation</i> - Engagement HQ	Diana Davies, Ceredigion County Council & Dilys Penney, Writemedia Nicola O'Sullivan Assistant Director of Engagement, HDUHB
11.05am	RPB working together – an RPB perspective <i>Presentation</i>	Martyn Palfreman Head of Regional Collaboration West Wales Care Partnership
11.20am	Strategic Priorities and links to PSB <i>Presentation</i>	Steve Moore, Chief Executive, HDUHB Libby Ryan-Davies, Strategic Programme Director, HDUHB
11.35am	Social and Green Solutions for Health <i>Report circulated.</i> <i>Presentation</i>	Jan Batty Senior Public Health Practitioner, Public Health Team
11.50am	Local Resilience Forum and the Response to Covid-19 <i>Presentation</i>	Darren Thomas, Head of Infrastructure Pembrokeshire County Council
12.05pm	Report from Police and Crime Commissioner <i>Presentation</i>	Dafydd Llywelyn, Police and Crime Commissioner for Dyfed Powys
12.20pm	Concluding comments and what next?	Ellen ap Gwynn, Ceredigion County Council
12.30pm	Close	Ellen ap Gwynn, Ceredigion County Council

