

Public Document Pack



Cyngor Sir
CEREDIGION
County Council

Neuadd Cyngor Ceredigion, Penmorfa,
Aberaeron, Ceredigion SA46 0PA
ceredigion.gov.uk

16 March 2023

Lisa Evans

01545 574177

Dear Sir / Madam

I write to inform you that a Meeting of the Overview and Scrutiny Co-ordinating Committee will be held Hybrid - Neuadd Cyngor Ceredigion, Penmorfa, Aberaeron / remotely via video conference on Wednesday, 22 March 2023 at 10.00 am for the transaction of the following business:

1. **Apologies**
2. **Disclosures of personal interest (including whipping declarations)**
Members are reminded of their personal responsibility to declare any personal and prejudicial interest in respect of matters contained in this agenda in accordance with the provisions of the Local Government Act 2000, the Council's Constitution and the Members Code of Conduct. In addition, Members must declare any prohibited party whip which the Member has been given in relation to the meeting as per the Local Government (Wales) Measure 2011
3. **Ceredigion Local Well-being Plan and the Ceredigion Public Services Board (PSB) meetings held on the 6th March 2023 (Pages 3 - 116)**
4. **Report on Amendments to the Whistleblowing Policy (Pages 117 - 130)**
5. **To confirm minutes of the previous meeting and to consider any matters arising from those minutes (Pages 131 - 136)**
6. **To receive a update from the Chairmen of the Overview and Scrutiny Committees and to consider the draft Forward Work Programmes (Pages 137 - 152)**

Members are reminded to sign the Attendance Register

A Translation Services will be provided at this meeting and those present are welcome to speak in Welsh or English at the meeting.

Yours faithfully



Miss Lowri Edwards
Corporate Lead Officer: Democratic Services

**To: Chairman and Members of Overview and Scrutiny Co-ordinating
Committee**

The remaining Members of the Council for information only.

Cyngor Sir CEREDIGION County Council

REPORT TO:	Overview and Scrutiny Coordinating Committee
DATE:	22 nd March 2023
LOCATION:	Council Chamber, Penmorfa, Aberaeron
TITLE:	Ceredigion Local Well-being Plan and the Ceredigion Public Services Board (PSB) meetings held on the 6 th March 2023
PURPOSE OF REPORT:	To provide an opportunity for the Overview and Scrutiny Coordinating Committee to scrutinise the decision made or actions taken by the Ceredigion PSB.
REASON SCRUTINY HAVE REQUESTED THE INFORMATION:	As the designated Scrutiny Committee for taking an overview of the overall effectiveness of the PSB.

BACKGROUND:

Under Section 35 of the Well-being of Future Generations (Wales) Act 2015, Local Authorities are required to ensure their Overview and Scrutiny Committees have the power to scrutinise decisions made, or other action taken, by the Public Services Board for the Local Authority area in the exercise of its functions. Section 39 also states that each PSB must send a copy of its Local Well-being Plan to the Local Authority's Overview and Scrutiny Committee.

CEREDIGION LOCAL WELL-BEING PLAN

Background

Previous updates have been provided to Overview and Scrutiny Committee regarding the process of developing the Assessment of Local Well-being and the Local Well-being Plan in Ceredigion. In particular, detail was provided on the Draft Local Well-being Plan on the 23rd November 2022.

Public Consultation

The draft Ceredigion Local Well-being Plan 2023-2028 went out to Public Consultation between the 25th October 2022 and the 31st of January 2023.

In total 41 survey responses were received, including 7 written responses and engagement with 13 primary schools, 3 secondary schools and Youth Council. Overall, 88% of respondents in the survey agreed with wellbeing objectives as the right priorities as presented in the draft LWBP.

Where appropriate, comments have informed proposed amendments to the Plan. As well as a range of suggestions and comments in the letters received, valuable guidance has been

provided by the Future Generations Commissioner for Wales and Welsh Government. These have all been incorporated into the Local Well-being Plan as far as possible and additional elements will influence the development of the delivery plan.

All the comments received through the survey and texts of the letters are reported in full in the Local Well-being Plan Consultation Summary and Analysis Report, **Appendix 1**, together with further analysis.

The overall conclusions within the summary and analysis report are that in the main the Plan was well received and many useful comments were provided which will enhance the development of the detailed delivery plan.

As a result of the consultation some changes to the Plan are proposed, these are highlighted in the final Ceredigion Local Well-being Plan (**Appendix 2**) for ease of reference.

