



AGENDA

23rd February 2021, 10.00am – Skype meeting

1. Welcome and apologies
2. Minutes of last meeting
3. Community Safety and Cohesion
4. Volunteering for Pembrokeshire programme
5. 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 (**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/Alan Netherwood**)

*(*This item to include a presentation on the Fishguard and Goodwick Climate Resilience Project being led by NRW)*

6. Well-being Assessment Planning 2021-22
7. Economic Recovery Plan
8. Integration of Early Years Transformation programme update
9. Improving communications
10. AOB

Date and time of next meeting: 27th April 2021, 10.00am



AGENDA

23 Chwefror 2021, 10.00am - Cyfarfod Skype

1. Croeso ac ymddiheuriadau
2. Cofnodion o'r cyfarfod diwethaf
3. Cynnwys blaenoriaethau sy'n ymwneud â diogelwch y gymuned yng Nghynllun Llesiant Sir Benfro
4. Rhaglen Gwirfoddoli ar gyfer Sir Benfro
5. Diweddariadau cynnydd 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 (**Iwan Thomas**)

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

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

Fframwaith Trawsnewid Recriwtio a Chyflogaeth

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

Asesiad Risg Amgylcheddol a Newid yn yr Hinsawdd

- g) Mapio'r gweithgareddau sy'n ymwneud â'r hinsawdd a'r amgylchedd (**Andrea Winterton**)
- h) Adeiladau Cymunedau sy'n gallu gwrthsefyll y i Newid yn yr Hinsawdd* (**Andrea Winterton/Alan Netherwood**)

*(*Yr eitem hon i gynnwys cyflwyniad ar y Prosiect Gwydnwch Newid Hinsawdd yn Abergwaun ac Wdig dan arweiniad CNC)*

6. Cynllunio Asesu Llesiant 2021-22
7. Cynllun Adferiad Economaidd
8. Diweddariad Rhaglen Drawsnewid Integreiddio'r Blynyddoedd Cynnar
9. Gwella cyfathrebu - Cylchlythyr y Bwrdd Gwasanaethau Cyhoeddus
10. UFA

Dyddiad ac amser y cyfarfod nesaf: 27 Ebrill 2021, 10.00am

Pembrokeshire Public Services Board
Bwrdd Gwasanaethau Cyhoeddus Sir Benfro



MINUTES OF PEMBROKESHIRE PUBLIC SERVICES BOARD
Tuesday 24th November 2020 at 10.00am (Skype meeting)

Present:

Tegryn Jones	Chief Executive, PCNPA (Chair)
Sue Leonard	Chief Officer, PAVS (Vice-Chair)
Andrea Winterton	SW Operations Manager Pembrokeshire, Marine and Monitoring, Natural Resources Wales
Anna Bird	Head of Strategic Partnership Development, Hywel Dda UHB
Iwan Thomas	Chief Executive Officer, PLANED
Dr Barry Walters	Principal, Pembrokeshire College
Elwyn Williams	Vice-Chair MAWW Fire Authority
Supt. Anthony Evans	Dyfed Powys Police
Cllr. David Simpson	Leader, Pembrokeshire County Council
Cllr. Cris Tomos	Pembrokeshire County Council
Kevin Jones	Assistant Chief Fire Officer, M&WW Fire & Rescue Service
Alyson Phillips	Pembrokeshire Partnership Manager, DWP
Martyn Palfreman	Head of Regional Collaboration, WWCP
Anna Malloy	Port of Milford Haven
Elaine Lorton	County Director, Pembrokeshire, 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

Apologies

Ian Westley	Chief Executive, Pembrokeshire County Council
Ros Jervis	Director of Public Health, HDUHB
Dr Steven Jones (SPJ)	Director of Community Services, PCC
Ann Owen	Welsh Government
Maria Battle	Chair, Hywel Dda UHB
Diane Lockley	Pembrokeshire One Voice Wales Area Committee
Alison Perry	Director of Commissioning, Dyfed Powys OPCC

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 22nd September 2020 were confirmed as an accurate record.

3. Action Log

With regard to Item 2 – NRW Strategic Allocated Funding for PSBs – AW noted that funding had been approved on 13th November for the projects submitted. She would follow up with colleagues regarding the confirmation letter.

4. All Wales Public Service Graduate Programme 2022

An email and guidance document had been circulated to public service organisations regarding the All Wales Public Service Graduate Programme which would be restarting in 2022. Organisations interested in hosting a graduate were asked to submit expressions of interest by 30th November.

NE noted that the PSB as a whole could consider hosting a graduate but would have to identify funding to support. TJ reminded partners that tentative discussions had taken place in previous years but nothing had been taken forward.

Contact details for the programme had been circulated if partner organisations were interested in submitting an expression of interest.

5. Review of PSB workstreams – action plans

LR noted that this item followed on from discussions held at the last meeting around the review of PSB workstreams and the NRW strategic allocated funding for PSBs.

She explained that the first three action plans circulated in the pack related to the NRW funded projects that were approved on 13th November (*Review of activity helping to make Pembrokeshire Carbon Neutral, Building Climate Resilient Communities and Pembrokeshire Sustainable Natural Capital Forum*), and the rest related to the proposals to review workstreams put forward by current PSB project leads at the last meeting (*Build links with relevant groups to support delivery of the Communities themed workstreams, Build stronger links with Town and Community Councils, Raise awareness of schemes and initiatives to support employment and training and Develop a shared approach to staff well-being across PSB partner organisations*).

Project leads then gave a brief overview of each of the action plans and specific comments/requests were raised around the following;

Building Climate Resilient Communities

AW noted that this project would follow on from the work already taking place in Fishguard and Goodwick. Specific activities had been developed in the pilot project plan and it would be interesting to discuss as PSB partners whether any of these would be upscaled and how communities can be better supported to become more resilient. She suggested that the pilot project be added to the agenda of the next PSB meeting for discussion.

Build links with relevant groups to support delivery of the Communities themed workstreams

SL said that to support this project that it was important that the Pembrokeshire Engagement and Co-production Network be re-convened and she was therefore asking for support from PSB partners by releasing their engagement officers for this purpose.

LR for
agenda

Build stronger links with Town and Community Councils

IW noted that the aim of this project was to deliver a model to develop local forums to ensure that they engage within all levels of their community and to share best practice, achieving a network of integrated town and community councils that is engaged with their residents and community networks.

Raise awareness of schemes and initiatives to support employment and training

Partners briefly discussed the Kickstart scheme and specifically the restrictions on social and micro enterprises taking part caused by the requirement to have a 3:1 support ratio. AP said that she would feed this back to her national colleagues for clarification.

Develop a shared approach to staff well-being across PSB partner organisations

It was noted that this project would require support from PSB partner organisations in sharing best practice around staff well-being. SL suggested that this work should also consider issues such as the HR position should employees choose not to be vaccinated against Covid. It was suggested by TJ that the group of HR representatives set up to support the work experience project should look at the wider area of staff well-being but also consider some of the other queries being raised around Covid and returning to the workplace.

LR noted that she had put together an update reporting template for project leads to feed back to the PSB at future meetings which would be circulated in due course.

6. Regional RPB/PSB Event 4th November 2020

MP noted that it had been a useful session although limited with regard to some of the interaction and discussion and that the holding of regional events puts us ahead of other regions and is something to build on. How we as a region make use of the issues and projects discussed would be discussed further between regional colleagues.

PSB partners commented that the event had been useful and informative. LR noted that she had received copies of all the presentations from the day should anyone require copies.

It was noted that the feedback from the OPCC on the participatory budgeting project had been especially useful. AE gave a brief update on the Pembrokeshire element, stating that Milford Haven had secured £27k funding and had held their bid event virtually on 21st November where 40 bids had been submitted. Work on the project in the other three areas was also progressing and AE asked any partners able to commit funding to these to contact him.

10. AOB

NE noted that the Senedd Public Accounts Committee consultation on barriers to the successful implementation of the Well-being of Future Generations Act was due to close soon. Partners were in agreement that NE/TJ should formulate and submit a response.

SL noted that the Pembrokeshire Resilience Network were currently looking at community growing and green spaces with the intention of identifying areas that could be

utilised for 'green therapy'. She suggested that this was something that the PSB should keep a watch on for future discussion.

The meeting ended at 11.05am.

DRAFT

Pembrokeshire Public Services Board
Bwrdd Gwasanaethau Cyhoeddus Sir Benfro



COFNODION BWRDD GWASANAETHAU CYHOEDDUS SIR BENFRO
Dydd Mawrth 24 Tachwedd 2020 am 10.00am (cyfarfod Skype)

Yn bresennol:

Tegryn Jones	Prif Weithredwr, APCAP (Cadeirydd)
Sue Leonard	Prif Swyddog, Cymdeithas Gwasanaethau Gwirfoddol Sir Benfro (Is-gadeirydd)
Andrea Winterton	Rheolwr Gweithrediadau'r De-orllewin Sir Benfro, Morol a Monitro, Cyfoeth Naturiol Cymru
Anna Bird	Pennaeth Datblygu Partneriaeth Strategol, Bwrdd Iechyd Prifysgol Hywel Dda
Iwan Thomas	Prif Swyddog Gweithredol, PLANED
Dr Barry Walters	Prifathro, Coleg Sir Benfro
Elwyn Williams	Is-gadeirydd Awdurdod Tân Canolbarth a Gorllewin Cymru
Uwch-arolygydd Anthony Evans	Heddlu Dyfed-Powys
Y Cynghorydd David Simpson	Arweinydd, Cyngor Sir Penfro
Y Cynghorydd Cris Tomos	Cyngor Sir Penfro
Kevin Jones	Prif Swyddog Tân Cynorthwyol, Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru
Alyson Phillips	Rheolwr Partneriaethau Sir Benfro, yr Adran Gwaith a Phensiynau
Martyn Palfreman	Pennaeth Cydweithrediad Rhanbarthol, Partneriaeth Gofal Gorllewin Cymru
Anna Malloy	Porthladd Aberdaugleddau
Elaine Lorton	Cyfarwyddwr y Sir, Sir Benfro, 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

Ymddiheuriadau

Ian Westley	Prif Weithredwr, Cyngor Sir Penfro
Ros Jervis	Cyfarwyddwr Iechyd Cyhoeddus, Bwrdd Iechyd Prifysgol Hywel Dda
Dr Steven Jones (SPJ)	Cyfarwyddwr Gwasanaethau Cymunedol, Cyngor Sir Penfro
Ann Owen	Llywodraeth Cymru
Maria Battle	Cadeirydd, Bwrdd Iechyd Prifysgol Hywel Dda
Diane Lockley	Pwyllgor Ardal Un Llais Cymru Sir Benfro
Alison Perry	Cyfarwyddwr Comisiynu, Swyddfa Comisiynydd Heddlu a Throsedd Dyfed-Powys

Dechreuodd y cyfarfod am 10.05am.

1. Croeso ac ymddiheuriadau

Gwnaed cyflwyniadau a derbyniwyd ymddiheuriadau gan y rhai sydd wedi'u rhestru uchod.

2. Cofnodion o'r cyfarfod diwethaf

Cafodd cofnodion y cyfarfod diwethaf, a gynhaliwyd ar 22 Medi 2020, eu cadarnhau fel cofnod cywir.

3. Log Gweithredu

O ran Eitem 2 – Cyllid Strategol a Ddyrannwyd Cyfoeth Naturiol Cymru ar gyfer Byrddau Gwasanaethau Cyhoeddus – nododd AW fod cyllid wedi'i gymeradwyo ar 13 Tachwedd ar gyfer y prosiectau a gyflwynwyd. Byddai'n gwirio gyda chydweithwyr ynglŷn â'r llythyr cadarnhau.

4. Gwasanaethau Cyhoeddus Cymru Gyfan: Rhaglen i Raddedigion 2022

Dosbarthwyd e-bost a dogfen arweiniad i sefydliadau gwasanaeth cyhoeddus ynglŷn â Gwasanaethau Cyhoeddus Cymru Gyfan: Rhaglen i Raddedigion, a fydd yn ailddechrau yn 2022. Gofynnwyd i sefydliadau sydd â ddiddordeb mewn lletya myfyriwr graddedig gyflwyno datganiadau o ddiddordeb erbyn 30 Tachwedd.

Nododd NE y gallai'r Bwrdd Gwasanaethau Cyhoeddus yn ei gyfanrwydd ystyried lletya myfyriwr graddedig ond byddai'n rhaid nodi cyllid i'w gefnogi. Atgoffodd TJ bartneriaid fod trafodaethau petrus wedi digwydd mewn blynyddoedd blaenorol ond nad oedd unrhyw beth wedi deillio o'r rhain.

Dosbarthwyd manylion cyswllt y rhaglen os oedd gan sefydliadau partner ddiddordeb mewn cyflwyno datganiad o ddiddordeb.

5. Adolygiad o ffrydiau gwaith y Bwrdd Gwasanaethau Cyhoeddus – cynlluniau gweithredu

Nododd LR fod yr eitem hon yn dilyn trafodaethau a gynhaliwyd yn y cyfarfod diwethaf ynghylch yr adolygiad o ffrydiau gwaith y Bwrdd Gwasanaethau Cyhoeddus a chyllid strategol a ddyrannwyd Cyfoeth Naturiol Cymru ar gyfer Byrddau Gwasanaethau Cyhoeddus.

Esboniodd fod y tri chynllun gweithredu cyntaf a ddosbarthwyd yn y pecyn yn ymwneud â'r prosiectau a ariannwyd gan Cyfoeth Naturiol Cymru a gymeradwywyd ar 13 Tachwedd (*Adolygiad o weithgareddau sy'n helpu i wneud Sir Benfro sy'n Garbon Niwtral, Adeiladu Cymunedau sy'n Gallu Dygymod â'r Newid yn yr Hinsawdd a Fforwm Cyfalaf Naturiol Cynaliadwy Sir Benfro*), ac roedd y gweddill yn ymwneud â'r cynigion i adolygu ffrydiau gwaith a gyflwynwyd gan arweinwyr prosiectau cyfredol y Bwrdd Gwasanaethau Cyhoeddus yn y cyfarfod diwethaf (*Adeiladu cysylltiadau â grwpiau perthnasol i gefnogi cyflwyno'r ffrydiau gwaith â thema Cymunedau, Adeiladu cysylltiadau cryfach â Chynghorau Tref a Chymuned, Codi ymwybyddiaeth o gynlluniau a mentrau i gefnogi cyflogaeth a hyfforddiant, a Datblygu dull a rennir ar gyfer llesiant staff ar draws sefydliadau partner y Bwrdd Gwasanaethau Cyhoeddus*).

Rhoddodd arweinwyr prosiectau trosolwg byr wedyn o bob un o'r cynlluniau gweithredu a chodwyd sylwadau/ceisiadau penodol o amgylch y canlynol:

Cymunedau sy'n Gallu Dygymod â'r Newid yn yr Hinsawdd

Nododd AW y byddai'r prosiect hwn yn dilyn y gwaith sy'n digwydd eisoes yn Abergwaun ac Wdig. Roedd gweithgareddau penodol wedi cael eu datblygu yn y cynllun prosiect peilot a byddai'n ddiddorol trafod fel partneriaid ar y Bwrdd Gwasanaethau Cyhoeddus a fyddai unrhyw rai o'r rhain yn cael eu huwchraddio a sut y gellir cefnogi cymunedau'n well i ddod yn fwy gwydn. Argymhellodd yr ychwanegir y prosiect peilot i agenda cyfarfod nesaf y Bwrdd Gwasanaethau Cyhoeddus i'w drafod.

LR ar
gyfer yr

Adeiladu cysylltiadau â grwpiau penodol i gefnogi cyflawni ffrydiau gwaith â thema Cymunedau

Er mwyn cefnogi'r prosiect, dywedodd SL ei bod yn bwysig bod Rhwydwaith Ymgysylltu a Chyd-gynhyrchu Sir Benfro yn ailymgynnull ac felly roedd yn gofyn i bartneriaid y Bwrdd Gwasanaethau Cyhoeddus gefnogi hyn trwy ryddhau eu swyddogion ymgysylltu at y diben hwn.

Adeiladu cysylltiadau cryfach â Chynghorau Tref a Chymuned

Nododd IW mai nod y prosiect hwn oedd cyflwyno model i ddatblygu fforymau lleol i sicrhau eu bod yn ymgysylltu o fewn pob lefel yn eu cymuned ac i rannu arfer gorau, gan gyflawni rhwydwaith o gynghorau tref a chymuned integredig sy'n ymgysylltu â'u preswylwyr a rhwydweithiau cymunedol.

Codi ymwybyddiaeth o gynlluniau a mentrau i gefnogi cyflogaeth a hyfforddiant

Trafododd y partneriaid gynllun Kickstart yn fras ac yn benodol y cyfyngiadau ar fentrau cymdeithasol a micro yn cymryd rhan yn sgil y gofyniad i gael cymhareb 3:1 o ran cymorth. Dywedodd AP y byddai'n adrodd hwn yn ôl i'w chydweithwyr cenedlaethol am eglurhad.

Datblygu dull a rennir ar gyfer llesiant staff ar draws sefydliadau partner y Bwrdd Gwasanaethau Cyhoeddus

Nodwyd y byddai angen cymorth ar y prosiect hwn gan sefydliadau partner y Bwrdd Gwasanaethau Cyhoeddus o ran rhannu arfer gorau ynghylch llesiant staff. Awgrymodd SL y dylai'r gwaith hwn hefyd ystyried materion fel y sefyllfa adnoddau dynol pe bai gweithwyr yn dewis peidio â chael eu brechu yn erbyn COVID-19. Awgrymodd TJ y dylai'r grŵp o gynrychiolwyr adnoddau dynol a sefydlwyd i gefnogi'r prosiect profiad gwaith ystyried maes ehangach llesiant staff ond hefyd ystyried rhai o'r ymholiadau eraill sy'n cael eu codi ynghylch COVID-19 a dychwelyd i'r gweithle.

Nododd LR ei bod wedi llunio templed adrodd diweddaedig i arweinwyr prosiectau adrodd yn ôl i'r Bwrdd Gwasanaethau Cyhoeddus mewn cyfarfodydd yn y dyfodol a fyddai'n cael ei ddosbarthu yn y man.

6. Digwyddiad rhanbarthol y Bwrdd Partneriaeth Rhanbarthol / Bwrdd Gwasanaethau Cyhoeddus, 4 Tachwedd 2020

Nododd MP ei bod wedi bod yn sesiwn ddefnyddiol er iddi fod yn gyfyngedig o ran rhyngweithio a thrafod i ryw raddau a bod cynnal digwyddiadau rhanbarthol yn ein rhoi ar y blaen i ranbarthau eraill ac yn rhywbeth i adeiladu arno. Byddai'r ffordd yr ydym ni fel rhanbarth yn defnyddio'r materion a'r prosiectau a drafodwyd yn cael ei thrafod ymhellach rhwng cydweithwyr rhanbarthol.

Dywedodd partneriaid y Bwrdd Gwasanaethau Cyhoeddus fod y digwyddiad wedi bod yn ddefnyddiol ac yn llawn gwybodaeth. Nododd LR ei bod wedi derbyn copïau o'r holl gyflwyniadau o'r diwrnod pe bai angen copïau ar unrhyw un.

Nodwyd bod yr adborth gan y Swyddfa Comisiynydd Heddlu a Throseddu ar y prosiect cyllidebu cyfranogol wedi bod yn arbennig o ddefnyddiol. Rhoddodd AE ddiweddariad cryno ar elfen Sir Benfro, gan nodi bod Aberdaugleddau wedi sicrhau cyllid o £27,000 ac wedi cynnal ei digwyddiad cynnig ar-lein ar 21 Tachwedd, pan gyflwynwyd 40 cais. Roedd gwaith ar y prosiect yn y tair ardal arall hefyd yn mynd rhagddo a gofynnodd AE i unrhyw bartneriaid a allai ymrwymo cyllid i'r rhain gysylltu ag ef.

10. Unrhyw fater arall

Nododd NE y byddai ymgynghoriad Pwyllgor Cyfrifon Cyhoeddus y Senedd ar rwystrau i weithrediad llwyddiannus Deddf Llesiant Cenedlaethau'r Dyfodol yn cau yn fuan. Cytunodd partneriaid y dylai NE/TJ greu a chyflwyno ymateb.

Nododd SL fod Rhwydwaith Gwydnwch Sir Benfro ar hyn o bryd yn edrych ar dyfu cymunedol a mannau gwyrdd gyda'r bwriad o nodi ardaloedd y gellid eu defnyddio ar gyfer 'therapi gwyrdd'. Awgrymodd fod hyn yn rhywbeth y dylai'r Bwrdd Gwasanaethau Cyhoeddus gadw llygad arno i'w drafod yn y dyfodol.

Daeth y cyfarfod i ben am 11.05am.



Item 3

DATE OF MEETING	23 rd February 2021
REPORT TITLE	Community Safety and Cohesion
STATUS	For information/decision
PURPOSE	<p>In September 2020 the PSB undertook a review of current workstreams focused around Covid-19 recovery. The last several months have seen an increase in community safety and community cohesions issues, related both directly and indirectly to the Covid-19 pandemic. These have affected a number of communities across Pembrokeshire in various ways, as well as impacting on the resources of a number of PSB partners.</p> <p>PSB partners are therefore invited to consider whether it would be appropriate to receive regular updates around community safety and cohesion and to consider how relevant community safety issues can be captured and included in the emerging Well-being Assessment.</p>
RECOMMENDATION	That the PSB approves the proposal to receive regular updates around community safety and cohesion.
AUTHOR/S	<p>Sinéad Henehan - Community Safety, Poverty and Regeneration Manager, PCC</p> <p>Lynne Richards – Corporate Partnerships Officer, PCC</p>

Inclusion of community safety related priorities in the Pembrokeshire Well-being Plan

A number of community safety and community cohesion related challenges have arisen over the last few months which have impacted to varying degrees on communities in Pembrokeshire as well as on PSB partner agencies.