Next Steps

All PSB member organisations are to consider the proposed amendments in their meeting on the 6th March 2023 with a view to approve the Plan through their usual governance arrangements before the PSB can give final approval to publish the Plan in May 2023.

To complete the process for Ceredigion County Council the Plan following presentation to the Overview and Scrutiny Coordinating Committee, it will then be presented at Cabinet on 4th April 2023 and lastly to full Council on 20th April 2023.

Integrated Impact Assessment

An Integrated Impact Assessment has been completed for the Ceredigion Local Well-being Plan and is contained as **Appendix 3** to this report.

DRAFT MINUTES OF THE CEREDIGION PSB MEETING HELD ON THE 6th MARCH 2023

The draft minutes of the Ceredigion PSB meeting held on 6th March 2023 are presented to the Committee and can be seen in **Appendix 4**.

WELLBEING OF FUTURE GENERATIONS:

Has an Integrated Impact Assessment been completed? If not, please state why Yes (**Appendix 3**)

Summary:

- Long term:** Long term planning has been embedded throughout the development of the plan. The aims and actions within the plan have been developed to directly respond to the long term issues that were identified in the Ceredigion Assessment of Local Well-being.
- Integration:** The PSB has considered how the aims and actions contained within the plan have an impact upon the public bodies within the county. The aims and actions have been developed with an understanding of collective responsibility for outcomes across services and organisations. The principles of the plan are based on public sector organisations working together across the county to add value to what is already being done.
- Collaboration:** All PSB partners have collaborated throughout the development of the plan development and the delivery of the plan will be undertaken collaboratively by PSB partners.
- Involvement:** Key stakeholders have been involved in all stages of plan development. Participation, engagement and co-production have been championed by the PSB. These have included sessions with groups of people with protected characteristics (as defined by the Equality Act 2010).
- Prevention:** The Ceredigion Assessment of Local Well-being provided an opportunity for the PSB to identify the root causes of the issues that need to be addressed. The aims and actions are centred on people acting for themselves and provide a strong focus on preventing problems occurring or getting worse. The actions endeavour to bring down the level of intervention in people's lives over time wherever possible, with the flexibility to adapt to changing circumstances.

RECOMMENDATION (S):

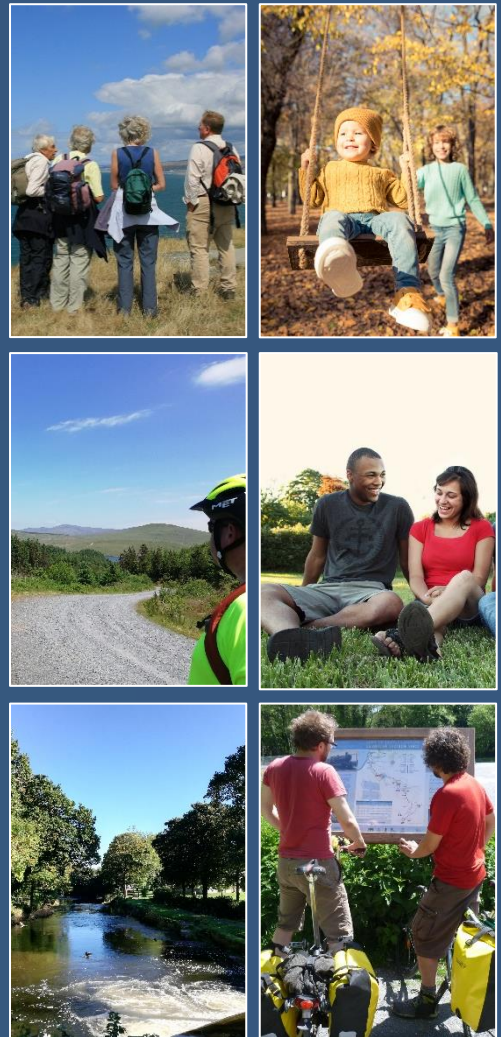
- i. To receive the Ceredigion Local Well-being Plan and associated Integrated Impact Assessment.
- ii. To receive the draft minutes of the Ceredigion PSB meeting held on 6th March 2023.

REASON FOR RECOMMENDATION (S):

In order for the Overview and Scrutiny Coordinating Committee to carry out their role of taking an overview of the overall effectiveness of the PSB.

Contact Name: Naomi McDonagh
Designation: Partnerships and Civil Contingencies Manager
Date of Report: 22nd March 2023
Acronyms: Public Services Board (PSB)

Local Well-being Plan 2023-2028 Consultation Feedback Report



February 2023



41

Responses received
(including 7 written responses)

(13 Primary schools, 3 Secondary Schools
and the Youth Council also took part in
engagement sessions)



88%

Agree that the 5 well-being
objectives are the right priorities

(12% disagree)

85%

Agree with the plans to tackle
the effects of poverty

(15% disagree)



91%

Agree with the plans to help
build a sustainable economy

(6% disagree, 3% did not answer)

85%

Agree with the plans to help
reduce the inequalities
surrounding physical and
mental health

(15% disagree)



91%

Agree with the plans to help
reduce Ceredigion's carbon
footprint

(9% disagree)

91%

Agree with the plans to help
you feel safe and connected to
culture

(9% disagree)



"We will work together to achieve
a sustainable economy that
benefits local people and builds
on the strengths of Ceredigion."

was identified as the most important
well-being objective to respondents



Background

Between 25th October 2022 and 31st January 2023, the Ceredigion Public Services Board undertook public consultation on its draft Local Well-being Plan 2023-28. The Local Well-being Plan is a statutory requirement of all Public Services Boards and sets out the objectives the Board will take to improve the economic, social, cultural and environmental well-being for the area.

The aim of the consultation was to record residents' and stakeholders' views on the Public Services Board's suggestions of how it can work to make the biggest difference to the well-being of individuals, communities and Ceredigion as a whole. These views will help the Board to better understand how to enhance the economic, social, environmental and cultural well-being of the area: from growing new businesses to protecting the environment, and from tackling poverty and loneliness to building a sense of community and pride across the county. It will set the foundations for how we can work together in the future, collectively overcoming the challenges and taking the opportunities, which matter most to each of us.

The role of the Public Services Board was formed (alongside other Public Services Boards across Wales) through the Well-being of Future Generations (Wales) Act 2015, which also sets out the '7 wellbeing goals' which are our collective Wales-wide vision. To make a positive difference to well-being for all, Well-being Plans are produced every 5 years, informed by a Well-being Assessment.

The survey was made available online via the Public Services Board's website, through the Ceredigion Have Your Say Forum and was advertised by all members of the Board. Paper copies were available at all Ceredigion libraries and leisure centres. Easy Read and Young Person versions of the draft Plan were also available at libraries and on Ceredigion County Council's Consultations webpage.

Response Rate

There were a total of 34 responses to the consultation survey including 242 written comments. Respondents took on average 37 minutes to complete the survey. There were also 5 separate written responses from key partners, 15 responses posted to the ideas wall and specific sessions with primary and secondary school pupils along with the Youth Council to ensure the voices of younger people were heard. The pages that follow provide a summary of the findings.

Main Findings

Q1: Were you aware of the PSB and its role in Ceredigion before this consultation?

In response to the opening question, only 41.2% or 14 respondents were aware of the Ceredigion Public Services Board before this consultation, despite it being in existence since 2016. Public Services Boards came into existence following the passing of the Well-being of Future Generations (Wales) Act 2015.