The Covid-19 pandemic has led to a number of specific Anti-Social Behaviour (ASB) issues;

- Housing related, centred mainly around the Silverdale Lodge in Johnston
- Environmental issues related to wild camping and campfires impacting largely on coastal communities across the county
- Water safety issues caused by a lack of knowledge of the risks posed by tides and by 'tombstoning'
- Community cohesion tensions associated with social distancing requirements

In addition, the decision by the Home Office to house up to 234 male asylum seekers in the former Penally MOD camp has also generated significant challenges for a number of PSB partners and the situation continues to draw heavily on resources. There have also been considerable community cohesion tensions, protests against and rallies for the decision as well as significant social and mainstream media attention.

Meeting the challenges that some communities have had to face since March 2020, and continue to face in some cases, involves a partnership approach from a number of PSB partners. Unlike in other PSB areas, the current Well-being Plan for Pembrokeshire does not include any projects or activity which is directly related to community safety. Taking into account the issues outlined above, it is proposed that community safety and community cohesion related issues should be reported regularly to PSB partners.

An engagement exercise will also be undertaken, utilising the new engagement software that Pembrokeshire County Council has recently purchased, to work with communities in the county to gauge their perceptions of community safety. These responses can then be compared to data and information gathered by partners since the beginning of last year to start to generate a clearer picture of community safety priorities going forward. Progress, issues and concerns can then be reported back to the wider PSB and consideration can be given to how relevant community safety issues can be captured and included as part of the review of the Well-being Assessment.

Providing the PSB with regular updates around community safety and cohesion also provides the opportunity to raise awareness and share intelligence around issues related to CONTEST and SVOC (Serious Violence and Organised Crime). It would also enable a more integrated exploration around meeting the challenges of remote delivery of IOM (Integrated Offender Management) and substance misuse services.



Item 4

DATE OF MEETING	23 rd February 2021
REPORT TITLE	Volunteering for Pembrokeshire programme update
STATUS	For information
PURPOSE	To provide the PSB with an update on the volunteering strategy, community hub, community fund, PCSN groups and work with town & community councils as part of the above programme.
RECOMMENDATION	That the PSB notes the update on the Volunteering for Pembrokeshire programme.
AUTHOR	Sue Leonard, Chief Officer, PAVS

Following submission of a bid led by PAVS on behalf of Pembrokeshire Community Hub partners, Pembrokeshire has been awarded £242,020 from the Welsh Government Coronavirus Recovery Grant for Volunteering 2020-21. The purpose of the grant is to sustain volunteering and community action during the pandemic and recovery and, at the same time, improve or introduce new systems and support arrangements, complementing existing infrastructure, to ensure more sustainable models of volunteering. The grant was formally approved on 22nd January 2021 and all funded activity **must be completed by 31st March 2021**.

The majority of delivery will be undertaken by staff from Hub partner organisations and third sector organisations who contributed to the development of the bid. In view of the tight timescales for completion, additional capacity has been brought into the delivery team through the appointment of six freelance consultants with the appropriate level of experience and expertise. Creative and technical support partners are also being brought on board.

The main aim of the **Volunteering for Pembrokeshire** programme is to proactively encourage more people to volunteer their time to help out in their communities and/or to provide support to individuals. This aligns with Priority 2 in the Wellbeing Plan– **Resourceful Communities – Community Participation**, which makes a commitment for PSB partners to:

“Encourage and support increased citizen participation and active citizenship through formal or informal volunteering, timebanking, community action, standing for election to the community/town/County Councils”

The **Volunteering for Pembrokeshire** programme comprises four elements of work:

Programme 1: Drafting an all-age inclusive multi-agency volunteering strategy across the continuum of active citizenship including participating in local democratic structures

Programme 2: Sustaining and strengthening volunteering and community action as a contributor to COVID-response and recovery and to meet the needs of vulnerable groups and individuals

Programme 3: Working with volunteer-involving organisations and town & community councils to co-produce collaborative approaches to volunteer recruitment, training, management and deployment, and supporting active citizenship

Programme 4: Evidencing the contribution that volunteering makes to individual and community wellbeing and sharing learning locally, regionally and nationally

Each of the four programmes has been broken down into work packages. The following work packages are particularly relevant to PSB members:

- Co-producing a **volunteering strategy** for Pembrokeshire, including employer supported volunteering
- Agreeing a delivery model and phased implementation plan for a **Pembrokeshire Community Fund** based on the feasibility study carried out by Wavehill Consulting on behalf of Arwain Sir Benfro in 2019
- Developing volunteer recognition awards including the PSB **Pride in Pembrokeshire** award
- Raising awareness of the **role of town & community councils** and supporting the involvement of young people

An update on the **Volunteering for Pembrokeshire** programme will be presented at the PSB meeting. In the meantime, two on-line stakeholder sessions are being planned to take forward the work around developing a volunteering strategy for Pembrokeshire, together with a short survey. Further information will be circulated to all PSB members and we very much hope that colleagues from PSB partner organisations will contribute to the discussion.



Items 5 a-h

DATE OF MEETING	23 rd February 2021
REPORT TITLE	Action Plan progress updates
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 Building Climate Resilient Communities project (5h) will also include a presentation from Mr Alan Netherwood on the Fishguard and Goodwick Climate Resilience project.</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 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 Lead Andrea Winterton</p> <p>h) Building Climate Resilient Communities</p>

	<i>Lead Andrea Winterton</i>
RECOMMENDATION	That the PSB notes progress to deliver the above action plans.

PROJECT UPDATE

23rd February 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:	<p>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.</p>	
What has gone well?	<p>The Together for Change programme is now fully operational. A full-time Project Co-ordinator and Research Officer have been appointed. A 10-point Plan to Benefit Community-led Action & Communities has been co-produced with communities and statutory partners. Researchers have undertaken training on QUIP – a narrative-based causal mapping research methodology. 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>A review has been undertaken of sources of data and information on community wellbeing before, and especially during, the pandemic – this will be published shortly. Links have been made with regional and national research institutions and programmes including the WWCP Regional Innovation, Improvement and Collaboration Hub.</p> <p>An evaluation of the impact of volunteering on people's lives is being undertaken under Programme 4 of the <i>Volunteering for Pembrokeshire</i> work funded by Welsh Government (to be completed by 31st March).</p>	

	<p>The 2021-2022 delivery plan for Programme 7 of the WWCP Transformation programme (A Healthier West Wales) has a focus on citizen and community engagement, which will feed into the PSB Wellbeing Assessments in each of the three Counties, and the RPB Population Needs assessment. A Regional Participation & Engagement Officer is being recruited (initially on a one-year fixed term contract) to work within the Hywel Dda University Health Board engagement hub (managed by Nicola O'Sullivan), and the Community Connector Plus officer roles will also include engagement activity (the Pembrokeshire officer will be employed by PAVS). There is a regional commitment to using the Engagement HQ software and Connect Pembrokeshire as on-line engagement tools, together with other engagement resources (toolkit to be developed).</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 for next reporting period</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>	
<p>Progress on priorities agreed at last meeting</p>	<p>n/a</p>	

PROJECT UPDATE23rd February 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:	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.
What has gone well?	Working across 12 communities within Pembrokeshire, the CWBR project has worked well in partnership to support the Town & Community Councils involved. From local community councils such as Hook, where we brought the Childrens Commissioner for Wales down to meet with the community to discuss and experience the interaction between the community council and local primary school; to Pembroke Dock and Milford Haven where we have supported post lockdown interactions by the councils with their communities, and developed Action Plans to support Youth Engagement. The support provided by the CWBR project with additional resources from PLANED generally, enabled an extension of work with Scleddau & Trecwn, to facilitate a potential resolution to the long standing issue of water supply to 37 homes in Trecwn by working with the local council, county council and Welsh Water amongst others.
Have there been any issues/barriers?	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. 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

	<p>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.</p>
Priorities for next reporting period	<p>The CWBR project as currently funded by LEADER, will be coming to the end of its planned funding, and an overview of its achievements will be reported to the next meeting of the PSB in April. This will include lessons learnt, highlights and achievements, as well as identified opportunities for growth and expansion amongst partners to reassess the appropriate free support for Town & Community Councils within Pembrokeshire generally.</p>
Progress on priorities agreed at last meeting	n/a

PROJECT UPDATE

23rd February 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?		<p>Ged Davies has been appointed as a freelance project officer. Steering group is currently PAVS Chief Officer and Chair, with invites sent to form a wider independent group. A work programme has been agreed. The results of a workshop held in February 2020 (immediately prior to lockdown) have been reviewed and written up as an update, which has been circulated to the Pembrokeshire Sustainable Natural Capital Forum (PSNCF) mailing list. Forum membership has increased. Conversations have taken place with key partner organisations and networks to map current activity, future plans, challenges, opportunities for collaboration and what added value the PSNCF can bring. Feedback has been positive overall – the consensus appears to be that there is a role for the PSNCF in terms of bringing people/organisations together across a wide range of nature-based activities to exchange information and share learning, identifying funding opportunities, and supporting collaborative action by Forum members. Progress has been made on developing a work plan for the <i>Green Fuse</i> and <i>Green Infrastructure</i> elements of the programme. Work has also started on developing a collaborative bid to the Local Places for Nature Challenge Fund and Heritage Lottery Fund.</p>
Have there been any issues/barriers?		<p>The main challenge is knowing exactly how to shape the future work programme, given the extent of current activity in the County and the likelihood of significant funding being made available for green recovery and nature-based activities, particularly in the context of green infrastructure, circular economy and health & wellbeing (including mental health). There is also a challenge in engaging with people/groups in more deprived areas of the County, where levels of nature-based activity tend to be lower. Building community group consensus around bids is time consuming.</p>
Priorities for next reporting period		<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	n/a
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PROJECT UPDATE

23rd February 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, <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
What has gone well?	Tender for work was issued on 27 th January, with 8 proposals being submitted. Meeting between NRW, PCC and PCNPA to be held to award the contract on 15 th February. An update will be provided at the next PSB meeting.

Have there been any issues/barriers?	<p>The main barrier has been the need to spend the money by the end of March 2021, and this has influenced what was included in the tender and the expected outcomes. However, with 8 proposals being submitted we hope to have some useful outcomes to influence the work moving forward.</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	<p>The final report should be available by the end of March and PSB members will need to consider how to use this report and how to take this work forward.</p>
Progress on priorities agreed at last meeting	n/a

PROJECT UPDATE23rd February 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:	<p>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.</p>	
What has gone well?	<p>Pembrokeshire College</p> <ul style="list-style-type: none"> • College IT systems have worked particularly well despite early teething problems. This allowed all staff to connect with the College and each other and to work in a similar way to that undertaken in the College building. • Teams very quickly became the means of 'seeing' staff and holding meetings • For some meetings, including those that usually require transport to another location, or where part time working means that all team members are not on site at the same time, Teams has worked particularly well and is likely to remain for the future • Learning and teaching IT connections have taken longer but are working well now and staff are reassured by being able to contact learners direct and hear from them in sessions. A dedicated student / staff help desk is in place. • College Principal straight away put in place a weekly Blog providing critical information, reassurance and support to staff, and he also shared light-hearted reports from staff across the College including photographs of lockdown activities. This was used in order to minimise 'all staff' emailed messages as there were too many. • Many teams introduced regular virtual meetings for wellbeing and not for work purposes – many reported holding 'wine down Fridays' at the end of the day 	

- Working From Home Hub was created – an online hub of resources introduced at the start of lockdown to provide information and support for staff as they adjusted to remote working. During the first lockdown, H&W themed
- communications focussed on home working and isolation and looked at activities that staff could participate in to alleviate the effects of remote working.
- DSE advice regarding safe working at home was issued regularly throughout lockdown via the Principal's Blog – including exercising and regular breaks
- Other initiatives launched during lockdown include:
Health & Wellbeing Group, Health & Wellbeing Hub, Healthy Voice Forum, Aspire Twitter feed (twice daily, every workday), Wellbeing Wednesdays (weekly infomercial emailed to staff – hints & tips), 'Words to Inspire' blog (monthly health & wellbeing editorial), Coffee & TV video chat (thrice weekly, half-hour morning social), Sports Department collaborations (various promotions – Couch to 5k, 10k Steps, Rugby Academy, Kick Start Your Week, Christmas challenge), signposting internal & external services (Laughter Yoga, Screen or Screen, Pembs Leisure fitness sessions etc.) Wine Down to Lockdown & Merry Messages (end of term video chats), Virtual end of term carol service, plus communicating information to departments upon request
- A Mental Health and Wellbeing survey was undertaken in May – also asking about the home working set up. All concerns were followed up individually either by the line manager, HR or HSE. Appropriate referrals to counselling or OH were made and where necessary furniture and equipment was issues to staff to make working at home more comfortable. More recently a further Mental Health & Wellbeing survey has been issued and will close on Friday 5th February.
- Managers were asked to maintain regular contact with all of their reports and to notify HR if they noticed any changes or any lack of interaction or engagement. Staff responded well to support from their managers
- HR & Payroll Co-ordinator built a list of staff who were of high concern and maintained regular contact throughout – this worked very well and the staff were very grateful for the support
- Recent introduction of a team of Mental Health and Wellbeing Mentors – recently trained and about to be publicised

- Recent introduction of 'Together All' a mental health and wellbeing service where staff can sign up and access resources. The College can also refer a limited number of staff for the Psychotherapy service which is triaged by our Counsellors

DWP

DWP amended HR guidance to reflect COVID 19 impact. This sits alongside standard HR guidance but has been designed for ease of reference. I suspect that all public services have developed similar HR guidelines in line with existing policy and government updates.

Topics included in DWP guidance are held under the headings of:

- Wellbeing and Mental Health
- Deployment
- Keeping safe
- Leaders and Line Managers
- Direct Temporary Recruitment
- Information for Colleagues
- Information for our Customers
- Latest Changes

An example of some of the sub topics included in e.g. Leaders and Line Managers:

- Questions and Answers for line managers
- Actions to take when COVID 19 is suspected or confirmed
- Supporting People back to work
- Opening up our services
- Keeping on touch with your team/s
- Looking after each other
- Leading well together

Under HR guidance we also have the options to raise complex cases for consideration.

	<p>Emails have also been sent to the PSB HR Group to ask partners about their activity and whether they would be willing to share any of the following;</p> <ul style="list-style-type: none"> • 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) • Sharing of issues, policies and procedures related to the Covid vaccination programme and return to the workplace
<p>Have there been any issues/barriers?</p>	<ul style="list-style-type: none"> • Meeting virtually and not face to face is not the same – that has to be recognised. We have an ageing workforce and moving to this style of working has been more challenging for some than others. College IT helpdesk have had to work dynamically and proactively to support staff. • Increase in long term sickness absence – difficulty with engaging and managing absence when working remotely. OH appointments are via telephone predominantly. • Overwhelming email exchanges. Limitations on effective working and sharing of critical information which would normally happen in day to day conversations within the office. • Difficulty in 'engaging' with staff with the less formal activities and therefore more passive forms of activity such as embedding information in other communications has had to be used (eg Principal's Blog) • Challenges around formal processes such as Disciplinary

	<ul style="list-style-type: none"> • Challenges of inducting and training new staff and monitoring performance. In critical areas it has been necessary to do this 'face to face' as an essential activity but with due regard to Covid restrictions. • Staff who want to 'avoid' contact find it much easier as claims of phone or internet issues must be accepted as valid • Some staff have found the isolation particularly difficult, particularly if they are extremely vulnerable and have not seen family members for some time. • Challenges around finding alternative work for those who cannot work effectively from home • Home-schooling!! • Rising anxiety around Covid and how things will look when this is over • Learners do not switch their cameras on and many teachers find that extremely difficult to manage – they want to engage with the learners • Staff worried about vulnerable learners and unable to do what they normally would to support them • Constantly changing guidelines from Welsh Government – leading to last minute notifications to our staff • Limitations on rooms for social distancing.
Priorities for next reporting period	<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	n/a

PROJECT UPDATE

23rd February 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?	<p>The DWP deployed additional resource to clear the backlog of applications and all were processed by 18/12/2020.</p> <div data-bbox="573 979 629 1043" data-label="Image"> </div> <p>Kickstart PSB.pptx</p> <p>So far Pembrokeshire College Employment Bureau acting as a Gateway for the DWP and operating as part of the PSB has submitted and had approved 4 batches that amounts to 76 vacancies. These vacancies are currently with the Work Coaches in the job centre and should be being advertised to eligible 16-24 year olds in the next two weeks (Feb 2021) There has been a delay in this process going live due to the sheer scale of popularity that the Kickstart scheme has achieved. There are some 92000 vacancies that have been submitted for approval.</p>

	<p>As a support to the DWP Work Coaches Pembrokeshire College has offered support via the local SPOC with pre interview skills and interview support to all young people applying for the Kickstart vacancies through the Get Going Active Inclusion Project. As a Gateway we will provide in work support to over 40 of the vacancies who have chosen for us to carry out the mentoring, upskilling and developing of their participant.</p> <p>We have a further batch awaiting approval with the DWP that will create a further 30 plus vacancies meaning that over 100 vacancies will have been created for young people in Pembrokeshire through the Pembrokeshire College Gateway since the scheme commenced.</p> <p>The enabled PSB links enabled us to contact all members to share details as to whether the organisations wished to place vacancies.</p> <p>The largest other member of the PSB, Pembrokeshire County Council set up as their own Gateway and as a result they have also placed 3 batches of 90 vacancies all within their own organisation and have created a range of jobs including trainee LSA's, trainee Refuse Operators within the local authority. They too have further batches awaiting approval meaning there will be in excess of 200 vacancies created in Pembrokeshire to help support the post Covid initiative.</p>
Have there been any issues/barriers?	<p>There have been some rejections but they have been minimal in Pembrokeshire.</p> <p>Pembrokeshire is made up of a high number of sole traders and non-limited companies and these will come into scope of the scheme within the next few weeks with a "Gateway plus" provision that will support sole traders to fill opportunities under the scheme with support to do so.</p> <p>SOS announced this week that the 30 opportunity/vacancy requirement will cease from the beginning of Feb. The Gateway organisations in Pembrokeshire have all been passed so we will continue to encourage smaller employers to still fill vacancies by using the Gateway of choice as they will receive the administrative support and expertise in order to maintain not only fill but also support the maintenance of the placement for the duration.</p>
Priorities for next reporting period	<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

	<p>talent retention in our County; organically impacting the economic recovery by introducing additional spending power in our towns and County as a whole. 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
Progress on priorities agreed at last meeting	n/a

PROJECT UPDATE

23rd February 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?	<p>A source of funding through the NRW Strategic Allocated Funding pot has become available, and PSB partners agreed to use this to progress the initial phase of this project - a desk study to understand where partners are with respect to decarbonisation plans and activities. Tenders have been received and the contract will be let mid February, for delivery of a report by the end of this financial year.</p> <p>Further funding has also been allocated to take forward a "Sustainable Natural Capital " project</p>
Have there been any issues/barriers?	<p>Timing of the funding agreement has made this challenging to fit in this financial year. Will still need partners to provide information to the contractors, which may prove difficult given the tight timescales involved.</p>

Priorities for next reporting period	<p>Consider the findings and recommendations of the report and determine next steps</p> <p>Consider doing something similar for conservation focussed activity thorough nature partnership/ Pembs sustainable natural capital project</p>	
Progress on priorities agreed at last meeting		n/a

PROJECT UPDATE

23rd February 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>

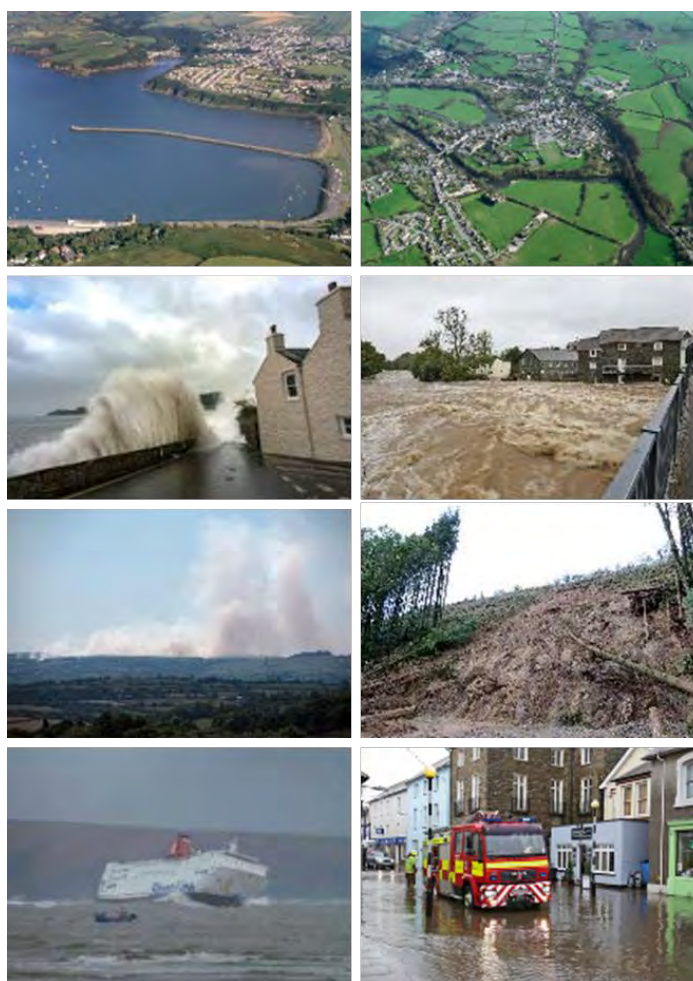
		<p><i>Note: Activity can only be finalised once the pilot phase community resilience plan has been produced – Nov 2020. Below is a list of potential activity based on resilience planning engagement work undertaken to date:-</i></p> <ul style="list-style-type: none"> • Specific activities identified in 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>
What has gone well?	Good engagement from certain sectors in the area, particularly Chamber of Commerce. Raised awareness in the community.	
Have there been any issues/barriers?	The Covid lockdown and restrictions on meeting have delayed the project and all the meetings had to change to on-line and telephone. This may have excluded some sectors, and there may have been more engagement if the engagement platforms had been more mixed	
Priorities for next reporting period	<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	n/a	

NETHERWOOD SUSTAINABLE FUTURES
Sustainable Governance Policy Practice



West Wales – Climate Resilience Pilots Report for Public Services Boards

January 2021



Dr. Alan Netherwood & Dafydd Thomas

Produced with the support of:



Pembrokeshire Public Services Board
Bwrdd Gwasanaethau Cyhoeddus Sir Benfro



**Caru•Love
Ceredigion**

<p>This Report</p> <p>is about Climate Resilience - planning for a different future as a result of climate change that we are already tied into:</p> <p>which includes more frequent severe weather, flooding, heatwaves and subsequent impacts on an area's natural environment, infrastructure, economy and community</p> <p>it provides:</p> <ul style="list-style-type: none"> • an overview and learning from of a project which explores the climate impacts and risks at a town level in Fishguard & Goodwick and Newcastle Emlyn • insight into the types of priorities for partnerships, organisations, community groups and individuals to work on to build resilience <p>N.B this is not about Climate Mitigation (reducing our emissions, low carbon and decarbonisation) although this needs to happen too. This work is complementary to decarbonisation activity of PSBs and County Councils on climate reduction and the climate emergency</p>	<p>This Report has been produced by:</p> <p>Dr. Alan Netherwood (Netherwood Sustainable Futures¹) alan.netherwood@gmail.com</p> <p>and Dafydd Thomas (Well -being Planner)²³ dafydd@wellbeingplanner.co.uk</p> <p>commissioned via Natural Resources Wales by:</p> <p>Pembrokeshire Public Services Board</p> <p>Carmarthenshire Public Services Board</p> <p>to also inform the work of</p> <p>Ceredigion Public Services Board</p>
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The Report contains the following Sections:

SECTION 1 – SUMMARY OF THE CLIMATE RESILIENCE PILOTS IN FISHGUARD & GOODWICK & NEWCASTLE EMLYN

SECTION 2 – ENGAGING THE COMMUNITIES ON CLIMATE RISK

SECTION 3 – PERCEPTIONS OF CLIMATE RISKS AND RESILIENCE

SECTION 4 – PRIORITIES TO BUILD CLIMATE RESILIENCE

SECTION 5 – LESSONS FOR PSBs AT STRATEGIC, ORGANISATIONAL AND COMMUNITY LEVELS

¹ **Netherwood Sustainable Futures** provides expert consultancy advice and research on climate adaptation risk, adaptation and policy Clients supported during 2020 include UK Committee for Climate Change on their Climate Change Risk Assessment 3 for Wales; North Wales Public Services Boards on developing a Regional Approach to the Climate Emergency; Alan has been advising government, public bodies and communities on climate risk and sustainable development in a consultancy capacity since 2007

² **Well-being Planner** provides expert facilitation and support for engaging communities, public bodies and other stakeholders to develop policy and practice. Since 2013 Dafydd has been supporting government, community groups and individuals in many areas of policy including climate change, natural resource management and co-production.

³ Alan & Dafydd have previously worked together to support communities and public bodies including Public Services Boards in South East Wales and North Wales on climate resilience.

SECTION 1 – SUMMARY OF THE CLIMATE RESILIENCE PILOTS IN FISHGUARD & GOODWICK & NEWCASTLE EMLYN

Pilot projects in Fishguard & Goodwick and Newcastle Emlyn have been run during 2020 to focus on how communities, agencies and authorities can work together to build climate resilience at a town level. This project has been run to inform Public Services Board approaches to climate adaptation.

- a) This Report is a key output of a West Wales Climate Resilience Project, supported by the Public Services Boards (PSBs) in Pembrokeshire, Carmarthenshire and Ceredigion⁴ and paid for by Natural Resources Wales. This project aimed to work in detail in two pilot communities in West Wales: Fishguard & Goodwick and Newcastle Emlyn in order to understand:
 - potential risks to the community from climate change impacts
 - how members of these communities, agencies, authorities, local groups and local businesses can work together with the public sector and others to make these towns resilient to future change
 - how this informs wider climate adaptation work across the region
- b) The outputs of the project are climate resilience plans for both Fishguard & Goodwick and Newcastle Emlyn and this short report to the PSBs in early 2021. The work has been coordinated by Dr. Alan Netherwood and Dafydd Thomas, two climate experts and facilitators who have worked with other communities elsewhere in Wales on this issue.
- c) The specific work on Resilience Plans started in March 2020. In summary it aimed to:
 - co-produce climate resilience plans for each town with specific actions
 - involve residents, groups, councils, agencies, utilities, businesses,
 - use survey, meetings & 1-1 discussions to engage these stakeholders
 - consider evidence of recent climate change, understand views of how the town copes with severe weather in the present, understand local priorities for planning for future change, and the nature of local risks
 - develop a set of priorities with specific interventions to build resilience
- d) The original timescale was to work in March and April 2020, to engage the community and agencies in facilitated face-to-face workshops, mapping and planning activity. This approach had to be radically adapted in close consultation with PSBs in response to Covid pandemic. An alternative approach of online surveys in summer and virtual workshops in September, October and November 2020 and 1-1 discussions and support was adopted. This resulted in 85 individuals have been engaged in this process in Fishguard & Goodwick and 34 in Newcastle Emlyn, with representation from key authorities, agencies and community groups.
- e) The final Climate Resilience Plans were produced in December 2020 and disseminated to PSB partners, the community and all of the bodies involved in their production. Priorities and recommendations from both Climate Resilience Plans and this document are being reported to the PSBs, and their Climate Change Sub-Groups in early 2021
- f) N. B This report only provides a summary of the detail provided in each plan. The individual plans can be referred to separately.

⁴ These PSB's are made up of local councils, Natural Resources Wales, Health Boards, Police, Fire & Rescue and a range of other public, third sector and community sector partners.

- g) The priorities and actions included in the Plans are shown below: It needs to be noted that actions in the plans are *recommended priorities* which have been determined by engagement with both the community and agencies and bodies which work in the community. The timeframes and responsibilities for delivery still need to be determined.

Fishguard & Goodwick Priorities	Newcastle Emlyn Priorities
<p>Climate Risk to Lower Fishguard – establishing a multiagency and community task and finish group to explore climate risks and adaptation options for residents, transport links and infrastructure – to support long term planning for the community</p> <p>Goodwick Moor’s role in climate adaptation – establishing a multiagency and community task and finish group to support ongoing Management Planning for the Moor as a major asset for climate adaptation</p> <p>Fishguard & Goodwick 2050 Climate Change Scenario – co-production of scenarios to inform and stimulate discussion within the community about the future of the town under climate change</p> <p>Climate Risks and Assets Map - undertaking a community and multi-agency mapping exercise to localise risks and understand the assets available to respond to climate change</p> <p>Future Costs & Benefits of Climate Change An analysis/study of the potential economic costs and benefits of climate change for Fishguard & Goodwick to inform regeneration planning, funding, public service provision and development in the town.</p>	<p>A Citizens’ Jury – establishing and running a citizens jury, to include residents, groups, agencies, authorities and young people to democratise how climate risks are identified and managed - to help the town to build resilience to climate change</p> <p>Community Led Emergency Response Plan – agencies and authorities developing a plan with the community to deal with community emergencies which also builds resilience for long term impacts of climate change</p> <p>Newcastle Emlyn 2050 Future Scenario - -production of scenarios to inform and stimulate discussion within the community about the future of the town under climate change</p> <p>Climate Risks and Assets Map – undertaking a community and multi-agency mapping exercise to localise risks and understand the assets available to respond to climate change</p>

- h) These priorities represent further different types of climate resilience activity:
- **capacity building** to engage the community and communities of interest (2050 Scenario: Citizens Jury)
 - **evidence gathering** on impacts, risks and required interventions (mapping).
 - **detailed forward planning** (Lower Fishguard & Goodwick Moor & Newcastle Emlyn Emergency Response Plan)

- **broader strategic work** to inform forward planning e.g., analysis on the costs of action/inaction of planning forward (or not planning forward) for climate change (future costs and benefits)
- i) In order to support this, each plan also recommended that the following bodies and groups determine and agree how implementation will happen in early 2021:
- **Public Services Boards** – the PSBs could: consider how they can support delivery of this plan in their sub-group and full PSB meetings between January and March 2021; and support delivery of these during 2021 and receive a report back on progress later in the year.
 - **PSB member organisations** - could assign specific responsibilities to the staff to provide information and representation to deliver the priorities (especially the Task & Finish Groups) during 2021; and to report back to the PSB on progress and how they have contributed to delivery. They could develop a staged and sequenced delivery of these priorities in 2021/22, assigning resources through their own business planning.
 - **Agencies, emergency services and utilities** – could provide a single point of contact to support the Climate Risks & Assets mapping exercise to develop a map which the community can use to understand multiple and cumulative climate risks and their effect on the community.
 - **Community involvement in Fishguard & Goodwick** - Goodwick Town Council, Fishguard & Goodwick Chamber of Trade & Tourism, Transition Bro Gwaun and others could organise their membership to provide representation and input into delivering the priorities; to advise agencies on community needs; and to use the outputs to engage their members on climate adaptation. The 2050 Scenario priorities in both towns has the potential to engage a wide range of people in the community
 - **Community Involvement in Newcastle Emlyn** - Newcastle Emlyn Town Council, Newcastle Emlyn Traders Group, Carmarthen Association of Volunteers, Ceredigion Association of Volunteers, Menter Gorllewin Sir Gaer, the local schools and youth organisations and others could organise their membership to provide representation and input into delivering the priorities; to advise agencies on community needs; and use the outputs to engage their networks on climate adaptation. The 2050 Scenario and the Citizens' Jury priorities have the potential to engage a wide range of people in the community
 - **Individuals**- those engaged in this pilot, and those who will be. The priorities provide a framework for individuals to learn about climate risk and resilience and engage with local organisations, authorities and agencies in a meaningful way on climate resilience
- j) The intention of this report is to support the above activity with a broader analysis of the learning from the project. To this end, the following sections 2. 3 and 4 draw out key learning from each stage of the project: engagement; analysis of local risks and priority setting. Then, broader lessons on strategic, organisational and community climate resilience are explored in Section 6 along with recommendations for the West Wales PSBs and options for next steps.

SECTION 2 ENGAGING THE COMMUNITIES ON CLIMATE RISK

Covid presented the project with a challenge, as engagement activity would have ordinarily taken place in groups, meetings and workshops needed to be managed virtually. This was done through the following activities:

2.1 FRAMING CLIMATE RISKS As part of the project, the community, authorities and agencies received online and written material on what types of climate change we can expect based on the latest available predictions. A key message in this material was that despite our best efforts in carbon reduction, past carbon emissions mean that that we need to plan for a very different future.

- a) The material emphasised that all of the modelling and risk assessments⁵ tell us that our climate is warming in the UK and that as a result, it means we can expect more frequent and severe incidents of extreme weather in the future, risks which our communities need to plan for. We can expect more frequent prolonged summer heatwaves; an increase in winter rain and snow; less rain in summer, but more intense downpours; wetter winters; and an increase of water flows in our rivers. A sea level rise of over 1m will also present our communities with greater risk from river and coastal flooding. The likely impact of these changes on our communities will be complex and will be very different from place to place across Wales.
- b) Our communications throughout localised impacts and attempted to communicate generic risks through specific issues specific e.g. The evidence suggests in Wales⁶, that we will need to consider the following issues at a local level:
 - think about our infrastructure - our roads, bridges and railways to keep them working
 - design buildings to limit damage from storms and floods and risks from overheating
 - plan for changes to our soils, food production and farming
 - manage water to have enough during droughts and deal with too much during flooding
 - manage impacts on the health of the elderly and very young
 - prevent and cope with increased numbers of forest and grassland fires
 - protect coastal communities and let some of them go
 - manage our landscapes to minimise risks, through tree planting to reduce flood risk
 - plan our utilities to ensure our energy, water, communications and IT 'kit' can cope
 - manage our businesses to make sure they are prepared and can keep going
 - create wildlife corridors to ensure species can migrate
- c) We also emphasised that West Wales is no stranger to extreme weather. Storm Eleanor in January 2018 left homes without power, caused travel disruption, infrastructural damage and flooding. Storm Emma in March 2018 brought heavy snowfall to Pembrokeshire, impacting on vulnerable residents and water supplies. Storm events have resulted in large amounts of rainfall causing landslides. During the summer heatwave of 2018, high temperatures resulted in melted roads and grassland and moorland fires in the area. In Carmarthenshire,

⁵ UK Committee on Climate Change Wales Summary <https://www.theccc.org.uk/uk-climate-change-risk-assessment-2017/national-summaries/wales/>

⁶ <https://gov.wales/adapting-our-nation-climate-change-welsh-government-publishes-climate-change-adaptation-plan>

wells and boreholes dried up, disrupting private water supply in rural areas. These individual incidents of extreme weather impact on peoples' health, livelihood and well-being as well as causing substantial financial costs from repairing the damage to homes, businesses and community. Our strong message throughout the engagement was that long-term projections mean that communities will be facing these types of challenges more frequently and with greater intensity.

2.2 METHODS OF ENGAGEMENT

- a) **Summer 2020 survey** – an online survey for both towns using MeetingSphere⁷ software enabling residents, groups, and agencies to answer the following questions:

Past experience of climate change: have you seen any evidence of climate change during your life through changes to the seasons, wildlife or the types of extreme weather events in Fishguard & Goodwick or elsewhere?

Local risks: What do you think the key risks are to your community from climate change?

Current experience of severe weather events: How do you think your community copes with severe weather currently? Is there anything we can learn from this inform our response in the future?

Future planning for climate impacts: Have you any advice to future decision makers on managing climate risks in your community?

- b) **28th and 29th September virtual workshops #1:** this included exercises to think more deeply about risks to the town's infrastructure and environment; economy and community; a discussion about how to engage agencies and community to understand risks and response; and ideas for next steps to engage more people, agencies and organisations in the towns. Agency representatives, local groups and residents took part.
- c) **19th and 20th October virtual workshops#2:** this included updates on discussions with stakeholder organisations – (see list of 1-1 discussions below); and exercises to identify specific actions from the risks that had been identified. A local elected member, agency representatives, local groups and residents took part.
- d) **23rd November and 26th November virtual workshop#3** this included an update on discussions with stakeholder organisations, and detailed discussions on planning on emerging priorities for the plan with the Council and other participants. Elected members, Council officers and agency representatives, local groups and residents took part.
- e) **In Fishguard & Goodwick 1-1 discussions with agencies, groups and individuals** via phone and video-links with Natural Resources Wales, Pembrokeshire Council officers and elected members, Transition Bro Gwaun, Fishguard Chamber of Trade & Tourism, Western Power Distribution, Dwr Cymru, Sea Trust, Fishguard & Goodwick Town Council, FUW, Stena, RNLI, Pembrokeshire Local Nature Partnership, Pembrokeshire Coastal Forum, Pembrokeshire Coast National Park and Wildlife Trust of South and West Wales

⁷ MeetingSphere is collaborative meeting software which gets people involved. For more information visit <https://www.meetingsphere.com>

- f) **In Newcastle Emlyn 1-1 discussions with agencies, groups and individuals** via phone and video-links with Natural Resources Wales, Ceredigion Council and Carmarthenshire Council officers and elected members, Menter Gorllewin Sir Gaer, Carmarthenshire Association of Voluntary Organisations, representatives of Ceredigion PSB, Newcastle Emlyn Traders Group, Chilmark Consulting and local residents.
- g) **Business Engagement** via Fishguard Chamber of Trade and Tourism, who engaged with their Board Members, and seven business members regarding how they perceived business impacts on: insurance premiums; flood risk; road and rail infrastructure; visitor numbers; supply chains; information needs and opportunities.
- h) **Community Mapping** – in Newcastle Emlyn stakeholders contributed to initial community mapping, facilitated by Well-being Planner to understand climate risks and available community assets to deal with climate impacts. This mapping is available in the Plan and one of the priorities is to build on this work in the coming year.
- i) **Reflections on engagement:** While the project has understandably had difficulties in engaging with the community and many individuals at this difficult time,- with stakeholders' attention being focused on dealing with the pandemic and the limitations of virtual workshops; their views are still well represented in the Plan, especially given the contributions from many agencies and groups above in 1-1 discussions. Indeed, some of the priorities and actions in this Plan are aimed directly at developing a wider and more detailed appreciation of climate risks in the community and community views on this issue in 2021. In total 85 individuals have been engaged in this process in Fishguard & Goodwick and 34 in Newcastle Emlyn .

Key learning points on ENGAGEMENT ACTIVITY

- i. **Framing climate risk** for people new to thinking about climate risk, it is essential to orientate/contextualise climate impacts and localise these to understand the lived experience. Any PSB work on this needs to provide this context as part of any engagement. This doesn't need to really focus on the science or causes of climate change – but the likely risks and subsequent impacts on the locality. (The level of information provided in these pilots worked (see info sheets) the proposed Future Scenario and Community Mapping work would also facilitate this.)
- ii. **Local information on risk and impact** use of specific information and data from local plans is important. This can help residents and agencies explore where responsibility for adaptive action might lie. Any further PSB work on climate adaptation will need to facilitate this, over and above pointing communities to information hubs, databases and websites. This information needs interpreting and presenting to communities Collaborative effort will be needed to make sense of local data and provide it in a format that communities can readily understand. – such as maps and ppt slides for sharing.(Community Mapping work in both communities would provide examples of ways of doing this.)
- iii. **Framing Adaptation alongside Carbon Reduction** - responses during the engagement continued to focus on carbon reduction solutions, rather than dealing with the consequences of increased frequency of severe weather. This required constant reminders throughout of what was trying to be achieved, and what wasn't. PSB communication needs to be explicit that while carbon reduction is part of the solution of the wider long-term problem, this will not address local impacts that we can expect from climate change.

- iv. **Investing time to understand local risk and capacity to respond** it should be acknowledged that there will trial and error in engaging people on this issue and learning about what approach works best in each individual local context. We suggest that if the PSBs are to explore climate resilience with communities, the process needs time and multiple opportunities to speak to harder to reach groups who have a view, want to share that view and engage in dialogue around these issues
- v. **Emerging priorities will need resourcing** - the more time that is invested in engaging with participants, the richer picture of impact, risk and response. However, this is likely to raise some difficult issues for authorities to respond to and increase the community's expectations that dialogue and activity will continue (e.g., Lower Fishguard and the A487 & Goodwick Moor.) This will mean resources need to be used to respond to priorities which are raised through engagement. PSBs need to consider how they may need to re-organise themselves to respond on climate resilience work, if they are to engage widely on this issue

SECTION 3 PERCEPTIONS OF CLIMATE RISK AND RESILIENCE

The communities, and representative of groups agencies and authorities engaged in the pilots gave clear indications of how they viewed, past, present and future climate change; climate related risks in their communities; and priorities which need to be worked on

a) PAST, PRESENT & FUTURE PERSPECTIVES ON CLIMATE CHANGE

The survey gave us an indication of people's lived experience on climate change, local concerns, and reflections on how we might re-organise ourselves in the future to plan for future climate change. The following diagrams shows the views of stakeholders from both towns.

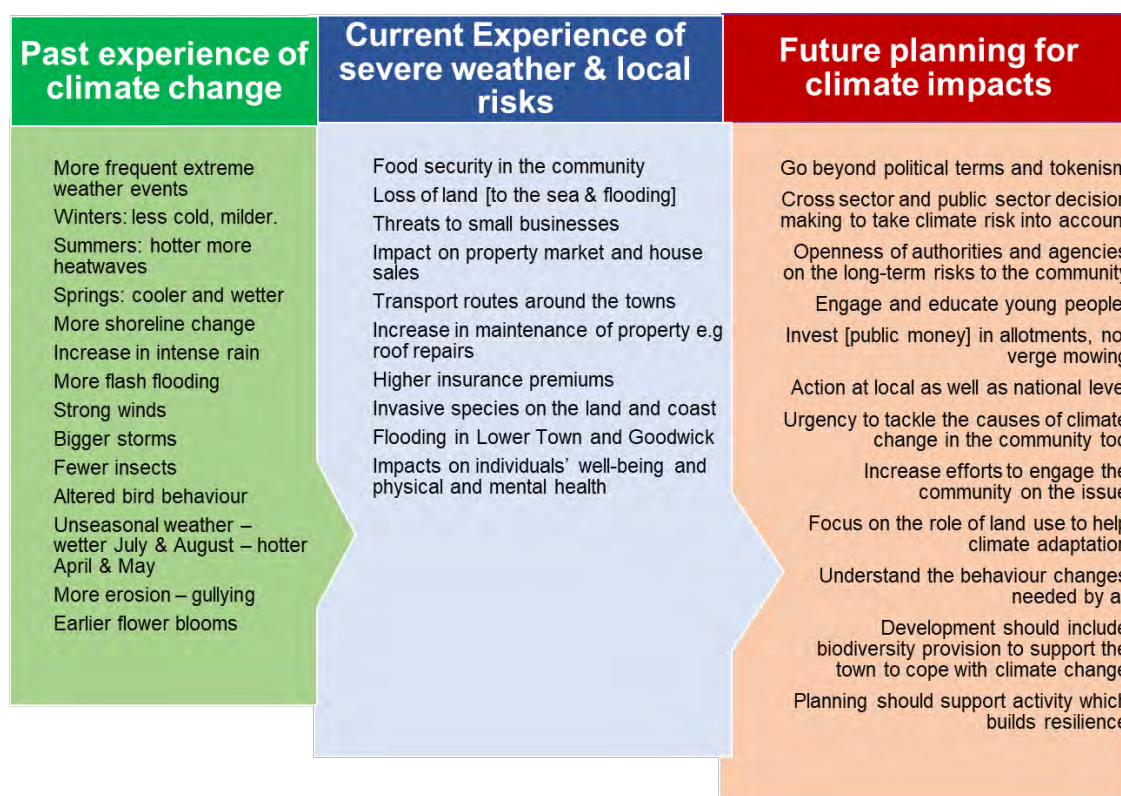


Figure 1. Fishguard & Goodwick - views on past, present and future climate change

Figure 2. Newcastle Emlyn - views on past, present and future climate change



Key learning points on engagement on CLIMATE CHANGE OVER TIME

- i. **Evidence of change** – using this technique is useful to orientate participants on climate change over time, but also provides useful qualitative information to understand the nature of local seasonal change and perceptions of increased intensity of weather, changes in nature and specific weather events. Response in both towns provide a clear picture of change and local impact. Material of this type can be used by PSBs in further engagement work.
- ii. **Present challenges** – responses in both towns suggest that there are *strategic challenges* around infrastructural integrity, food provision, the local economy and land use; more immediate *community challenges* from severe weather around health and business continuity; and specific *operational challenges* around transport links, flood damage and debris and emergency response. This material can be explored by PSBs to differentiate between individual events; and the need to plan for longer term increases of frequency and severity of events
- iii. **Communicating future planning** – the responses in both towns called for better collaboration between agencies to plan forward; use of land and investment of public

money to take climate change into account; efforts to increase awareness of the public of climate risk; and exploration of nature based solutions to manage impacts. PSB partners could make efforts to be clearer in their communication about how they are planning for a future under climate change.