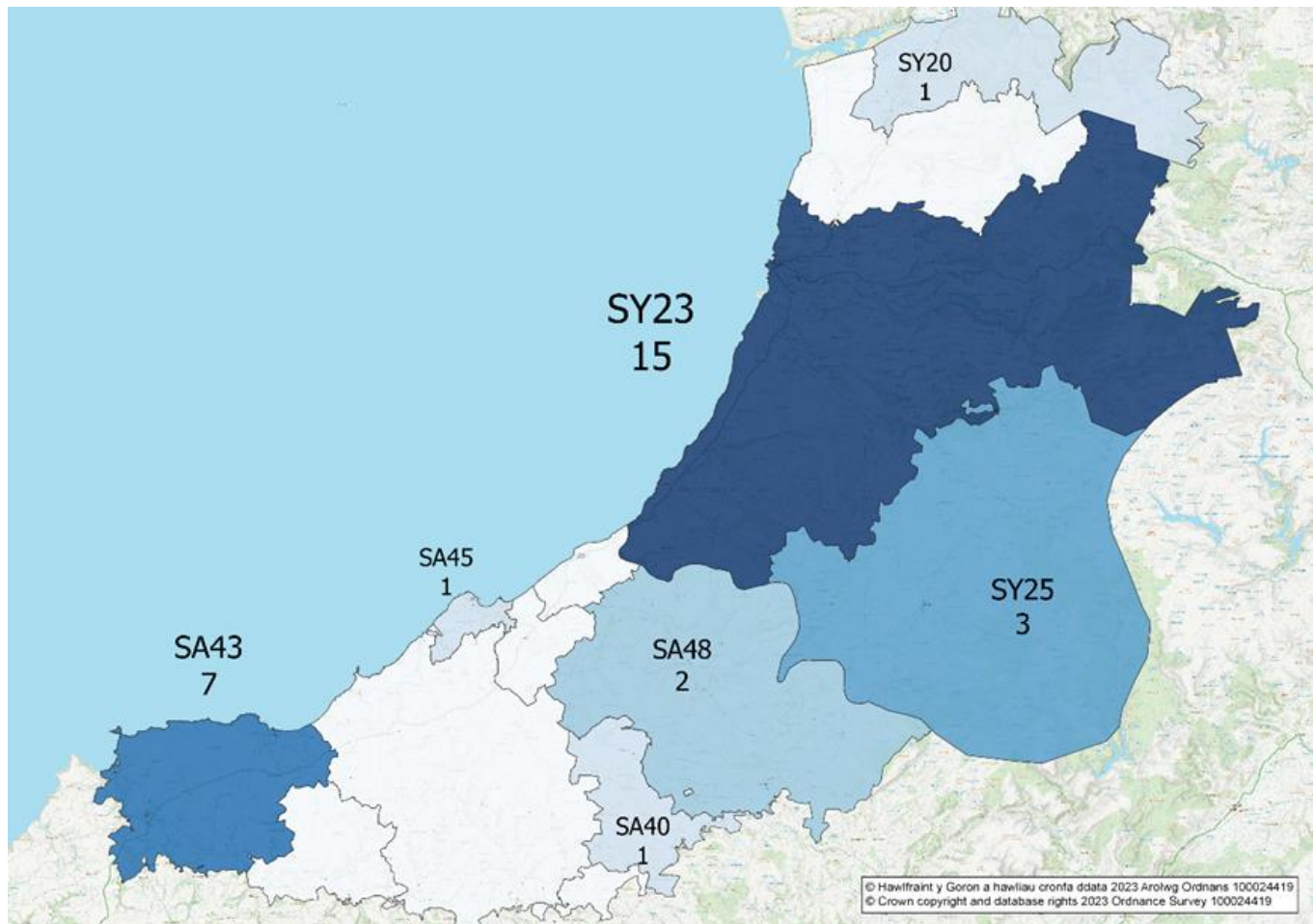
Exactly half (50% or 17) of respondents said that they were not aware of the Board, which suggests that further work is needed in the promotion of the Board, the Local Well-being Plan and its activities in delivering the plan.

There were a further two responses who stated that they were only partially aware of the PSB and its role prior to the consultation.

Q2: Please provide us with the first four letters of your post code to help us target our work

Of the 34 responses received, the largest proportion (44.1%) stated they were from the SY23 broad postcode district in the north and mid part of the County, which includes Aberystwyth. There were a further 20.6% of respondents from the SA43 postcode in the very south of the County, and 8.8% in the SY25 to the east straddling the border with Powys. The full distribution of responses by postcode district can be seen in Figure 1. (No responses were received from six postcode districts, these were SY24, SA47, SA46, SA44, SA39 and SA38).

Figure 1: Distribution of responses across Ceredigion

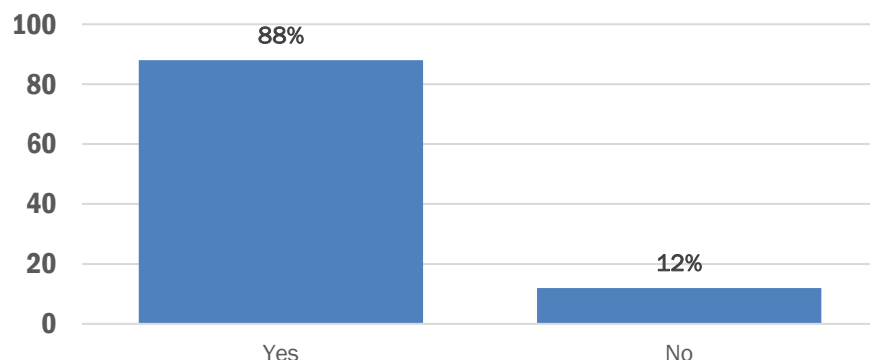


Q3: Do you agree that the 5 well-being objectives are the right priorities to focus on to improve well-being in your local area?