3.2 LOCAL CLIMATE RISKS

Detail was gathered during the workshops on potential climate risks to each towns' infrastructure; the natural environment; economy and communities :

The tables below indicate some of the risks which were seen as most important within the towns in the workshops during October. This material was explored in 1-1 discussions and in workshops in November to understand which issues were of priority to work on to build climate resilience. The following sections also provide some lessons learnt on each of these themes.

a) Infrastructural Risks

Infrastructure in Fishguard & Goodwick	Infrastructure in Newcastle Emlyn
<p>safety of new build and development in flood locations</p> <p>sea-level rise on Goodwick Moor, Parrog Road and Lower Town</p> <p>impacts on people's leisure in open space in the towns and on coast</p> <p>opportunities for conserving flood water for water use</p> <p>road resilience e.g. A487 through Lower Town</p> <p>the role of land in storing flood waters e.g. Goodwick Moor</p> <p>wind and storm damage to property, buildings, vehicles and land</p> <p>sewerage outlets in floods e.g., Lower Town</p> <p>hillside water run-off and the risks it poses e.g., Goodwick Hill and Lower Town</p> <p>ground stability and landslips (e.g., Goodwick and Lower Town)</p> <p>flooding in Goodwick Lower Town & Gwaun Valley</p>	<p>Defences will eventually fail, and old storm drains will struggle with increased water flow.</p> <p>Vulnerability of water treatment systems and potential pollution episodes.</p> <p>One vulnerable road through the town.</p> <p>Potential property damage.</p> <p>Deciding where to build new buildings.</p> <p>Note – these are examples to illustrate the types of risks identified by participants – not a full list of risks discussed</p>

Key learning points on INFRASTRUCTURAL RISKS:

- i. **road transport infrastructure** and its resilience under climate change was a major concern of participants, including residents and agencies, given the perceptions of the current difficulties in managing deteriorating condition of roads and a lack of available funding. This focused on the ability of road surfaces, road drainage, bridges, road verges, potholes and paving to withstand more frequent and intense severe weather, including a combination of increases in rainfall, flooding and extreme heat. PSBs could explore this issue at a regional level to understand how risks are being managed
- ii. **utilities and energy supply** the participants were also concerned about the how other essential infrastructure, which the community relies on will function under future conditions. This included electricity and gas supply, water supply, sewerage systems, the

capacity of current drainage systems and communication/IT resilience. Further community mapping of vulnerabilities (and assets) in towns may be a good way for PSBs to understand the level of risk, cascading risks and cumulative risks from infrastructural failure over time.

- iii. potential **landscape scale risks** were also of concern during the engagement including increased risks of subsidence from old mine working, an increased frequency of landslips, mine-water and run-off pollution, and coastal inundation. The impact of tree windthrow and slope stability were also picked up.
- iv. **unclear picture of climate risk between agencies, utilities and authorities** – 1-1 discussions with agencies, authorities and utilities indicated that while some climate resilience planning was occurring around infrastructure, (flood risk management; water and power supply) participants were unclear whether this was sufficient or ‘joined up. In Newcastle Emlyn, a Citizens Jury was suggested as a way for the community to understand the sufficiency of current planning for climate change, and for bodies to learn from each other about their roles and risks. Engagement between PSBs partners, Western Power Distribution, Dwr Cymru, Network Rail and others would be beneficial in ongoing risk identification and management.

b) Risks to the Natural Environment

Natural Environment in Fishguard & Goodwick	Natural Environment in Newcastle Emlyn
<p>impacts on nature reserves habitats and species</p> <p>Goodwick Moor’s role in capturing and storing water</p> <p>future plans for nature conservation in the area</p> <p>the role of woodland in adaptation – shade, slope stability</p> <p>impacts on people’s amenity use of open space in the towns and on coast</p> <p>role of green infrastructure in the town for capturing rain and wildlife corridors</p> <p>impacts of dispersed pollution e.g., old mine workings</p> <p>impacts on water quality e.g., in rivers and streams</p> <p>potential for land for local community food growing with agency support</p>	<p>Loss of topsoil and hedges.</p> <p>Reduced tree growth.</p> <p>Threatened food production.</p> <p>Wildfires; and</p> <p>Damage to walking routes and other recreational access routes.</p> <p>Note – these are examples to illustrate the types of risks identified by participants – not a full list of risks discussed</p>

Key learning points on NATURAL ENVIRONMENT RISKS:

- i. **broad understanding of risks to the environment** - participants saw a clear connection between climate change and impacts on the natural environment, including impacts on biodiversity, soils, food production; water quality, woodland, coast and future risks related to invasive species and pollinators ; access to the natural environment for residents and tourists also remained a strong theme. However future risks from wildfires on the landscape and communities was not explored.
- ii. **broad understanding of nature -based solutions** – participants also clearly understood the benefits of nature based solutions to manage climate risks including tree planting, wildlife corridors and the role of the landscape in managed increases in flood water during more intense and frequent severe weather incidents. They were less clear on how nature-based solutions might apply to management of coastal land. Farmers also need to be part

of this conversation in future, so specific information is needed on nature based solutions and their application to farming land

- iii. **need to identify specific interventions** - while the above indicates to the PSBs that discussions can quickly get detailed on what ought to be done, more detailed planning is needed to identify specific places, assets and areas where nature based interventions would benefit climate resilience. Potential collaborative work between agencies, authorities and others on Goodwick Moor is an example. The potential Community Mapping activity in both towns should also support ongoing identification of specific interventions to tackle specific issues, slope stability above Goodwick and Lower Fishguard for example, or land run-off around Newcastle Emlyn. PSB supported engagement between the communities, landowners, NRW, Dwr Cymru, Wildlife Trust, Woodland Trust and Local Nature Partnerships would be beneficial in ongoing risk identification and management.

c) Economic Risks

Economy in Fishguard & Goodwick I	Economy in Newcastle Emlyn
<p>Are parts of Lower Town & Goodwick viable under climate change?</p> <p>Where will people stay in more frequent post storm clean ups?</p> <p>How do we meet the costs of climate change to business, Councils and residents?</p> <p>Community Asset Transfer needs to factor in climate risk</p> <p>Flood risk to business sites needs to factor in climate risk</p> <p>Asset management of local land, buildings and property needs to plan for climate impacts</p> <p>Need to become less reliant on outside services to support the economy</p> <p>Insurance premiums in Goodwick are high due to landslips</p> <p>Solutions to protect Lower Town quay and properties and prices?</p> <p>Damage to property, vehicles and land impact on households and businesses</p>	<p>Farmers key to the economy. What about the High Street?</p> <p>Increased costs to running a business – such as increasing insurance or repair costs.</p> <p>Increased unpredictability makes running a business harder.</p> <p>Need to involve different stakeholders.</p> <p>People on a low budget even more vulnerable.</p> <p>Note – these are examples to illustrate the types of risks identified by participants – not a full list of risks discussed</p>

Key learning points on ECONOMIC RISKS:

- i. **Strategic economic and business continuity challenges** - participants were able to identify different challenges to the local economy – strategic questions about infrastructural resilience, impacts on tourism, resilience of economic assets; and issues for business continuity related to supply chains, durability of business sites, maintenance and business finance including insurance. Climate risk is viewed as a critical economic issue in both towns
- ii. **Engaging the business community** – the project was able to engage business owners and representative of the business community in both towns. In Fishguard & Goodwick the local Chamber of Commerce and Tourism engaged with its Board and business owners on behalf of the pilot. Businesses regularly flooded out in Newcastle Emlyn were also able to share their experiences. Engaging farm businesses proved difficult, given Covid.

However in future any further work in Newcastle Emlyn needs to engage the farming community given their importance to the local economy.

- iii. **Businesses want more information** on managing climate risk. In Newcastle Emlyn , representative of town centre businesses are keen to develop a Community led Emergency Response Plan. Businesses engaged in Fishguard & Goodwick indicated that they would like more support to plan forward for climate risk and see the ongoing work suggested in Lower Fishguard and Goodwick Moor as an opportunity to do this.
- iv. **Regeneration planning and climate risk** – there needs to be a stronger link between regeneration and associated investment and climate risk. How is investment post -Covid going to support climate resilience alongside its aims of 'building back better' ? Engagement with representatives of the 10 towns initiative in Carmarthenshire and the Regeneration Team in Pembrokeshire provide an opportunity for the PSBs to explore this further. The 10 towns initiative focuses on Restart, Recover and Re-arrange. There is an opportunity to incorporate thinking about climate risk into this agenda.
- v. **Future costs and benefits of climate change** One of the priorities identified from the pilot is an analysis/study of the potential economic costs and benefits of climate change for Fishguard & Goodwick. This would inform future planning across the region by identifying – at a town level; : costs to
 - the Council to enable the community to 'bounce back' from increases in frequency and severity of extreme weather.
 - costs to the Local Resilience Forum partners from increases in frequency and severity of extreme weather events.
 - costs to health services from direct and longer term impacts on residents physical and mental health.
 - potential capital costs to ensure infrastructure to (roads, rail, bridges, assets) are climate resilient.
 - costs to residents and businesses in increased insurance premiums and maintenance costs; costs to businesses in relation to disruption and impacts on markets and customers; potential benefits to local businesses through climate adaptation

Findings from this case study would support ongoing resilience planning and financial investment among key authorities and agencies across towns in West Wales.

d) Community Risks

Community in Fishguard & Goodwick	Community in Newcastle Emlyn
<p>climate risk & adaptation training for all is needed</p> <p>training support through the PSB and statutory agencies</p> <p>Are there any inequalities in climate impact to vulnerable people?</p> <p>Community food growing needs support, land, equipment and agency support</p> <p>young people need to be made aware of the scale and the nature of risks</p>	<p>How to deal with isolation when the infrastructure is damaged?</p> <p>Impacts on people's mental health and wellbeing.</p> <p>Impacts on local social services' capacity and service delivery; and</p> <p>A challenge to busy health and emergency services.</p>

<p>young people need to understand how they can influence decisions Community involvement: awareness; learning; ownership of the issues e.g., engagement with pupils and staff in Ysgol Bro Gwaun agencies need to work more collaboratively with each other and the community in a coherent way the community needs to work with agencies to manage risks</p>	<p>Note – these are examples to illustrate the types of risks identified by participants – not a full list of risks discussed</p>
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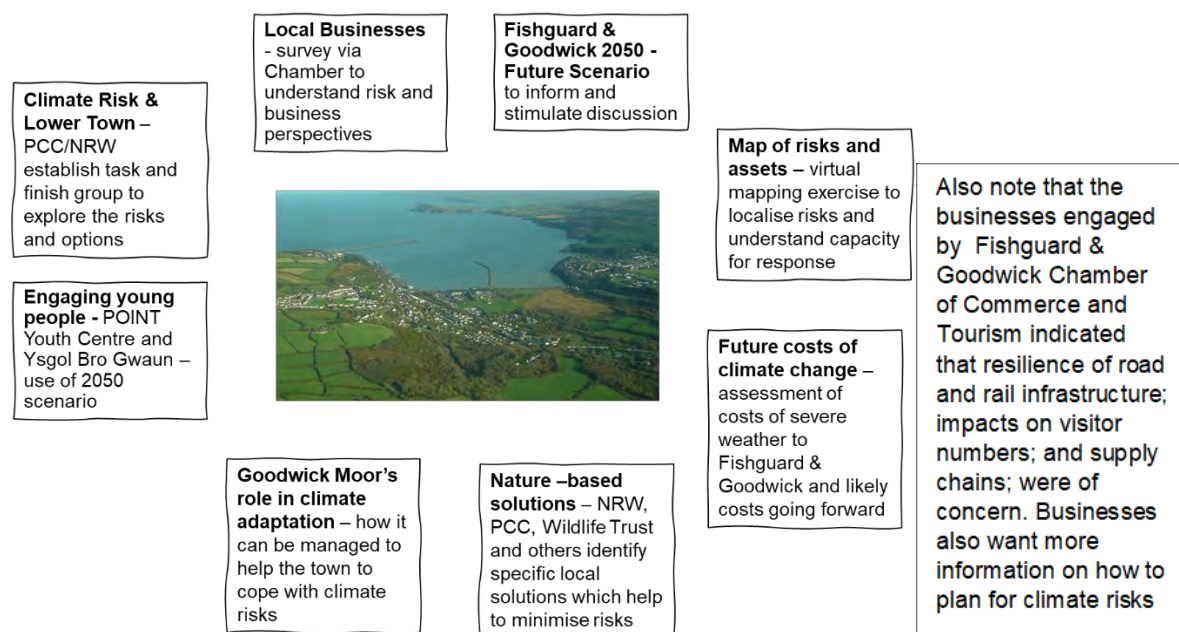
<p>Key learning points on risks to the COMMUNITY:</p> <p>i. Capacity Building – participants recognise the need to build the community’s and key bodies’ , understanding of the risks associated with climate change through thinking about ‘place’, and the future rather than generic risks to services and current response to severe weather. Delivery of the 2050 scenario and community mapping in both towns would support capacity building.</p> <p>ii. Better collaborative working – participants identified a need for better collaborative working:</p> <ul style="list-style-type: none"> • between agencies and authorities who needed to explore the implications of climate risks together at a town level • between agencies, authorities and the community, with the community seen as part of the solution to manage climate risks, building resilience through social networks, local knowledge and challenge to service providers (see previous comments about Citizens Jury) <p>This is a major challenge for PSBs – to alter and change their current approaches to give greater recognition and resources to joint working on climate adaptation.</p> <p>iii. Community impacts are diverse and complex and need to be planned for as part of the ‘day job’ – participants recognised this complexity through of climate impacts through many examples discussed through the pilot e.g.:</p> <ul style="list-style-type: none"> • climate impacts on people’s mental health associated with increased vulnerability to impacts on their homes, access to services and finances • the role of social networks to deal with increased impacts of climate change • for those living in poverty and the elderly who will be less able to cope with the financial, and social impacts of climate change and perhaps less physically and mentally able to cope with the consequences of climate change. • on families’ homes in terms of damage from increased frequency of severe weather and the economic impact of increased insurance costs. Impacts on the local housing market were also seen as a risk to properties at risk from flooding, • on access to services through long term impact on transport networks, and more frequent road and school closures, resulting in the inability of communities to function normally. <p>The key message here is that climate adaptation is not an additional issue to be dealt with by public services, or seen as an additional burden, or a nice to do, or as already dealt with, but is intrinsic to forward business planning for public bodies -and the work of PSBs.</p>

SECTION 4 - PRIORITIES TO BUILD CLIMATE RESILIENCE

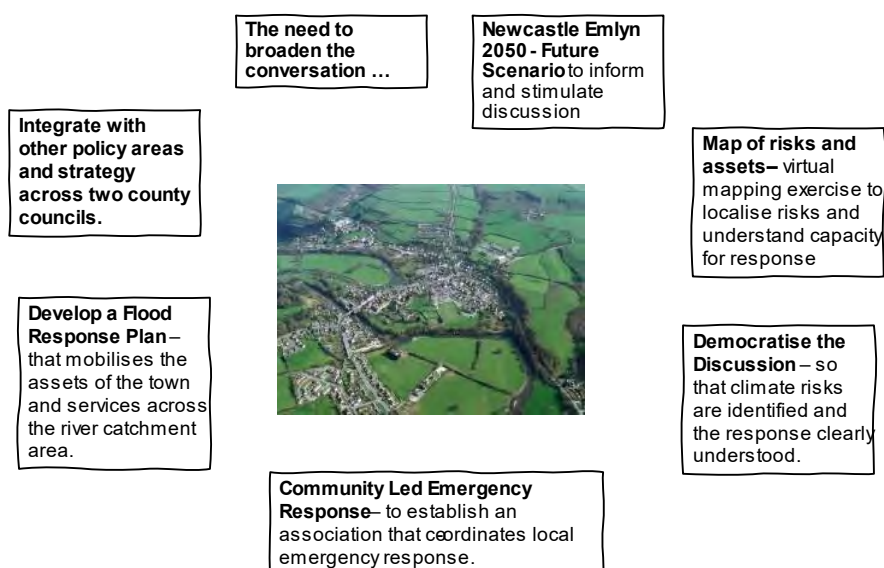
Discussion in the November workshops focused on what activities in each town could help the Council, PSB, agencies and community to work together to build climate resilience. The initial priorities were developed into final priorities using theory of change to identify specific actions and interventions

The following diagrams show the initial priorities which emerged from discussion of risks and response.

Fishguard & Goodwick Initial Climate Resilience Priorities



Newcastle Emlyn initial Climate Resilience Priorities



- a) Each initial priority was explored through the November workshops and via email using a technique called Theory of Change to identify potential: actions, outputs, outcomes, impacts, how success might be measured and potential responsibilities for next steps. This provides details of specific activity rather than an aspirational 'wish list' and what others 'ought to do'. As a result of this the, following priorities were developed with full theories of change and shared with stakeholders for comment and approved by them for submission to the PSBs.

Fishguard & Goodwick Priorities	Newcastle Emlyn Priorities
<p>Climate Risk to Lower Fishguard – establishing a multiagency and community task and finish group to explore climate risks and adaptation options for residents, transport links and infrastructure – to support long term planning for the community</p> <p>Goodwick Moor's role in climate adaptation – establishing a multiagency and community task and finish group to support ongoing Management Planning for the Moor as a major asset for climate adaptation</p> <p>Fishguard & Goodwick 2050 Climate Change Scenario – co-production of scenarios to inform and stimulate discussion within the community about the future of the town under climate change</p> <p>Climate Risks and Assets Map - undertaking a community and multi-agency a mapping exercise to localise risks and understand the assets available to respond to climate change</p> <p>Future Costs & Benefits of Climate Change An analysis/study of the potential economic costs and benefits of climate change for Fishguard & Goodwick to inform regeneration planning, funding, public service provision and development in the town.</p>	<p>A Citizens' Jury – establishing and running a citizens jury, to include residents, groups, agencies, authorities and young people to democratise how climate risks are identified and managed - to help the town to build resilience to climate change</p> <p>Community Led Emergency Response Plan – agencies and authorities developing a plan with the community to deal with community emergencies which also builds resilience for long term impacts of climate change</p> <p>Newcastle Emlyn 2050 Future Scenario - -production of scenarios to inform and stimulate discussion within the community about the future of the town under climate change</p> <p>Climate Risks and Assets Map – undertaking a community and multi-agency a mapping exercise to localise risks and understand the assets available to respond to climate change</p>

- b) Two examples of Theory of Change are provided on the following two pages. One for community, agencies and authorities to explore **Climate Risks for Lower Fishguard**; and the second for developing a **Citizen's Jury for Climate Change for Newcastle Emlyn**. The examples show in detail what climate adaptation would entail, in terms of the level of discussion, engagement, resource commitments from partners and forward planning. In all 9 theories of change have been developed covering the two towns and are available in the two Plans.