Question 3 sought to ascertain the overall levels of support for the 5 proposed well-being objectives in the draft Local Well-being Plan. The overwhelming majority (88%) stated “yes”, that they agreed that the 5 objectives are the right priorities to focus on to improve well-being. The remaining 12% disagreed and did not think they were the right objectives.

Q3. Do you agree that the 5 well-being objectives are the right priorities to focus on to improve well-being in your local area?

▼ Percentage



Q4. Any comments

Although the written responses were varied, comments relating to the environment and environmental issues were most common. Two of these written responses mentioned that Objective 3: Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resource, does not mention the biodiversity crisis. One respondent noted that this objective needs to look at “the wider picture of biodiversity loss” and the second respondent commented that this objective “should also reference the biodiversity crisis.”

The remainder of the written comments for this question were fairly mixed. One comment stated that Local Authorities need to “get the basics right” before “expanding on their offer”. Another written comment noted how important access to nature and better connecting people to the food system is, they also noted that making local food more accessible and cheaper is just as important. Similarly, one respondent suggested that although they agree with the objectives, they “don’t go far enough” and there needs to be a total overhaul to agricultural practices because food security depends on this. There is an emphasis that it “needs to be local and sustainable”.

A further response emphasised on opportunities for people with disabilities, including exercise classes, a swimming pool and better access to leisure centres by public transport and / or disabled parking spaces. Another comment suggests that the objectives should have some focus on how the increasing ageing population would be managed. A summary of these comments can be viewed in the table below.

Sample Comments	
“Access to nature is hugely important as is better connecting people to the food system and making local food much more accessible and crucially cheaper.”	“Think there is too much focus on cultural development and not enough on infrastructure.”
“With and increasing aging population I would expect to see some focus on how this would be managed.”	“Objective 4 is particularly poor, focusing on vague “initiatives” to reduce carbon, rather than considering the wider picture of biodiversity loss.”

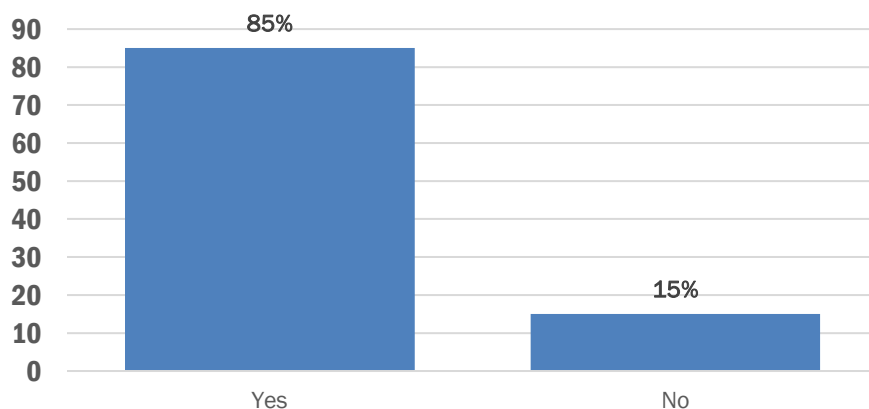
<p>"All well and good having these objectives but they need to be delivered otherwise this is just a lot of hot air in particular pollution with poppit and Aberystwyth both coming out top of the sewerage outflows in Wales that is really disgraceful especially with our population of dolphins and porpoises that attract tourism to the area."</p>	<p>"The objective around decarbonisation should also reference the biodiversity crisis".</p>
<p>"Yes but they don't go far enough. Improving health needs a total overhaul of our agricultural practices, food security depends upon this too. It needs to be local and sustainable."</p>	<p>"More inclusive exercise classes for people with disabilities, access to the local pool for disabled people, busses that will stop at the leisure centre, parking spaces for disabled people at Teifi leisure centre."</p>

Q5: Do you agree with the plans to tackle the effects of poverty in your local area?

The majority of respondents, 85% or 29 responses, agreed with the plans to tackle the effects of poverty in their local area. The remaining 15% or 5 respondents said they did not agree with the plans. The rationale behind these answers is summarised in the following question.

Q5. Do you agree with the plans to tackle the effects of poverty in your local area?

▼ Percentage



Q6: Any comments?

Four of the five respondents who did not agree with the plans to tackle poverty in their local area took the opportunity to explain their reasoning in question 6, although there was no comment theme. For example, one comment noted focused on the local economy stating that the County needs "better paid jobs", while another was critical due to high rental prices in the County, stating that they were "abhorrent". Another respondent stated that it was not clear what the Public Services Board will actually do in relation to this objective and this should be made clearer.