FISHGUARD & GOODWICK CLIMATE ADAPTATION PLAN– PRIORITY 1

Climate Risk & Lower Fishguard–Climate Adaptation Task and Finish Group

<p>ACTIONS What activity is proposed?</p> <p>A task & finish group is established to explore climate risks in detail in Lower Fishguard and its implications for the community, transport, business and regeneration and long-term well-being in Fishguard & Goodwick and the wider area</p> <p>This will consider the impacts of more frequent and impactful severe weather incidents combined with sea level rise to:</p> <ul style="list-style-type: none"> • residents and property • long-term contingency planning • A487 trunk road • harbour infrastructure • land stability • business interests • physical and mental health • planning solutions • options and long-term costs <p>This will be a multi-agency task and finish group over six months to share thinking on how communities, Council, PSB and agencies can work together to explore risks and adaptation options.</p>	<p>OUTPUTS What will they be?</p> <p>A Task & Finish Group established with clear terms of reference and representation from the community and stakeholder agencies and bodies</p> <p>A series of workshops bringing community, Council and agencies together.</p> <p>A detailed map of climate risks, with explanation to use to stimulate discussion between stakeholders.</p> <p>Reports on the Task & Finish Group's work to:</p> <ul style="list-style-type: none"> • Council • Scrutiny Committee • Town Council • Public Services Board • Welsh Parliament Member • Chamber of Trade & Tourism <p>An ongoing programme of work will be produced to support long-term planning for climate adaptation for Lower Fishguard.</p> <p>This programme of work will be implemented through the core functions of stakeholder organisations, in partnership with the community.</p>	<p>OUTCOMES What are the likely outcomes?</p> <ul style="list-style-type: none"> • the implications of climate risks will be better understood by residents, businesses, Councils and agencies • the sufficiency of current approaches to long-term planning will be explored – are we doing enough? • options for long-term planning will have been explored by stakeholders using available information • data gaps will have been identified – to be addressed • and an ongoing programme of work to plan and adapt current approaches Lower Fishguard will be established. 	<p>IMPACTS What impacts might it have?</p> <p>Lessons will be learnt to apply to long-term planning for other coastal communities in Pembrokeshire facing similar challenges due to climate change.</p> <p>climate risks are taken into account in</p> <ul style="list-style-type: none"> • policy • investment • service provision <p>for Lower Fishguard</p> <p>residents are provided with 'agency' to influence long-term thinking on the future of the community</p> <p>The work may inform inform protocols, governance and systems for dealing with coastal communities at risk from climate change.</p>	<p>SUCCESS How will we know if it has worked?</p> <p>Residents, businesses and relevant bodies are clear about climate risks and adaptation options.</p> <p>Forward plans for investment, planning and service delivery take climate risks into account.</p>	<p>RECOMMENDED DELIVERY Who and what next?</p> <p>The PSB establish a Task & Finish Group in collaboration with the community and establish Terms of Reference for the Group in early 2021.</p>
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NEWCASTLE EMLYN CLIMATE ADAPTATION PLAN – PRIORITY 2

A Citizens' Jury – to democratise how the Climate Risks are identified and managed to help the town to cope



ACTIONS proposed?	OUTPUTS What will they be?	OUTCOMES What are the likely outcomes?	IMPACTS What impacts might it have?	SUCCESS How will we know if it has worked?	DELIVERY Who and what next?
<p>Hold a Citizens' Jury made up of young people from one or more of the following: Ysgol Bro Teifi; Ysgol Gyfun Emlyn; Ysgol Y Ddwyllan Primary School; and Clwb Ffermwyr Ifanc.</p> <p>Enrol officers and representatives as witnesses from the Carmarthenshire and Ceredigion county councils, NRW, PSB, Antur Teifi; Menter Group; Merched y Wawr; King George V Playing Fields Committee; Newcastle Emlyn Community Forum; Ten Towns Local Growth Plan Teams; the Town Council; Local Traders Group and two county voluntary councils.</p> <p>Ask the witnesses to prepare statements that present the steps they're taking as local leaders and decision makers about Newcastle Emlyn's ability to identify and manage the risks it's already experiencing as a result of climate change.</p> <p>The Citizens' Jury then publish a statement with recommendations based on the testimony of the participating witnesses.</p> <p>Hold the Jury both on online and in a suitable venue to ensure that the discussions can be shared to all the members of the local community.</p>	<p>A written statement assessing Newcastle Emlyn's ability to identify and manage the risks the town experiences as a result of climate change.</p> <p>Recommendations for the attention of the witnesses and agencies who took part.</p> <p>A number of recorded witness statements from different organisations giving details on how they are identifying and managing the risks of climate change.</p> <p>Lots of content that can be shared on social media, held on a website or shared as a hard copy document.</p>	<p>Representatives from participating organisations will give an account of their response to climate risks.</p> <p>Organisations who don't participate miss the opportunity to discuss and reassure the Citizen's Jury that they are proactively responding to risks of a changing climate on Newcastle Emlyn's economy, community, infrastructure and environment.</p> <p>A diverse range of people in the community can explore climate risks to the locality from a safe 'distance' and understand the complex nature of risks and response.</p> <p>The Jurors themselves will become engaged in the issues and will continue to hold local agencies and organisations to account going forward.</p> <p>Data can be gathered to inform PSB Wellbeing Plans; NRW Area Statements and Council forward planning and interventions on the ground and within the community.</p>	<p>Give local residents an insight on the issues and organisations involved in driving any change around Newcastle Emlyn.</p> <p>The Jurors themselves will be a group of young people who are engaged about climate change and excited enough to create change through the democratic processes available.</p> <p>These discussions will help surface local solutions on how best to manage the risks inherent in a changing climate.</p> <p>This information gathered during the Citizens' Jury will provide residents with information to begin to challenge and influence long-term thinking on the future of the community.</p>	<p>The material developed from the Citizens' Jury informs plans, responses and operational activity in the community.</p> <p>There will be a core group of young Jurors who continue to hold local decision makers and agencies to account on adapting to the risks of climate change.</p>	<p>The PSB, NRW, Ceredigion Council, CAVO, Carmarthenshire Council, CAVS and the local schools identify resources now to deliver in FY 2021/21.</p>

Key learning points PRIORITY SETTING and THEORY OF CHANGE:

- i. **Multi -level activity on climate resilience** - priority setting has resulted in proposed activity under broad themes which are typical of adaptation planning elsewhere and are at different levels of complexity
 - *capacity building* so that climate risk and levels of resilience are communicated to key audiences to engage the community (2050 Scenario; Citizens Jury and Mapping will help with this)
 - *evidence gathering* on impacts, risks and required interventions so that climate risks are better understood through available evidence (Mapping will support this).
 - *detailed forward planning* so that communities of interest and the right people are involved who need to manage climate risks and operations alter on the ground to account for climate risks (Lower Fishguard & Goodwick Moor & Newcastle Emlyn Emergency Response Plan).
 - *broader strategic work* so that climate risks are planned for properly to inform forward planning e.g., analysis on the costs of action/inaction of planning forward (or not planning forward) for climate change (Future economic costs and benefits project would help with this)
- ii. **Theory of change focuses on ambitions for delivery** – using this technique should help the PSB, its constituent organisations and local actors to discuss and focus on their level of ambition to deliver on these priorities. By listing specific outputs, outcomes, impacts and delivery we suggest that there is enough detail in the Plan for those involved to explore how to adapt their current activities to deliver the priorities, how they will then be resourced, how collaborative activity might work and timescales for delivery.
- iii. **Delivery will require resources** – as stated previously in this report it should be no surprise to the PSBs that community engagement on climate resilience has resulted in proposed activity which will require public bodies to alter what they are currently doing. Engagement of any kind with communities on a Plan raises expectations of delivery. This delivery will require resources to work with these communities to deliver on the priorities that the community and different organisations have identified.

SECTION 5—LESSONS FOR PSBs AT STRATEGIC, ORGANISATIONAL AND COMMUNITY LEVELS

There are further lessons for the West Wales PSBs which can inform how they develop their work on climate resilience in the future: at strategic; organisational and community levels

We have reflected on our work on this pilot and suggest that the following issues should be considered by West- Wales PSBs in their ongoing discussions about climate resilience. These lessons are drawn from our work in Fishguard & Goodwick and Newcastle Emlyn and elsewhere in Wales in our work with government, academia, PSBs, public sector bodies, communities and communities of interest.

- a) **framing and exploring climate risk and resilience** - there is a need for public organisations to move away from framing climate change as already being 'managed by existing plans and limiting potential impact to flooding for example, and rather to frame climate change as complex interplay of multiple inter-connected risks to economic, social and environmental well-being over the medium term. In our view orientation on climate risk, in any context, takes time. It is important to highlight that work needs to be done to do this in Councils and agencies that represent and serve communities as well as the communities themselves. We found in this pilot, as in others that we have run, that participants readily explore complex, local risks and priorities the types of techniques we have used work (even in a pandemic) to engage residents, businesses, agencies, group, elected members and public sector workers in planning for climate change.
- b) **place based focus** - pilot projects like this can serve as an opportunity for public bodies and communities to learn together to explore risks and resilience in a place. Focusing on specific actions needed in the communities, rather than listing existing strategies, information and providing generic information on climate change to the public is important, to make engagement meaningful to participants. We strongly suggest that the frame of climate resilience should be 'place' for PSBs and not impact on services. Our experience, including this pilot, suggests focusing on place develops into useful discussions about the impacts of climate change on well-being, and what needs to be done to build resilience. We suggest a 'place based' focus should be adopted by West-Wales PSBs in their approach to climate change in Well-being Assessments and Plans.
- c) **managing increased frequency and intensity in the future** - while it can be useful to illustrate the future effects of climate change by focusing on our ability to cope with severe weather now, there is a need to shift engagement away from planning immediate emergency response and 'bouncing back,' towards exploring with communities, a new norm of frequent, more intense extreme weather events. This will take time and challenge current thinking. It is important that engagement on climate resilience explores climate risks – before existing plans are offered up as solutions (as a sign that the public sector is already managing climate risk). An open, honest reflection on the sufficiency of current plans and accountability on what is feasible/unfeasible in managing climate risk will be important as public bodies work with communities over coming decades
- d) **change is required from public bodies and others** - there should be an expectation that any work on climate resilience will require change in the way the public sector (and others) plan forward work and that resources will need to be re-allocated as a result. In our experience climate risks are still seldom factored in public sector strategy and investment, place planning or capital works. Climate adaptation is complex and needs insight from multiple sources within organisations. If communities are to be engaged there should be an expectation that officer time will be needed to make the engagement meaningful for the community (and public bodies). Actions resulting from any engagement on climate risk will be about communication; evidence;

governance (the way things are organised) as well as on the ground. This pilot has provided some insight into what activity might be required in two towns to begin to address change. We recommend that the PSBs and constituent organisations use the plans and this report to reflect on what might need to change in current approaches to increase climate resilience? If all communities in West Wales were to take a similar approach, how might forward planning and service delivery need to alter, in information provision, community engagement, regeneration, planning or asset transfer?

- e) **there is a need to localise climate risks and assets to cope** to build understanding within communities and agencies and organisations, to take an abstract long term issue and make it relevant to the locality. As well as working collaboratively to build picture of local risks, PSBs should be able to engage their communities on the sufficiency of local plans to deal with climate risks and become more adept at suggesting critical issue, gaps and weaknesses in plans which need community insights. Local work of this type should also identify assets, including social capital, physical infrastructure and land assets which might help to manage climate risks. This type of reflective and analytical activity will take time and resources.
- f) **accountability for action on climate risk is likely to increase in the future**, citizens juries on climate change, scrutiny on climate risk, climate emergency declarations are all signals that the public and their representatives are becoming more adept at questioning public bodies' approaches to future planning for climate change. Welsh Governments' climate adaptation strategy *A Climate Conscious Wales*, UK Climate Risk Assessment 3 due for publication in 2021, COP 26 Summit in Glasgow late in 2021, and new regional funding approaches are all likely to result in greater scrutiny of a public sector response to the issue. This pilot has also identified an appetite from communities to understand from public bodies how their planning is factoring in predicted change.
- g) **future community engagement approaches** – this pilot has shown one way of engaging on climate risk with communities, through two 'deep dives' (albeit during a pandemic) in two towns, focusing on specific planning for climate resilience in these localities. We suggest as far as possible, that this has resulted in meaningful engagement in the community and stakeholder organisations and developed an understanding of climate risk across a complex network of local institutions and groups. Risks have been explored, and priorities have been identified, which present the PSBs with a set of potential actions to resource and deliver with the community. It is not our role to suggest approaches to wider engagement on climate resilience in West Wales, however we would suggest that if a similar approach was to be replicated in other communities:
 - activity should be linked to the locality (town, valley, site) to explore specific challenges and solutions peculiar to that community
 - it requires authorities, elected members, , agencies and groups to be fully engaged and to act as advocates to build up interest in the community
 - it needs to be coordinated by an individual (s) to bring key actors and the community together
 - it needs to challenge and examine current plans and approaches (or gaps) and the community's role to manage risks
 - should use a theory of change (or similar) to be as explicit as possible about the rationale for doing things and to plan for delivery of outcomes
 - will result in expectations for things to be done and these need to be resourced

Dr. Alan Netherwood (Netherwood Sustainable Futures)
Dafydd Thomas (Wellbeing Planner)

13/01/2021



Item 6

DATE OF MEETING	23 rd February 2021
REPORT TITLE	Well-being Assessment Planning 2021-22
STATUS	For information
PURPOSE	To update partners on arrangements to produce the next version of the PSB's Well-being Assessment by May 2022.
RECOMMENDATION(S)	That the PSB notes the report and approves the proposed way forward.
AUTHOR	Nick Evans, Corporate Policy and Partnerships Manager, PCC

Well-being Assessment Planning 2021-22

Background

Members are aware that the PSB is required to undertake a Well-being Assessment (WBA) to inform its Well-being Plan. The next WBA needs to be completed by May 2022.

The first WBA was developed during 2016 and a regional approach was taken with Ceredigion and Carmarthenshire. A methodology framework was agreed to ensure a consistent approach to the planning, preparation, data collection and analysis and engagement and consultation exercises.

There was partnership working also with the Regional Partnership Board which is required to undertake a Population Assessment by the Social Services and Well-being (Wales) Act 2014. This assessment informs the regional area plan to meet the RPB's responsibility to plan and secure integrated and preventative health and care services for the sections of the population needing those services.

Some of the stages in the development of both the Well-being Assessment and Population Assessment were undertaken in parallel to avoid duplication, improve capacity and use of resources and assisted in identifying aligned priorities.

Proposed Way Forward

Joint working has continued to improve between both the Boards and the lead officers and recent discussions have resulted in the proposal of a number of key principles/recommendations. It is proposed that:

- 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:

- data provided by the Digital Information System and identifying opportunities to enhance data collection further
 - 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.

Draft Timescales

Spring 2021	<ul style="list-style-type: none"> • Preparation for WBA • Gather data
Summer 2021	<ul style="list-style-type: none"> • Engagement to inform WBA • Produce draft WBA
Autumn 2021	<ul style="list-style-type: none"> • Seek PSB approval to consult on draft WBA • Public Consultation
Winter 2021 / 22	<ul style="list-style-type: none"> • Revise the draft WBA in response to the consultation • Seek PSB approval of final WBA
Early March 2022	<ul style="list-style-type: none"> • Publish WBA before May 2022 and prior to pre-election period commences for the local government elections. • Begin development of Well-being Plan for publication before May 2023

Recommendation:

That the PSB notes the report and approves the proposed way forward.



Item 7

DATE OF MEETING	23 rd February 2021
REPORT TITLE	Economic Recovery Plan for Pembrokeshire
STATUS	For information/discussion
PURPOSE	<p>The impact of the Covid-19 pandemic means that Pembrokeshire now faces an unprecedented level of economic uncertainty. The attached Plan has been developed by the Council's Economic Recovery Group and was approved by Cabinet in September 2020.</p> <p>The Plan has been informed by data and research and outlines a number of key themes and priority projects to support the recovery process. Working with partners will be a key part of delivering the Plan and helping our economy to regain the vibrancy that has been lost, whilst moving in new directions that will encourage growth in our communities.</p> <p>PSB partners are therefore invited to consider how we can take advantage of opportunities to work together to deliver economic recovery and regeneration across the County.</p>
RECOMMENDATION(S)	That the PSB considers the Economic Recovery Plan and areas where partners can work collaboratively to support its delivery.
AUTHOR	Steven Jones, Director of Community Services, PCC

RENEW & REGENERATE



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A great place to visit, live and work.



2020 – 2030



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Preface

In the aftermath of Covid-19 and in the shadow of its resurgence Pembrokeshire faces an unprecedented level of economic uncertainty. My team deserve full credit for their response to the immediate crisis and I know through the feedback I've received just how vital that support has been for our businesses. With those immediate actions now behind us, it's the right time to look to the future.

Long before Covid-19 our strategy was to build on Pembrokeshire's reputation as a fantastic place to visit and ensure it became a fantastic place to live and work too. The significance of our main comparative disadvantage (remoteness) has been eroded by technology but needs a corresponding shift in attitudes before we see its full impact. The pandemic and society's response to it has delivered a more radical cultural shift than we could possibly have anticipated. Working from home is now a reality for millions and has opened up a world of possibilities for living in one location and working somewhere quite different.

That provides us here in Pembrokeshire with a unique opportunity but one we need to work at to realise. The people we need to attract here won't just discover Pembrokeshire all on their own, nor will they consider it a viable place to live while we lack some of the key ingredients needed in this new world.

Our strategy, is focussed on ensuring we deliver everything our county needs to become the great place to live and work that I know it can be. That means us:

- Delivering UK leading Digital Connectivity with ubiquitous gigabit capable fibre broadband by 2023.
- Reshaping our built environment – through substantial investments to kick start transformation and regeneration of our County and key towns.
- Working with our partners to deliver the next generation of clean, green engineering jobs focussed around the Milford Haven Waterway.
- Ensuring our world class tourism offer becomes even stronger, releasing the industry from the shackles of a public sector run tourism offer and empowering providers and business to lead in managing and marketing that destination to the world.



For too long, supporting Pembrokeshire's economy hasn't had the focus it deserved. I, together with my Cabinet Colleagues, am committed to ensuring that the strategy set out here is delivered and to providing the people and resources we need to ensure Pembrokeshire's economic success.

Paul Miller – Cabinet Member for Economy, Tourism, Leisure and Culture

Vision and measures of success

Pembrokeshire...

a great place to visit, live and work

Measures of success¹

Connected

Universal access to high quality broadband by 2023

London by Rail Service in less than four hours

Offering

Exciting, vibrant, Urban Centres

The Welsh home of Green Energy

The Freeport of Milford Haven

UK's best managed Destination

Great lifestyle

Skilled work opportunities

Discovered

World Class tourist destination with an even stronger brand and marketing presence

The 'go to' destination for major events

¹ Performance measures outlined in Appendix 2 will provide indicators of success supporting outcomes.

Setting the scene

This strategy...

Combines our economic restart and recovery plans in response to the Covid 19 pandemic with our longer term renewal and regeneration approach and outlines our plans over the next five years to reach our pre-pandemic platform and move beyond it. Our plans are necessarily ambitious aiming to achieve recovery and move to a stronger economic position than that which we had in March 2020. This is a continuation of previous policies, drawn together in one place. Some of the programmes we were pursuing pre-COVID 19 already took future economic and social trends into account. Needs for these approaches have been catalysed and escalated during the pandemic and have indicated that we were and are on the right path and include:

- ✎ Early recognition of the importance of really fast broadband to compete with cities, backed up with investment in the capital programme;
- ✎ Housing growth targets in the LDP anticipating more home working and de-urbanisation;
- ✎ New approaches around localism and resilience, particularly in local food production as well as growth in interest in green energy and sustainable transport supporting the Swansea Bay City Deal trajectory.

The approach described in this document is designed for a ten- year period (with three year reviews). At the end of the document however is a 'live' and time bound action plan. This will be used to steer progress and keep projects relevant and on track. This latter document will therefore be continually reviewed and will change to reflect current circumstances.

Today



Forecasting the future economic position of Pembrokeshire is challenging. Not only do we not fully understand the full effect of the Coronavirus pandemic on the economic well-being and future prosperity of Pembrokeshire there is also the possibility of a *second wave*

in the autumn/winter 20/21 and the probability of a *hard Brexit* in December 2020. A picture is however emerging that, according to the *What Works Centre for Local Economic Growth*² will “help inform decisions about policies to support economic recovery”.

Some statistics and trends

At the macro (UK and pan-Wales) level a range of studies and data sources indicate that the impact is on a scale unprecedented in recent economic history (Office for Budget Responsibility) with, for example, the **monthly decline in GDP (April 2020) being three times greater than the fall experienced during the 2008/9 ‘financial crash’**³. Across most sectors and many dimensions (unemployment, consumer demand, business confidence, investment, exports and imports, stock markets etc.) the economy is in uncharted territory⁴.

In **Wales**, the socio-economic characteristics (that define the country and its relative performance) will have a profound and disproportionate effect. According to the Bevan Foundation “Wales is set for a harder economic blow than the rest of the UK”. The Enterprise Research Centre reports that Wales has seen the “highest increase in businesses going bust in the UK”. The Lloyds Bank Business Barometer reports that 75% of Welsh businesses experienced a fall in demand for their products, and the Learning and Work Institute reports that Wales is more exposed than other parts of the UK, with “250,000 jobs in ‘shutdown’ sectors...and young people, women and those with low qualifications being most at risk”. A third of Welsh businesses are planning redundancies when the Job Retention Scheme ends in October⁵.

Unlike the 2008/9 ‘financial crash’ and subsequent recession, the Institute of Fiscal Studies argues that the impacts of the Coronavirus pandemic will not follow ‘traditional’ north/south - and/or - urban/rural dividing lines. Rather, locations that are characterised by an elderly population, an economic reliance on tourism and hospitality sectors, and with pockets of local socio- economic deprivation are likely to be worst affected (characteristics that summarise Pembrokeshire very well). A ‘Centre for Towns’ (and University of Southampton) study identifies coastal and ex-industrial towns as being more at risk, and a ‘Centre for Cities’ report identifies very high levels of debt in Wales.

In the context of the above, and the combined impact of climate change net zero carbon programmes and a renewable future on major fossil-fuel/energy employers, **Pembrokeshire’s economy** is facing a ‘perfect storm’. Pre COVID what characterised Pembrokeshire’s economy was a relatively high proportion of self-employed people, a relatively large proportion of people in low paid, and often season jobs. In addition, the economy is heavily dependent on a few sectors, especially tourism but despite large visitor numbers, our main towns don’t have a vibrant retail or leisure offer and, in economic terms, are still declining. Emerging statistics paint a worrying picture: ONS figures (May 2020)

² <https://whatworksgrowth.org/policy-challenges/economic-recovery-from-covid-19/>

³ Office for National Statistics

⁴ Resolution Foundation; Property Managers Index

⁵ Gambit Corporate Finance Research

identify 12,900 furloughed employees (30% of the total county employment figure) and 5700 claiming Self Employed Income Support. A Cambridge Econometrics Local Economic Impact Study (June 2020) identifies Pembrokeshire (along with Conwy) as having more than 20% of total employment in the tourism and leisure sector, and more than 60% of employees who cannot work from home.

A local Business Impact Survey (May/June 2020 – completed by 542 Pembrokeshire businesses) indicated 53% of companies experiencing “significant impacts”. The need for additional grant support (as opposed to loans that add to debt), more business support and a more relaxed regulatory environment are identified as the main concerns of local businesses.

Some optimism

Whilst Pembrokeshire is a county that suffers from structural economic weaknesses⁶, it has proven to be fairly resilient in the face of previous economic shocks, for example, major employer closures (Murco 2015), the financial crash (2008/9), Foot and Mouth (2000) and Sea Empress (1996).

Indeed, with analysts forecasting a ‘green jobs boom’, early evidence that Covid 19 is having a buoyant effect on local property (House) prices (UK Residential Market survey, May 2020), and a nascent renaissance in ‘localism’ and the community ‘wealth building’ and foundational economy, there are may be opportunities to explore and exploit as part of this Plan. Some agencies go further and argue that there is a “window of opportunity to think differently and reset the way we do economic development”.⁷ Having said that the property boom may well be short lived and/or very specific and will probably be felt most in the areas that already have affordability problems due to second homes.



⁶ PACEC report 'Economic Development Plan for Pembrokeshire, 2017'

⁷ Centre for Local Economic Studies

Pandemic aside (just imagine), Pembrokeshire is a place of unrivalled but somewhat unrealised opportunity. It is a beautiful place to live and work, as well as visit, attracting almost **4.5 million visitors** per year. In addition, there is a vibrant and growing food and agricultural sector, celebrating the best of Pembrokeshire Produce.

Perhaps less well known is the strength of the traditional and emerging energy sector, coupled with highly technical and well paid employment opportunities. Indeed, proposals for development of Pembroke Dock Marine Energy Programme as part of Swansea Bay City Deal, hydrogen energy production, and proposals for offshore floating wind and wave energy present the combined opportunity for Pembrokeshire to become the **energy capital of Wales**.

Brexit presents challenges but is happening and it is important that we recognise and capitalise upon Pembrokeshire's natural assets and geographic position. The County and its ports are the **closest point in Wales to the European Union and the Republic of Ireland**. The recent announcement of the potential to create of a **Free Port at Milford Haven** presents a key opportunity to benefit from this geographic advantage.

In Pembrokeshire however, we face a number of economic and demographic challenges. We have an **aging population**, exacerbated by the tendency of people to choose Pembrokeshire as a retirement destination. Unemployment figures are low, but on the increase. Probably of greater significance is **underemployment**, driven by the **seasonality** of many jobs linked to the tourism and hospitality sectors. Many people in Pembrokeshire may have a number of part time jobs to make ends meet and earn enough during peak times to take them through lean periods. These challenges make it imperative for the County Council and its Partners to maximise the benefit that can emerge from the opportunities above, in order to arrest decline and support the development of a more **stable, balanced and affluent** local and business community.



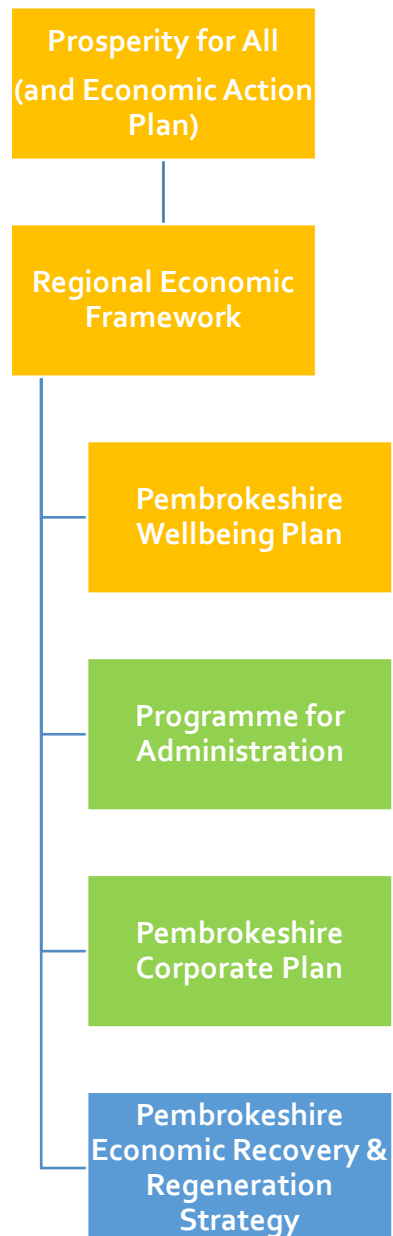
Milford Haven has the UK's fifth busiest port. The County houses the Haven Waterway Enterprise Zone, which at its inception, was based uniquely on existing and potential new energy sites, building on the areas established industry base. Around 20% of the UK's energy supplies are received via Pembrokeshire, and the Zone remains an attractive location for energy companies with its access to energy infrastructure, established supply chain and distribution infrastructure, skilled workforce supported by links to Further Education (Pembrokeshire College) and Regional Higher Education Partners with expertise in a range of energy-related fields. The Zone is also gaining a marine energy focus, given its deep sea port facilities combined with marine conditions suited to wave and tidal stream technologies, plus the benefit of electricity grid access.

Recognising these opportunities, Pembrokeshire County Council is proactively investing in the Regeneration Agenda. **A Head of Service has been appointed and resources have been aligned to create a new team to support these key priorities.** Significant capital funding has been aligned to support key priorities, supported through partnership grants, in particular Welsh Government. The Council is determined to capitalise on *these opportunities* to realise its vision to create a place **where people choose to visit, live and work.**

To facilitate this, the Council's land-use planning policies – as set out in the forthcoming **Local Development Plan 2017-2033** – are being updated in line with the vision for 2033 and in accordance with **Welsh Government National Development Framework** policies and priorities.

Strategic context

The diagram below shows the strategic hierarchy, placing our plan in the National, Regional and Corporate context.

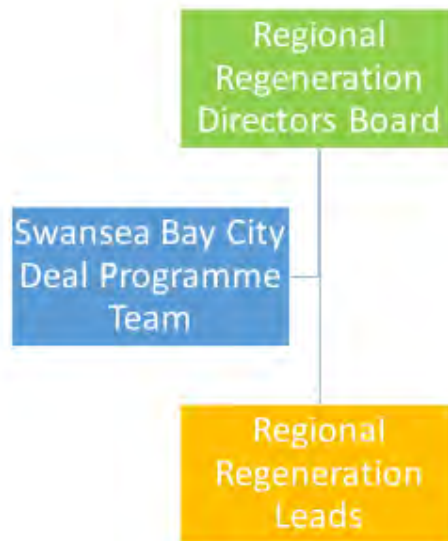


Governance and partnership

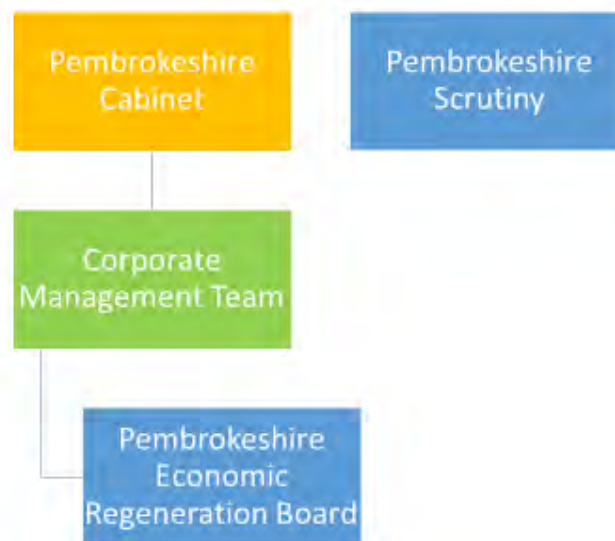
Regional relationships

For almost 15 years south west Wales's local authorities have been working closely together – Neath Port Talbot, Swansea, Carmarthenshire and Pembrokeshire. Over this time the group have responded to major investment opportunities such as the EU Convergence and subsequent programmes and other opportunities from Welsh Government. The group designed a regional economic regeneration strategy which paved the way for the £1bn Swansea Bay City Deal. The structure and relationships have matured over time with strong working relationships between authorities. Each authority is also involved in local regeneration partnerships and groups that engage proactively with a wide range of partner organisations across all relevant sectors, including private, third, skills, Housing Associations and Welsh Government.

A Regional Economic Development Leads group reports to our Regional Regeneration Directors group.



Cabinet and corporate relationships



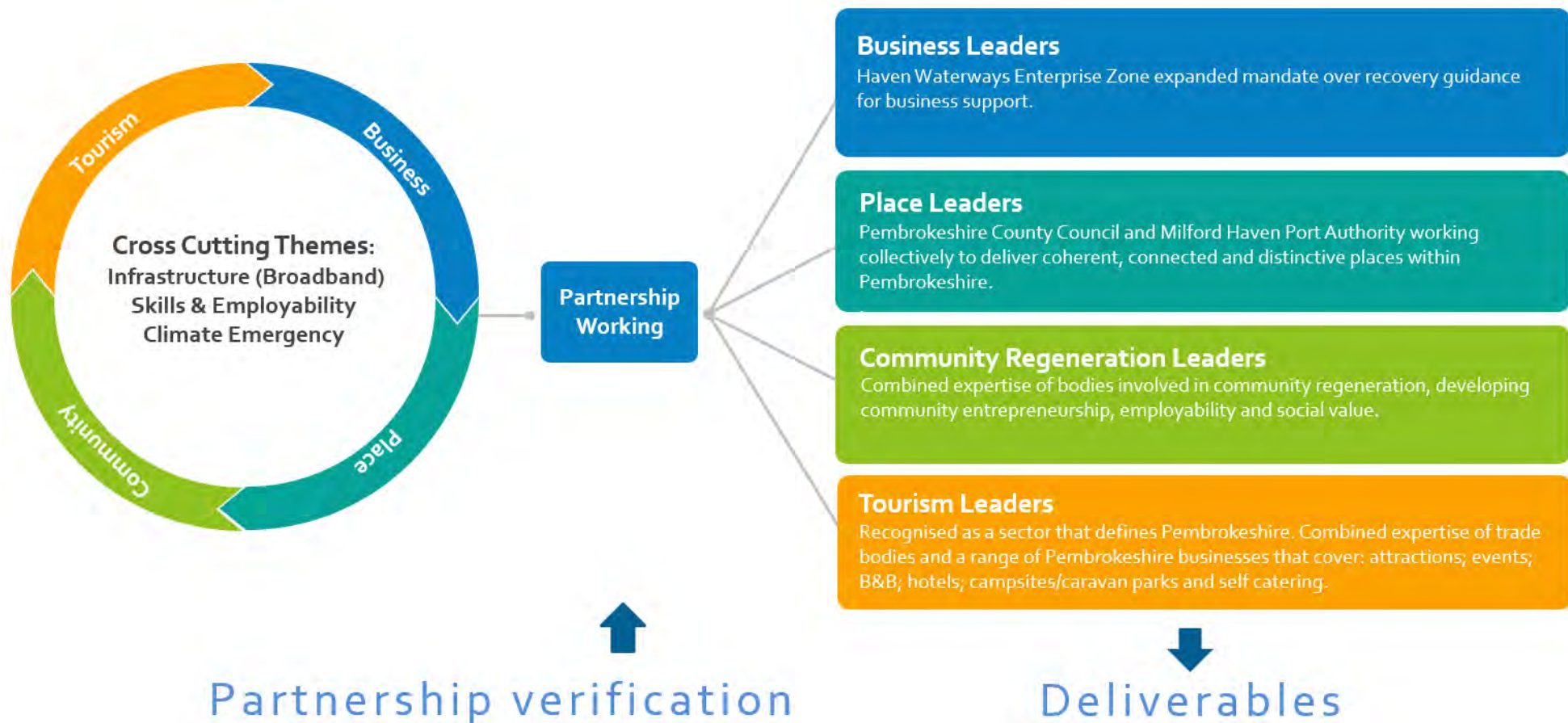
Local partnership relationships

The response to the pandemic has strengthened our belief that the Council is surrounded by capable and willing partners prepared to support the County to cope, recover and ultimately regenerate. It has also given the opportunity to pause and reflect upon partnership structures and how we can work more closely as 'Team Pembrokeshire' to deliver recovery and regeneration. We recognise and believe that the Council's role in regeneration is to provide leadership and to enable *shovel worthy and ready projects*⁸ and work with partners to build and support project responses. By necessity this means we need to be outward facing, seeking verification from partners and designing Council policy and service responses to support such *shovel worthy and ready* projects which enable **sustainable growth**. To achieve this, we have sought to strengthen relationships with existing partnerships (Business Leaders, Place Leaders and Tourism Leaders) and have established one new partnership to drive People (Leaders). In addition, we are working in support of the Regional Learning and Skills Partnership, Regional Transport Forum and emerging Regional Strategic Development Plan.

At the same time, it requires us to be ready to respond when opportunities arise, with projects ready for implementation. This requires forward planning and investment, developing projects to the feasibility stage and ready for implementation.

⁸ Projects which are not only capable of delivery but right for the time, maximise economic and community benefit and reflect climate emergency

Pembrokeshire 2030



What good outcomes will look like (measures of success)⁹

Connected



Investment is needed in key infrastructure to support the local economy and its main industries in order to attract investment and opportunities. The Haven Waterway Enterprise Zone Board recently set out their priorities to Ken Skates MS and Minister for Economy and Skills. They were asked for their number one priority to achieve economic regeneration. The answer '**infrastructure, infrastructure, infrastructure (particularly broadband)**'. This fits well with the Council's objective to support **universal access to high quality broadband by 2023**. Pembrokeshire has been very successful in attracting funding from UK Government. Our broadband strategy is recognised as a leading light in Wales. This will be enhanced through targeted use of Swansea Bay City Deal Funding to complement this approach. The following **Transport & Infrastructure** priorities are either underway or being explored:

- ✎ The A40 Llanddewi Velfrey Bypass, which – subject to the Public Inquiry Outcome – estimated for completion by late 2022.

⁹ Performance measures outlined in Appendix 2 will provide indicators of success supporting outcomes.

- ✧ A40: Penblewin to Redstone Cross improvement is also progressing, which is hoped will run concurrently with the Llanddewi Velfrey Scheme.
- ✧ Improved access to key industrial sites (southern Strategic Route to the Southern Energy Sites/Improved connectivity to the Valero Energy Site)
- ✧ Improved rail services to West Wales including: South West Wales Metro; London Paddington to Swansea every 30 min; West Wales Express; Review of line speeds on the South Wales Mainline and Swansea District Line between Cardiff Central and South West Wales.
- ✧ Improvements to transport interchanges in Haverfordwest, Milford Haven, Pembroke Dock and their environs.
- ✧ Active Travel initiatives contributing to de-carbonisation, improved air quality and reduced traffic congestion.
- ✧ The Council continues to develop route improvements identified in Pembrokeshire's Integrated Network Map.

This approach should be read in context with the Council's support for other connectivity measures, with emphasis on a coordinated approach to improving rail links and a network of cycle and walking routes between towns to reduce car usage and encourage people to be more physically active. The Council will, with Welsh Government and Business Partners, continue to lobby to achieve these objectives, aligning funding and drawing together combined strength and resources.

Offering

Exciting, vibrant, Urban Centres where you can work, meet, eat, shop and play. Our existing and planned developments in our town centres are later in this document under '**Priority Projects**'.

Like most urban centres in the UK, our high streets face a perfect storm, created following the impact of Covid 19 facing the imminent changes which will result from Brexit. Coupled with a downturn in the retail market, evidenced by unprecedented closures in big high street names there is a crucial need to reimagine and reinvent our town centres.



The 21st Century economy belongs to the knowledge and creative economies. Workers in these sectors want to work in mixed use and diverse town centres, drawing upon their melting pot of history, culture and high quality food and drink. The Council is also keen that footfall is supported by the repurposing of commercial space to housing, mirroring the success of urban 'village centres' (London, Bristol, Edinburgh), with destination and comparison shopping to support.

Developing more quality, mixed access homes in centres with existing public transport infrastructure, we can reduce the need for car transport, supporting sustainability of both our urban centres and the environment.

The Welsh home of Green Energy

Pembroke Dock Marine development even prior to approval (July 2020) has acted as a catalyst to attract interest and investment from the marine and green energy sectors. Proposals are at various stages in development seeking to exploit hydrogen development, off shore floating wind, fixed turbine and wave energy. Inland, proposals are being examined for further hydrogen, wind energy and solar developments. Pembrokeshire is ideally placed, geographically and topographically to maximise such opportunities, giving the County and Wales greater levels of energy production, independence and resilience.



The Freeport of Milford Haven

The Council are working with Milford Haven Port Authority to help secure Free Port status for Milford Haven. This presents a huge opportunity for Pembrokeshire and South West Wales as a whole. Free ports would be designed to divert shipping from crowded areas, and boost the ports' vicinities with warehousing, distribution, manufacturing and other services by what's known as 'industrial agglomeration', with potential benefits also accruing from reduced border paperwork.

UK's best managed Destination

There was a time when the industry in Wales looked to Pembrokeshire as the leading light in Destination Management. In recent years, many have argued that Snowdonia has stolen Pembrokeshire's crown, particularly following major investments in attractions such as Surf Snowdonia and Zip World. In the last couple of years however, Pembrokeshire has started to emerge from Snowdonia's shadow and the industry is again looking with interest at Pembrokeshire's approach. With a new ground breaking trade-led Destination Management Organisation set to launch in autumn 2020 (a first for Wales) and praise from Visit Wales and the wider industry on the organised approach Pembrokeshire has taken to Destination Management through the Covid 19 crisis, Pembrokeshire once again is leading the way.

Great lifestyle

Great connectivity, affordable housing, skilled opportunities and beautiful coastline make Pembrokeshire an increasingly attractive option for people living and working within the County and for those commuting. The increased use of technology, promoting agile working supports the ability to work from home, particularly for those in professional and service areas of work. In addition, and directly as a result of Covid 19, more employers are realizing the viability of their workforce working from home which increases further the opportunities for a skilled workforce to live the dream by relocating to Pembrokeshire.

High quality work opportunities

Growth in sectors such as energy and marine technology, alongside more professional and higher quality offers in sectors such as tourism and hospitality present increased opportunity to live well and earn well in the County. Higher levels of technology in other sectors such as food and automation/diversification in industries such as farming increase these opportunities.



Discovered

World Class tourist destination with an even stronger brand and marketing presence

We are truly earning our reputation as a beautiful, accessible, active and 'green' county. We offer some of the most memorable, enduring and authentic experiences in Wales. We are a place where history and myth collide with a thriving contemporary culture and arts scene.

Pembrokeshire is a leader and innovator, reinforcing the Wales brand values and a 'top 5' UK destination of choice.

There is still plenty of room across our county and across the year for growth, but we are only marketing what we can manage successfully. A commitment to sustainability now comes as standard - this is a genuine differentiator for us and so we carry it through in all we do: managing our assets sensitively; supporting responsible transport and travel choices; buying food, services and supplies locally; developing our home grown talent; celebrating local entrepreneurship, making and ideas; improving digital connectivity;

providing year-round economic opportunities; involving our communities in delivery – a true '**localhood**' approach.

The 'go to' destination of choice for major events

In recent years Pembrokeshire has increasingly been the place of choice for major events, building from delivery of those 'County born' (Fish Festival Week, County show, local food festivals, Boxing Day Swim (Tenby), New Year's Day Swim (Saundersfoot) to Internationals events such as Iron Man, Red Bull Cliff Diving and Long Course Weekend. Better coordination of existing events information to create 'festivals' and themed 'seasons' will add value, improve awareness, reduce internal competition, encourage referral and build excitement. This will encourage accommodation and hospitality businesses to extend their opening. An overall events plan would help consolidate the work done and expertise on offer by event organisers and managers in the county. For the longer term this needs to be backed up by continuing investment in the 'indoor Pembrokeshire' offer, encouraging the private and public sector to increase 'weatherproofing' of attractions and activities, but also giving new impetus to showcasing the county's unique cultural assets and offer.



Key themes

The action plan is a separate and dynamic document, flexible and capable of change. Who know for example that we would be faced with a global pandemic. It is live and within it are a series of projects in various stages of development. It is deliberately responsive, changing as projects are developed. For the purpose of the strategy, below is a summary including key themes (supported through local focus groups highlighted above). We have also highlighted the key business sectors which we see underpinning our local economy and which require our response. Lastly, we have highlighted underpinning themes, crucial for our response and to our success.

Business

Our support strands for business support, underpinned by our relationship with the Haven Waterways Enterprise Zone Board and Pembrokeshire Business Panel. We will seek to work with partners, in particular Welsh Government, to provide a virtual 'Team Pembrokeshire' approach to Business support.

Tourism

Tourism is a business sector, yes. In Pembrokeshire however, tourism is so significant, it impacts upon all aspects of development, has a significant impact upon our communities and influences delivery of services. Pembrokeshire has a population of around 140 thousand people – dwarfed by our visitor numbers of over 4.5 million. Tourism therefore has a very particular focus.

Place

Pembrokeshire County Council is working in partnership with a wide range of organisations and in particular Milford Haven Port Authority to deliver connected, coherent and distinctive places within the County, building on our rich heritage, destination offer and unique townscape.

People

Our focus here is on delivering the highest possible social value. Putting pounds into the pockets of Pembrokeshire's Communities through skilled jobs and business opportunities. Helping the development of socially constructed businesses that will operate in areas which don't necessarily attract private investment.

Key business sectors

Energy; Tourism; Food and beverages; Manufacturing; Land (agriculture, aquaculture and forestry); New retail (a refreshing take on the High Street)

Underpinning themes

There are some key considerations that we will take into account and which underpin all of our developments.

Climate emergency

Encouraging the use of carbon neutral building methods linked to carbon offsetting projects. Using the opportunity created by Covid 19 to benefit from agile working and reduced travel.

Social value

Maximising the impact of the Pembrokeshire Pound and its positive impact on local communities and businesses through:

-  Supply chain development
-  Targeted recruitment and training
-  Supporting skills development in key sectors
-  Use of local materials
-  Supporting initiatives that create sales opportunities for local businesses (supply chain development/town centre redevelopment/markets)

Connectivity:

Connectivity will be key to further development and we are encouraged by developments in:

Broadband (see page 14)

Rail (see page 14)

Road (improvements to the A40 including the Llanddewi Velfrey Bypass)

Active Travel (see page 15)

Air (study into development at Withybush Airport)

Sea (port developments- see page 17)

Priority Projects



Pembroke Dock Marine

Pembroke Dock Marine is a collaborative **project** bringing together four partners to develop a world class centre for the development of **marine energy** in Pembrokeshire. The project will expand upon the region's existing high-skill cluster site, to develop and enhance the existing infrastructure and facilities. Approval of the City Deal Business Plan in May 2020 marks another piece in the jigsaw in achievement of this landmark development.

Already we are seeing the injection of private sector interest with confirmation of investment in floating off shore wind by Blue Gem Wind Energy – the first project of its type in Wales, beginning to unlock the significant potential of floating wind in the Celtic Sea.