There was also one detailed response, providing suggestions of targets which should be measured and assessed under this objective. These suggestions included providing more flexible employment,

improving and investing in digital infrastructure, concentrating on keeping libraries and public services open so people can learn, and commit to offering digital skills training to the elderly. A summary of these responses is shown in the table below.

Sample Comments	
<p>"This is a sticking plaster. The County needs better paid jobs for the in-work poor, not sub-groups and consultations."</p>	<p>"To call these "plans" is not really accurate. There are no concrete objectives or targets within this document beyond partnering with groups. Also, the question above does not relate to exact wording of the objective in the document, so I will assume that you are referring to objective 1. Here are my suggestions of some targets which can be measured and assessed:</p> <p>a) Provide more flexible employment inside the council to act as a leading employer in flexible working.</p> <p>b) Improve and invest in digital infrastructure to enhance the ability of people to work flexibly within Ceredigion. This will reduce isolation in communities and may improve opportunities, particularly for younger people in the county.</p> <p>c) Instead of "identifying skills gaps" concentrate on keeping our libraries and public services open so that non-identified individuals can access learning, not just the people you "identify".</p> <p>d) Commit to offer digital skills training for the elderly people who are remaining in the county, so that they are not isolated from the rest of society as they age."</p>
<p>"Roads lead to development which reduces poverty. Rent prices are abhorrent in this county."</p>	
<p>"It's not clear what the PSB will actually do, unless this is covered by the sustainable economy objective."</p>	

Amongst the respondents who agreed with the plans to tackle poverty, there were no recurring themes amongst their written answers, instead a variety of different suggestions were put forward. One respondent focused on the environment and the impact that greener travel would have. They highlighted that by adapting to a greener lifestyle with less cars and the costs that come with them, along with improving public transport and encouraging car sharing would "significantly impact poverty".

Other suggestions included the provision of additional childcare for people who would like to return to work, promoting warm spaces due to the cost of living crisis, and more could be done to promote libraries which offer Wi-Fi, study areas and warm spaces. Some specific concerns were raised as well, such as families who live outside of the Flying Start catchment areas being unable to access Flying Start services and are likely to experience increased poverty as the cost of living continues to increase. There were also general comments made that more needs to be said about older people in the community and how poverty affects them. A sample of these comments are contained in the following table.

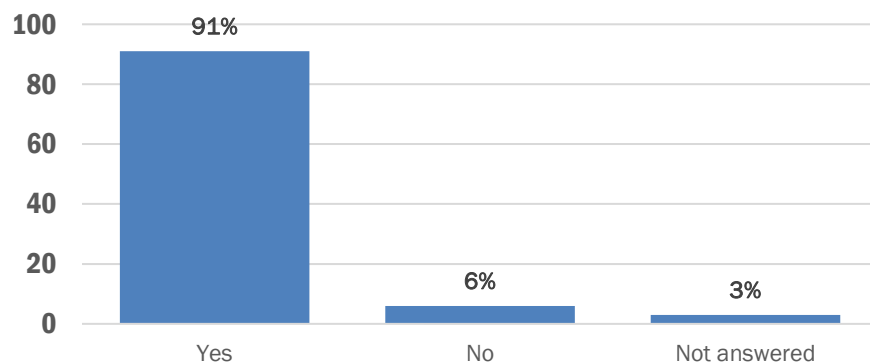
Sample Comments	
<p>"In my experience, an initiative to get people out of their cars and adapt to a greener lifestyle would significantly impact poverty. I know of many people who work full time (or more!) and are still in poverty because the cost of running a car is so high (along with the cost-of-living crisis). We need to adapt our lifestyle now for the future and financial incentives or other forms of help (childcare, working tax credits etc) to encourage people to get rid of their cars would immediately give people a lot more disposable income to send back into our local economy. Better public transport would be a key factor in how feasible this is.</p>	<p>"Invest in more free childcare for people who would like to return to work but find that the cost of childcare makes working actually lose them money."</p>
	<p>"I have seen a lot of promotion of warm spaces in the council which is pleasing especially with the cost of living rising. Perhaps more could also be done to promote the county's libraries which offer not only a warm space, free wifi, study spaces etc but also a wealth of other free resources."</p>
	<p>"Poverty also affect the elderly not much being said about them, heating costs especially."</p>
<p>"Aberporth is a recognised area of deprivation; some families would benefit from being able to access Flying Start services but are not included in the catchment area With cost of living increases and less disposable money; The high levels of in work poverty will increase; it is important that they have access to registered childcare in order they can benefit from childcare assistance schemes. Aberporth community council is going to consider ways to support families to access after school activities by supporting local community groups to deliver services. Aberporth community council will continue to support Aberporth Village Hall management to deliver community projects to benefit residents."</p>	<p>"But they don't go far enough, supporting local businesses to fulfil local needs, especially in agriculture would create a more circular economy. Where there is no money it is very difficult to achieve things. Banks no longer lend where there is need; The government could lend similar to student loans to improve the circulation of money in the circular economy. so that needs can be met."</p>

Q7: Do you agree with the plans to help build a sustainable economy for the benefit of people who live and work in Ceredigion?

A large majority of survey respondents (91% / 34 respondents) agreed with plans to help build a sustainable economy for the benefit of the people who live and work in Ceredigion (Well-being Objective 1). A small proportion of respondents did not agree (6%/ 2 respondents), whilst 3% left the question unanswered.

Q7. Do you agree with the plans to help build a sustainable economy for the benefit of people who live and work in Ceredigion?

▼ Percentage



Q8: Any comments?

Just under half (41%) of the respondents provided further comments to question 7, which asked if they agreed with the plans to help build a sustainable economy for the benefit of people who live and work in Ceredigion. Although the written responses varied, comments could be grouped under three themes, which included:

- Suggestions to change/diversify the focus of the ambitions under Well-being Objective 1 (e.g., to move away from placing attention on skills and education to focusing on better pay).
- Suggestions on how to contribute to a sustainable economy (such as, providing better support for business start-ups, supporting independent stores, procuring locally, building short supply chains, and creating incentives for young people to stay within the area).
- Concerns regarding the economic issues within the County (e.g., rurality, access to services, lack of affordable housing and low incomes).

A sample of the comments are provided in the table below:

Sample Comments	
"Skill and education levels are already high; it is about the right type of skills and better pay."	"A sustainable community needs to be able to retain its young people and a lack of affordable housing has a negative impact..."
"There is a huge opportunity here for re-training people for a green economy."	"Need more emphasis on building SHORT supply chains and on using local resources to meet local needs, thereby adding value."
"Provide more support for those starting off in business, more generous loans, lower business rates and help with shop rental. Do not allow more chain stores to base themselves in Ceredigion, instead support independent shops that keep money circulating locally."	"There is a perception that living in Ceredigion / the countryside is cheaper than living in a city. But, from experience, this is not true. This can be seen and felt with public transport and accessibility in particular - you have to travel by car everywhere as there are no regular buses..."

Furthermore, written feedback relating to question seven (on Well-being Objective 1) from PSB partners (statutory members and invited participant organisations) and from stakeholder engagement workshops (such as, engagement with Ceredigion primary and secondary schools), was sought. Feedback has been grouped under three key themes, which include:

- Further considerations to current ambitions
- Further detail on how the ambitions will be measured/benchmarked
- Further detail/suggestions on how the ambitions will be delivered

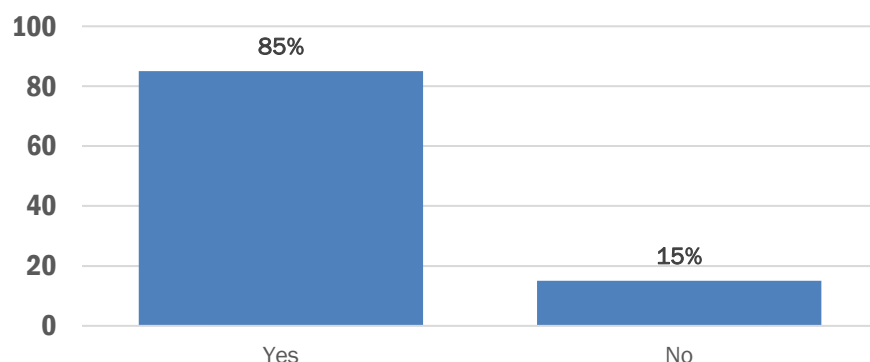
Key themes	Summary of comments
Further consideration to current ambitions	<ul style="list-style-type: none"> • Need to ensure that the principles of the Well-being of Future Generations Act (Wales) 2015 is applied as the PSB delivers the UK Shared Prosperity Fund ambitions. • Suggestion to make clearer connection between Mid Wales Growth Deal and regional economic framework across energy, economy, and skills. • Suggestion to include steps which address the potential implications of Brexit on sustainable farming. • Suggestion to include socially and environmentally responsible public procurement to benefit the local supply chain. • Secondary school children want greater opportunities to learn practical skills, more opportunities for work-experience and sustainable transport. • Primary school children wanted to see good jobs in the area that will help them stay in Ceredigion, with no gender pay gap and with better pay in the farming and education sectors.
Further detail on how the ambitions will be measured/benchmarked	<ul style="list-style-type: none"> • Information on how the greater efficiency of supply chains will be measured. • Concerns raised with the lack of measures to benchmark progress on ambition and action to drive more inclusive participation in fair, sustainable work.
Further detail/suggestions on how ambitions will be delivered	<ul style="list-style-type: none"> • Further detail which sets out how the ambition of fair work will be achieved. • Further information on how the PSB will deliver the CLES recommendations and if they align to a Foundational Economy priority and support local businesses.