Offshore floating wind proposals in the Celtic Sea

This project will launch a new chapter in the development of offshore energy in the South West; a new industry that can deliver significant benefits for the local supply chain and the coastal community of Pembrokeshire, Wales and the wider UK.

Town Centre Projects:

The **County Town of Haverfordwest** and our wider towns offer a range of opportunities for the development of 'market exchange centres'. Here, Pembrokeshire communities and visitors can enjoy the opportunity to work, visit, play, meet shop and do their business in centres increasingly about *experience*. Covid 19 and close on its heels Brexit have brought about a renewed focus on local goods and services, giving towns centres renewed purpose in serving their hinterland. Early investment in our County Town of Haverfordwest in the creation of **Glan Yr Afon Library and Gallery** has resulted in early signs of increased footfall and anecdotal comments of increased spend in some local businesses. Further developments are planned, reimagining the former 'Ocky Whites' department store into a centre for food, beverages and events at **Western Quayside**.



Western Quayside Events Venue and Food Emporium

Plans for catalytic development in **Pembroke at South Quay** are well developed and early signs of private sector investment elsewhere in the town are becoming evident. A flexible and family friendly library is key to development, alongside a 'Henry Tudor Centre' shared café space and community gardens.

Pembrokeshire Food Park development is on site, with plans for start-up incubators to get people off their kitchen table, supporting their initial development as a business and helping them move to the first stages of unscaled production. Links to Town Centre developments such as Western Quayside are mutually supportive in this vein.



Funding opportunities

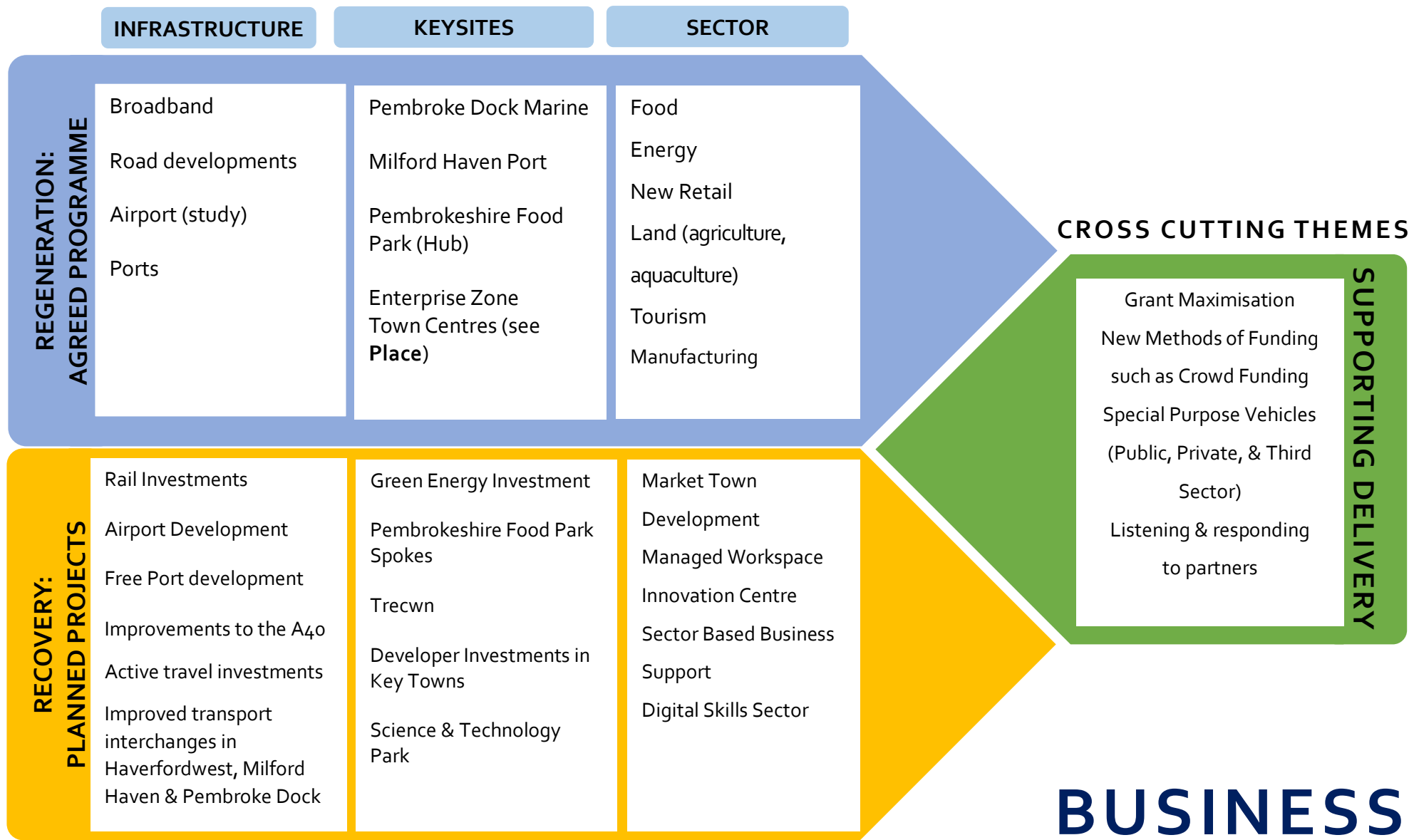
Approach

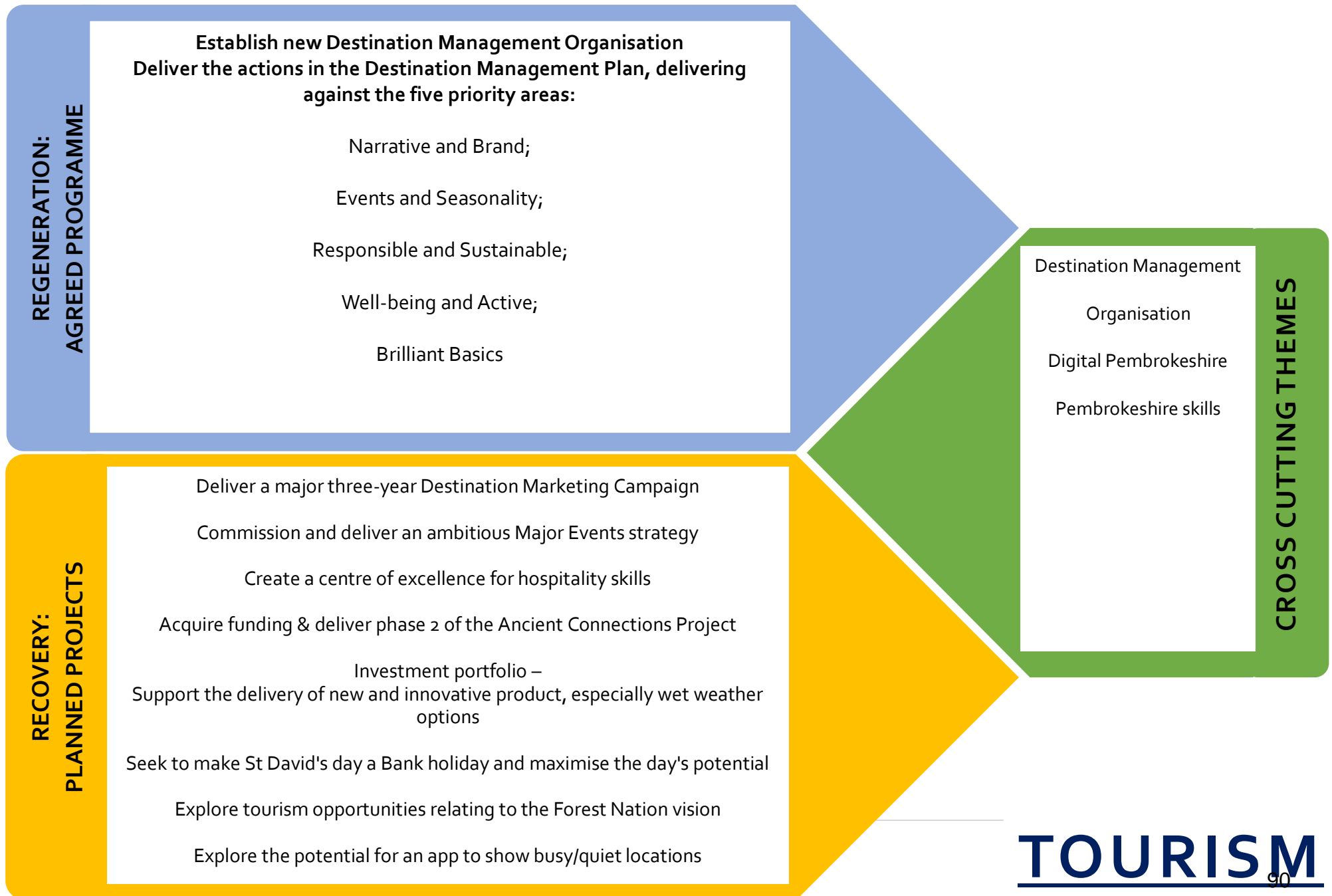
Throughout this document we highlight what we believe to be the best direction of travel for the economy in Pembrokeshire. Our intention with funding is to **align opportunities in support of our priorities**. Too often, direction is driven by the priorities of others. We are working closely with key funding partners and stakeholders, such as Welsh Government to align our approach. We will look at flexible models of partnership to draw in additional financial, knowledge, and revenue resource. With this in mind we will target funding in support of our priorities.

As programmes and projects are developed our approach to funding will be aligned via known Council, Welsh Government and other stakeholder approval processes. For known projects, we have highlighted cost and opportunity later in this document.

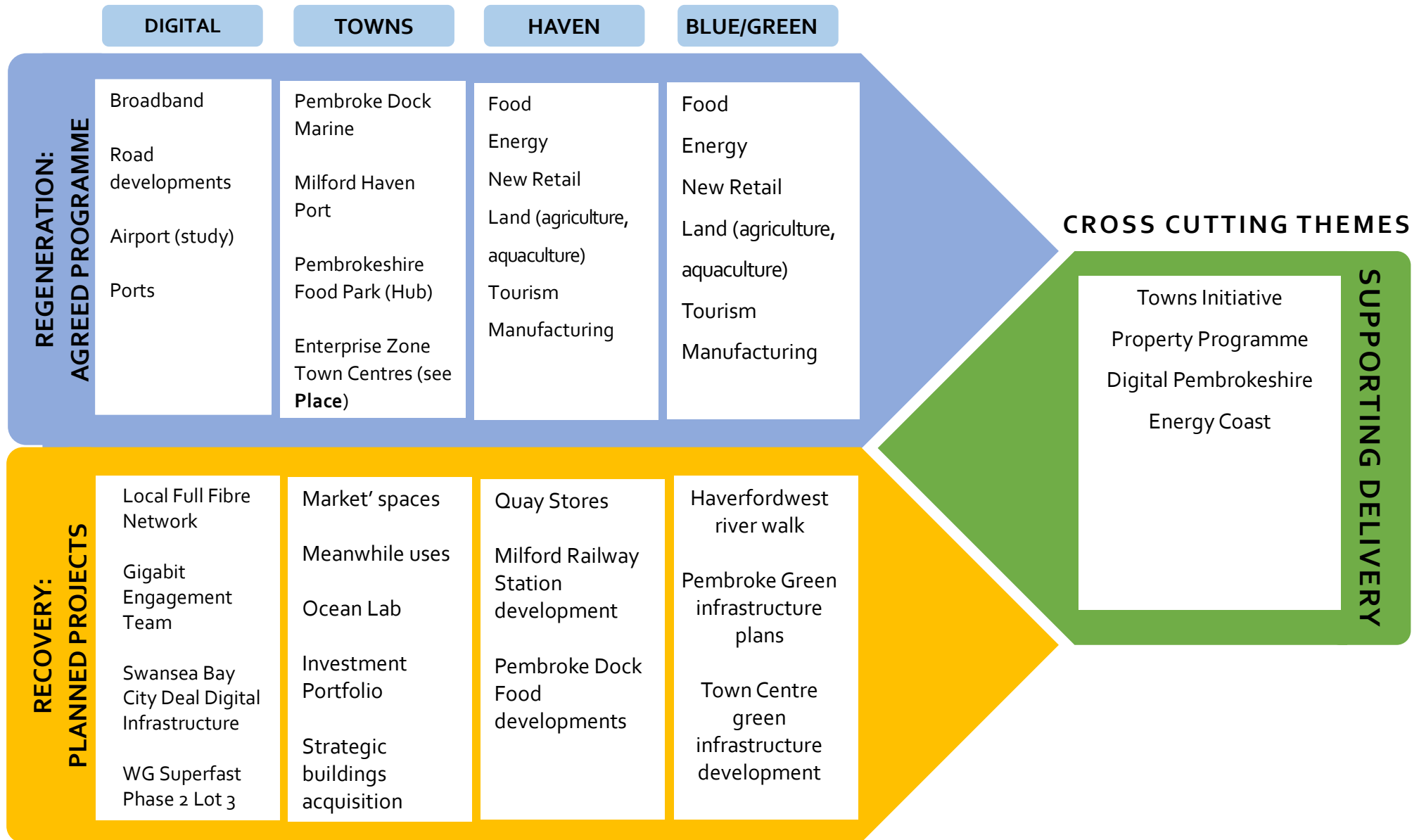
Appendix 1

Action Plan Summary

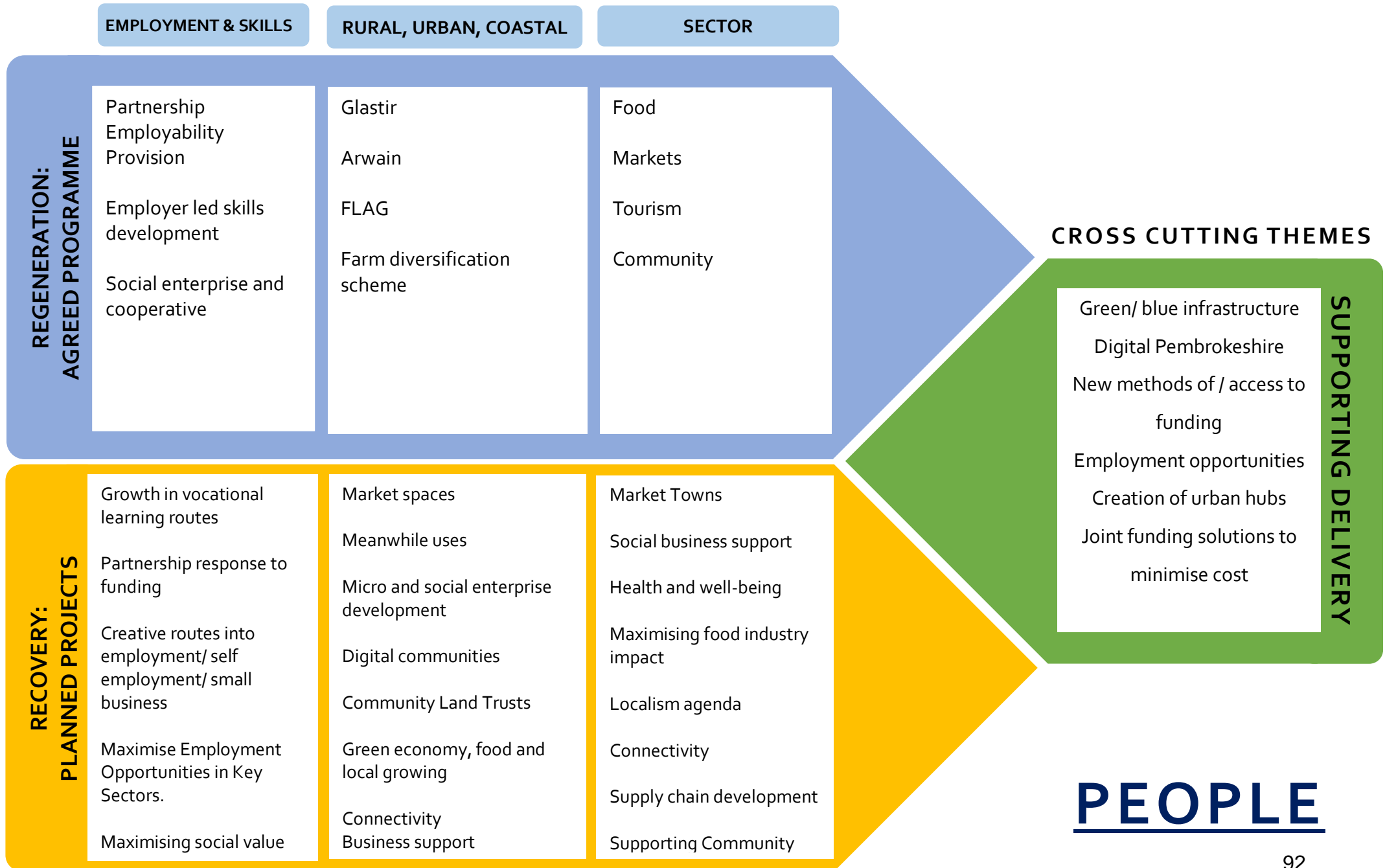




Pembrokeshire 2030








Pembrokeshire 2030











Appendix 2 – outcome measurements








Measurements of success will be that Pembrokeshire has:

-  Unemployment levels comparable with those experienced pre-Covid, taking into account the season of the year.
-  A growing stock of small to medium sized businesses.
-  A business survival rate comparable to or above the Welsh and UK averages.
-  Full fibre broadband coverage that is comparable with urban areas.
-  A stock of energy efficient homes comparable to or above the Welsh average

Indicators

-  Unemployment rate
-  No. of VAT registered businesses.
-  New business/social business start ups
-  Business survival rates at 2 years
-  Increase in energy generation from renewable (zero carbon) sources
-  Percentage full fibre (this should be increasing)
-  Percentage of new homes that are zero carbon
-  Percentage of homes retrofitted with carbon reduction measures

Performance Measures

-  PCC commercial property occupancy levels
-  PCC commercial property rent arrears
-  People into jobs (as an absolute and a % of people we work with)
-  People into training (as an absolute and a % of people we work with)
-  People completing recognised qualifications (as a % of people we work with)
-  New/usable business floor space (long term or meanwhile)
-  Public buildings repurposed to provide shared service space

Appendix 3 – Socio Economic Analysis

Economy Recovery Group

Impact on global economy

The impact of COVID-19 on the economy is profound. The main impact is as a result of the impact of the lockdown rather than the virus itself. The virus is however, also likely to have a direct impact, particularly as a result of people changing their behaviour to reduce their risk of infection. Sadly, the virus has the potential to disrupt the economy through sickness or death although the number of people who have been affected in Pembrokeshire, to date, is small.

The World Health Organisation reported on 27 July 2020 that the number of cases across the world has doubled in the last six weeks. Against this backdrop of an acceleration in the global number of cases, there is a very real risk that there will be further waves of infection in Pembrokeshire in the Autumn.

The impact of COVID-19 will be felt by all economies across the world. The IMF predicts this will be a 3% contraction across the globe in 2020, (5.9% contraction in the UK), the worst recession since the Great Depression of the 1930s or possibly in the last 300 years.

Impact on UK Economy

A June 2020 OECD report found that under the scenarios it used for forecasting, the UK is likely to be hit harder than most OECD countries, approximately the same impact that Italy, Spain and France could experience. The UK economy is now officially in recession having experienced two consecutive quarters of negative growth. Although the economy grew in June by almost 9%, GDP is still a sixth below pre COVID levels



COVID-19 is not the only challenge the local economy faces. Analysis considered by Cabinet in 2018 found a potential reduction in local GDP of around 1% with a "soft" Brexit

rising to 1.8% for a “hard” Brexit. Negotiations between the EU and UK Government continue, but based on the progress of Brexit to date, negotiations have tended to run up to the absolute deadline resulting in uncertainties for business.

Analysis by the Social Market Foundation argues that Brexit is likely to lead to a “double negative” impact under all trade scenarios, with the impact increasing if a free trade agreement is not reached. The report estimates the impact on different sectors and regions of the UK economy. As a whole Wales is less exposed to the direct impact of Brexit as fewer jobs are in the banking /insurance /finance or manufacturing sectors, however, the analysis only covers the relative and direct impact. There is the potential for a significant negative impact on agriculture especially livestock if the EU traded with the UK using World Trade Organisation rules for these products.

Brexit may offer opportunities and Cabinet recently considered a response to a UK Government consultation on Free ports, which highlighted an opportunity for Milford Haven Port to bid to become one and Cabinet supported the designation of a Freeport in Pembrokeshire in principle. Any decision would not be made on Freeport designation until late 2021.

On the basis of previous crises, we know that the initial economic shock of lockdown can be expected to lead to a period of recession and increased rates of unemployment. The degree of impact will depend on how quickly the pandemic can be managed and restrictions lifted but at this stage the timeframe and pace of economic recovery is difficult to predict. Whilst the UK economy is expected to begin recovery as the restrictions are lifted, there is still considerable uncertainty regarding the possible long-term impacts.

For example, both the EY Item Club and the UK Treasury use a similar model to forecast economic growth. On 27 July, the EY Item Club forecast that the UK economy could take until 2024 to return to the size it was before the coronavirus whereas in mid-July, the Bank of England's noted the UK economy had “clawed back” about half the fall in output it saw during the peak of the coronavirus lockdown in March and April suggesting a much more rapid recovery.

Impact on overall public finances

Previous recessions have led to a period of contraction in public spending as the UK Treasury rebalances overall public spending with the size of the overall economy. The size and timescale within which public spending will contract in real terms is difficult to predict and depends on a number of factors, for instance the willingness of governments to raise taxes or to continue to borrow money.

The OECD currently predict that UK long term interest rates will remain at low throughout 2021. In the longer term there is debate on whether interest rates will rise in real terms. A paper published by the Bank of England¹⁰ argues that there is a very long term trend for

¹⁰ <https://bankunderground.co.uk/2020/07/07/global-real-rates-1311-2018/#more-6420>

interest rates to fall over the past 500 years and although we can expect volatility, and borrowing costs could rise, the odds are stacked against a prolonged rise in rates.

Impact on Pembrokeshire

It is possible that the impact in Pembrokeshire, in relative terms, will be less severe than in some other areas of Wales. According to a report published by the Centre for Towns research group, an economic downturn from coronavirus is likely to have a disproportional impact on towns in the south Wales valleys region and the coastal communities of north Wales. The group predicts that areas that have been exposed to previous economic 'shocks' and where a high level of households are already reported to have a standard of living classified as 'poor' will be those that are yet again the most vulnerable to the financial effects of the pandemic. While this impact may have an increased effect on these areas that were already facing significant financial challenges, it is expected that every corner of the country will be affected to some degree. In the COVID-19 and our Towns study a wide range of factors were examined and these include the proportion of people who are employed in businesses that have been closed during the government lockdown, the proportion of older residents in the locale, and the levels of social and economic well-being that existed before the pandemic.

Business Support

As might be expected, a large number of businesses in Pembrokeshire have been severely affected by the pandemic. Prior to the pandemic, a number of hotel businesses were in financial difficulty and sadly these have now closed and resulted in job losses.

A range of business grants, loans, reductions in VAT and business rate relief has been made available by the UK and Welsh Government to support businesses and Pembrokeshire County Council has had a role in this by directly supporting businesses. Up until 30 June 2020, companies meeting (NDR) eligibility criteria could apply for business grants. As at 3 July, just over £51m had been paid out. The eligibility criteria were not determined by the Council and grants were to be paid to businesses whether or not they were under threat of closure.

A number of businesses, especially recent start-ups "fell through the net" and an answer to a question at July Council highlighted the complexities and sometimes conflicting advice that both the Council and businesses have received on eligibility.

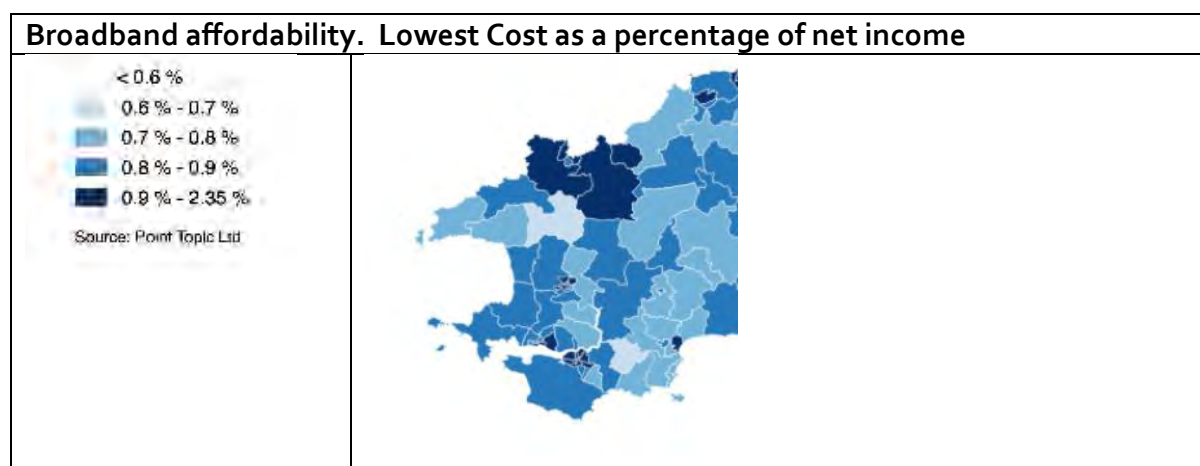
A further grant aimed at start-up companies was launched by Welsh Government in June 2020. The eligibility criteria are more complex than other grants and although an eligibility checker has been developed by Business Wales, not all potential applicants have used this, adding to the administrative burden. The total amount of funding available is much smaller at of £257,500. This will enable the Council to make 103 grants of £2,500 each.

There have been other initiatives to support business. On a practical level, PCC has shared the design of 'unlocking' signs with community and businesses to download free of charge for use in their unlocking plans. Working with the Destination Management Partnership, Visitor Welcome Teams have been set up in Pembrokeshire's busier destinations to help manage tourism.

Broadband and communication

The ability to access to broadband is one of the main factors in whether households and business have been able to adjust to COVID-19 restrictions. Availability of fast broadband in Pembrokeshire is mixed. About 89% of premises have the capability to access Broadband speeds of >30Mbps but only 7% have access to full fibre whereas in Cardiff these figures are 99% and 39% respectively

Analysis by Point-Topic¹¹ points to marked differences in the affordability of broadband (a comparison of the cost of typical broadband connections with household income). The map suggests that many areas of Pembrokeshire have relatively expensive broadband – especially the NE of the County and the main urban settlements.



COVID-19 places more importance on households having access to high quality broadband as well as having multiple devices in order for different members of the same household to simultaneously work from home, engage in on-line learning and access services. This point has been picked up by the Centre for Rural Economy (part of Newcastle University) and has also been flagged up PCC Education Senior Managers. It is also worth bearing in mind that faster or unlimited broadband may come at a higher cost.

The Cabinet Member for Economy Tourism and Leisure has made a commitment to improve Broadband “We could, however, be the best digitally connected place in Wales, maybe even the UK. That’s our ambition.” Projects to improve Broadband include working with communities to make the most of vouchers and a successful Local Full Fibre Networks (LFFN) Challenge Fund which will connect a large number of public sector buildings in Pembrokeshire – such as libraries, and leisure centres - to giga-capable broadband. The Capital programme includes £2m of PCC capital to support fibre broadband delivery. A digital infrastructure strategy will be considered by Cabinet and is planned for October 2020.

¹¹ <http://point-topic.com/free-analysis/broadband-affordability-england-wales/>

Employment and labour trends

Although the UK and Welsh Government have committed tens of billions of pounds to protect jobs and businesses during the pandemic there will inevitably be losses of employment as a result of the crisis.

Official Unemployment figures are calculated using the Labour Force Survey and for the 2019 year stood at 4.2%. Monthly administrative system based claimant count figures are available for County (3.9% pre-COVID) and small geographies which track claims for unemployment related benefits though community level, figures are rounded to the nearest 5 resulting in considerable potential for error.

Impacts on the Council's workforce are covered through the organisational recovery cell. It is likely however, that different working patterns will continue into the medium term. Whilst this is likely to be a short term impact it is probable this will contribute to a reduction in footfall in Haverfordwest town centre, where many employees are based.

Future trends

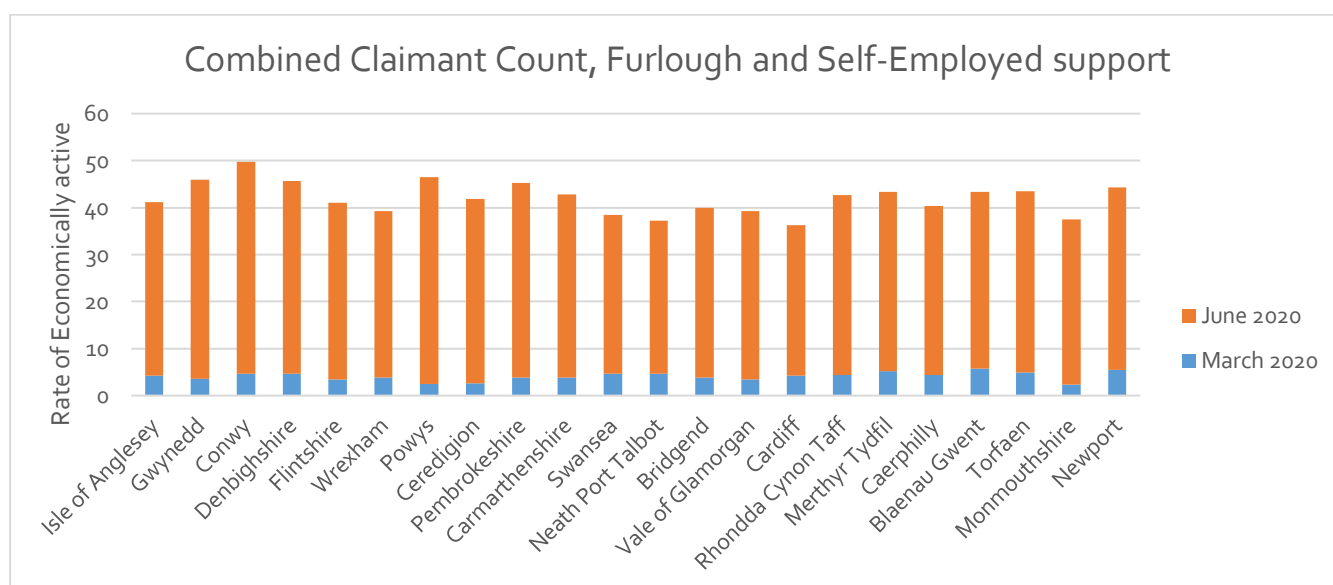
Whilst the Coronavirus Job Retention Scheme (Furlough) and support for self-employed people are still in place, considering support through these schemes as well as Claimant Count numbers in the very short term as this gives a more rounded picture. By the Autumn, as other support schemes end Claimant Count will become a much more useful single measure. Redundancies that have been recently announced will not feature in unemployment numbers until the Autumn. The Office for Budget Responsibility, give an official view of what might happen to unemployment. In its optimistic scenario, the unemployment rate peaks at 9.7% this year, and returns to pre-crisis levels in 2022. In its "downside" scenario, it peaks at 13.2%, in 2021 - with four million people out of work. It is still at 6.3% by the end of this scenario in 2024 - well above pre-crisis levels.

Pembrokeshire's Claimant Count rate has doubled from 2,225 in March to 4,540 in July (there was a slight fall between May and June) a little higher than the increases typically seen across Wales, but a little lower than the median average for local authorities in the UK. This does not tell the full picture because of the Furlough scheme and support for the self-employed. The UK Government acknowledge that no support scheme can offer completely comprehensive coverage. Those most at risk of not qualifying for support include people who are self-employed but below certain thresholds, people who have set up a business recently, freelancers and those with informal employment arrangements

- Furloughed staff - as at June 2020, 12,900 people were accessing the furlough scheme in Pembrokeshire. Of these 317 are PCC employees. If calculated as a rate of those economically active, this figure is close to the UK average at around 22.8%. The scheme will phase out by 31 October 2020 and the end of the Coronavirus Job Retention Scheme will coincide with the end of the tourism season (*N.B. latest figures due 15 Aug, but headline figures have changed little, implying little local change*)
- Support is available for people who are self-employed. The take up rate in Pembrokeshire at 70% is lower than the all-Wales figure of 73% but in line with other authorities in Dyfed-Powys. As at 31 May 2020, 5,700 people have made a claim, a

total of £14.1m made available with an average pay out of £2,500. (N.B. latest figures due 15 Aug, but headline figures have changed little, implying little local change)

The following graph shows the combined number of people receiving Claimant Count, Coronavirus Job Retention Scheme or support for people who are self-employed expressed as a percentage of those people who are economically active.



Figures suggest, that in very broad terms, the increase due to COVID-19 has been lower in local authorities that started with comparatively high unemployment rates, such as Blaenau Gwent. Pembrokeshire, which had a low unemployment rate now has a rate which is close to the Welsh average.

The relative picture has changed over the COVID-19 crisis: whilst the total percentage in Pembrokeshire changed very little between May and June, substantial increases in all these three benefits in many other parts of England brought Pembrokeshire's comparative rate down from the 3rd highest decile across the 365 authorities in the UK to the 6th decile i.e. close to the UK average. This highlights that figures are still volatile and it will take time for the true picture to emerge.

It is likely that the impact on young people will be more severe than other age groups. This is because younger people are more likely to be employed in sectors which are vulnerable to shut down. They are also more likely to have a casual / zero hours' contract. Evidence suggests that women are more likely to have been impacted than men by COVID related changes to the labour market. There is increasing evidence that older workers will also be impacted and these people face possible age discrimination in finding new employment.

Impact on earnings

Experimental HMRC figures suggest that based on figures up to May 2020, across the UK the number of employees has fallen, as has average wages, both by just under 2%

compared with May 2019. Figures are updated monthly and provide a useful source of data as employment support is withdrawn. If figures continue to fall it suggests that in the medium term, Pembrokeshire's labour force will have less purchasing power, reducing demand for retail and potentially increasing levels of debt. Figures are also available by sector. These show a substantial reduction of 12% in wages in Accommodation and Food Services Activities (essentially tourism) which is also one of the UK economy's lowest paid sector.

Modelling the impact by sector

Whilst it is possible to calculate the potential impact of Coronavirus based on estimated impact on sectors and then modelling this on a local area using the number of people employed in these sectors the results of this exercise would be heavily dependent on initial assumptions and would be subject to a great deal of uncertainty due to gaps in data. Such as approach doesn't take interdependencies between sectors into account and this is significant in Pembrokeshire given the reliance on tourism to provide large numbers of private sector jobs

Tourism

Compared with other countries, the UK's tourism industry was pre-COVID dominated by domestic tourism (about 80% in 2017) rather than having a significant international component such as Spain, about 50% or Portugal, about 70%. This puts the UK tourism industry in a better position to bounce back.

Tourism is one of the most significant sectors in Pembrokeshire worth around £585m per year and supporting over 11.5k FTE jobs. A Destination Marketing Strategy for Tourism was agreed in (last six months). The contextual information for this flagged up several longer term challenges including no increase in spending in real terms over the past decade and limited progress made on smoothing out the summer seasonal peak. On a more positive note, it found strengths, such as a growing reputation for quality of food.

The Strategy anticipates trends and guides the industry towards a more competitive and sustainable future and away from the sorts of numbers of serviced bed-spaces that were provided in the past. Pre-COVID some hotels were in considerable financial difficulties (including those bought by the failed Northern Powerhouse Group). These have subsequently announced redundancies.

Tourism: Immediate impact of lockdown

A Pembrokeshire business survey undertaken in mid-late May 2020 on businesses' views on the impact of COVID-19. Tourism and retail businesses made up the bulk of the sample. Results make for sobering reading with the majority of those who responded (53% / 243) indicated that they felt the coronavirus outbreak had had a 'high impact' on their business. Only 4% indicated that it had had a 'medium impact' and 2% that it had had a 'low impact'. Almost 200 respondents however, (41%) did not answer this question

The survey asked whether businesses could continue to operate if the restrictions in place in mid-May remained in place. Only a fifth considered that they could operate for 12 months or more whereas half thought that their business could survive for 3 months or less.

These responses are only indicative; restrictions have eased, but many indoor pubs, cafes and restaurants are still not open for indoor trade.

A DCMS survey (which will tend to reflect the views of cultural sector businesses) undertaken in the second month of lockdown found that two-thirds of businesses said that the crisis threatened the existence of their business. 26.9% said that they would cease trading within 3 months, and a further 29.5% said they would cease trading in between 3 months and 6 months.

Tourism: Short term

Since mid-July, the tourism sector has been in the process of unlocking and hospitality businesses can still only serve food or drink outside. Anecdotal evidence suggests very strong demand for self-contained accommodation and pre-booking of campsites. Popular tourist destinations have been extremely busy

Visit Britain / Visit Wales has set up a "We are good to go" scheme to give visitors/community confidence that the business has infection prevention measures in place. A Visitor Welcome Team has been set up with the objective of keeping people safe, enhance the visitor experience and reduce community anxiety. The layout of towns such as Saundersfoot has been altered to allow more space for social distancing and for businesses to serve food outdoors.

Anecdotal evidence suggests that some communities that are reliance on visitors or who have large amounts of self-contained accommodation are concerned about the potential risk of COVID infection rates increasing as visitors return.

Whilst it is inevitable that many businesses will have a much reduced income in 2020, tourism and hospitality businesses now have an opportunity to generate income and safeguard jobs. It is too early to say how many businesses will be in a position to continue trading.

Tourism: Medium term

A challenge for many businesses face is remaining viable into the medium term through the winter 2020/2021 and into the 2021 tourism season may not be free from social distancing restrictions. Planned initiatives such as Destination Marketing as well as campaigning to make St David's Day a Bank Holiday have the potential to stretch out the peak tourism season increasing business viability.

It is possible that demand for short haul international holiday destinations will be lower and that people will opt to take a break within the UK especially as a growing number of countries expect UK visitors to quarantine, or vice versa. The airline industry anticipates that it will take around 5 years for it to return to pre-COVID levels of demand. This has the potential to both widen the tourism season beyond the summer peak and increase visitor numbers.

The fundamental aspects of Pembrokeshire's tourism offer – beautiful natural landscapes and beaches - are very unlikely to be harmed by COVID-19 or the response to it. Visitor

attractions however, especially those which add value and generate tourism spending are likely to be hit hard in the short term.

Retail and town centres

In response to lockdown more of us are working from home, learning from home, and many businesses have been forced to adapt and boost online sales in an attempt to recoup some loss of earnings resulting from not being able to open during lockdown.

ONS figures published 24 July 2020 found the proportion of online spending reduced to 31.8% in June when compared with the record 33.3% reported in May, but is a considerable increase from the 20.0% reported in February. On-line grocery business OCADO grew by almost 50% in a quarter, enabling it to achieve market growth in a matter of months that it expected that it would take years to achieve. Whilst not operating in Pembrokeshire, in July 2020, Amazon has announced it intends to significantly expand the retail of food items.

Recent retail figures suggest that total sales are at a similar level as before the coronavirus pandemic; however, there is a mixed picture in different store types. Non-food stores and fuel sales have still not fully recovered from the sharp falls experienced in March and April. By contrast Food stores and non-store retailing both reached new high levels since the start of the pandemic, with volume food sales 5.3% higher, and non-store retailing 53.6% higher, than February 2020.

Pembrokeshire's main town centres were declining prior to COVID-19 with an increase in Class A retail vacancies. Pressure was also evident in out-of-town locations and Debenhams announced the closure of the Haverfordwest shop in Dec 2019. There have been a series of major retail business administration / closures throughout the COVID-19 crisis including Intu which owns high profile out-of-town shopping malls¹².

Regeneration plans are focussed on Haverfordwest especially the western bank of the river. The Glan-y-Afon centre is going through a phased re-opening in July. The centre proved to very popular pre-COVID though as yet, is not still not quite open for visitors so cannot generate footfall.

Very few shops in the centre opened during lockdown. Though more have opened since late June when non-essential retail was able to re-open, anecdotal evidence is that footfall is much more limited prior to COVID-19 and well below the levels expected in the run up to the peak tourism season.

¹² <https://www.hw.ac.uk/news/articles/2020/covidspending.htm>



Item 8

DATE OF MEETING	23 rd February 2021
REPORT TITLE	Early Years Integration Transformation Programme
STATUS	For information
PURPOSE	To provide the PSB with information on the above programme.
RECOMMENDATION(S)	That the PSB endorses Pembrokeshire becoming part of the Early Years Integration Transformation Programme and to receiving regular updates on progress.
AUTHOR	Lynne Richards – Corporate Partnerships Officer, PCC

There are currently nine Public Service Boards across Wales who have joined the Early Years Integration Transformation Programme as pathfinders. The role of the pathfinders is to;

- test the core components for a single integrated early years' service
- consider what it will take to develop a fully integrated and responsive early years' service in their area, focussed on the coordination of services locally, their planning and commissioning and how best to identify and address needs

Welsh Government have now asked the remaining PSBs to become involved and an Expression of Interest was submitted to Welsh Government in December 2020. Funding has now been awarded to enable Pembrokeshire to undertake a number of mapping and scoping exercises in support of this process as follows;

- scope early years services in Pembrokeshire
- map existing provision to include consultation with professionals and parent/carers
- gain an understanding of the challenges and risks to delivering integration
- identify opportunities for improved integration

In view of the tight timescales for submission of this bid, the Chair of the PSB gave his agreement for the bid to be submitted in December 2020, with the proviso that the Board receive regular updates from Lead Officers at Pembrokeshire County Council.

A copy of the programme background information and guidance notes issued by Welsh Government is attached at Appendix 1. Project Lead Officer/s from Pembrokeshire County Council will be invited to attend the next PSB meeting to give a more comprehensive update.



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

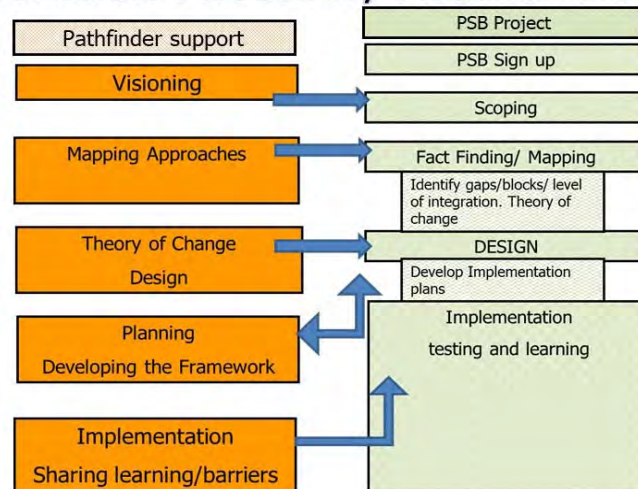
Welsh Government will support Pathfinder PSBs through the process as follows:

- 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.



Item 9

DATE OF MEETING	23 rd February 2021
REPORT TITLE	Improving communications
STATUS	For information
SUMMARY REPORT	<p>Partners may recall that 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.</p> <p>It is proposed that the newsletter is re-introduced 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 the PSB's activity through the inclusion of the following types of information:</p> <ul style="list-style-type: none"> • 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 <p>The process will be managed and co-ordinated by the Council's Corporate Policy and Partnerships team but will require input from all PSB partners in order to make the newsletter informative, meaningful and effective.</p>

RECOMMENDATION(S)	<p>1. That the PSB support the approach by contributing articles/news for inclusion in the newsletter.</p> <p>2. That PSB partners promote and distribute the newsletter both within their individual organisations and on their respective social media channels for external audiences.</p>
AUTHOR	Nick Evans, Corporate Policy and Partnerships Manager, PCC