Q9: Do you agree with the plans to help reduce the inequalities surrounding physical and mental health in your community?

Most respondents (85%/ 29 respondents) agreed with the plans to help reduce the inequalities surrounding physical and mental health in their community (which relates to Well-being Objective 2 in the Well-being Plan). The remaining 15% of respondents (5 respondents) disagreed with the plans to help reduce inequalities. Although, a high proportion of respondents agreed with the plans, it was one of the areas where respondents' opinions were slightly more divided. This result was similar to the overall response to question four, relating to the plans to tackle poverty in the area.

Q9. Do you agree with the plans to help reduce the inequalities surrounding physical and mental health in your community?

▼ Percentage



Q10: Any comments?

Approximately two fifths of respondents (38%/ 13 respondents) provided comments to question 9, which asked if they agreed with the plans to help reduce the inequalities surrounding physical and mental health in their community. Furthermore, written feedback relating to question nine (on Well-being Objective 2) from PSB partners (statutory members and invited participant organisations) and from stakeholder engagement workshops (such as, engagement with Ceredigion primary and secondary schools), was sought.

Feedback varied; however, the general consensus welcomed the focus on promoting social, green and blue prescribing within the draft Plan, which was described as a “real forward-thinking ambition”.

Suggestions on further additions to Well-being Objective 2 were put forward. The most prevalent suggestion (in both the survey feedback and written feedback from partners and stakeholders) related to the need to include sustainable transport and active travel within the plan, due to the social, environmental and health benefits associated with it. Specific reference was made to improving and maintaining Ceredigion’s footpaths and pavements, Wales Coastal Path, access to services and the need for better and more accessible public and sustainable transport.

In addition, recommendations on areas for further development under Well-being Objective 2 were made. It was generally felt that the issue of adequate and affordable housing needed to be given greater prominence within the draft Plan. In addition, the importance of ensuring that houses are connected to services and sustainable transport is taken into consideration was noted. School children also highlighted the importance of affordable homes and the provision of sheltered housing for the homeless.

Furthermore, survey respondents highlighted the importance of nutrient rich and sustainable, locally sourced food. Specific references were made about factors to reduce food inequalities, such as resilience and reducing our dependency on the global food market.

Less prevalent comments, however, equally as important included:

- Suggestion to increase PSB engagement with communities from the outset to support their own understanding of, and potential contribution to, building resilience.
- Suggestion to include specific actions to address the social prescribing ambition
- Suggestion to refine ambition 2.3 (which relates to food), to ensure that the activities being sought are clear and achievable.
- Suggestion to review consideration given to adding reference to sport and leisure, including outdoor and indoor facilities.

Amongst school children, the most important issues and areas for consideration relating to Well-being Objective 2 included:

- Better protection of the natural environment (includes more environmentally practices and initiatives e.g., tree planting, more green working opportunities, gardening etc.).
- A reduction in littering (suggestion included - litter fines, further education on damages of littering, better provision of bins etc.)
- Better support for people on low incomes/ experiencing hardship (e.g., more affordable fresh food, more food banks)
- More support to understand finances and budgets (e.g., education on managing budgets, mortgages, debt etc.).

A sample of the comments from the Survey and written feedback from stakeholders and partners are provided in the table below.

Sample Comments	
"Instead of "prescribing" green spaces, why not stop the continuous erosion of quality of our green spaces? For example, public footpaths are a key part of our green space infrastructure and is chronically neglected with huge under investment..."	"To a degree - though it should be about helping people to help themselves."
"Agreed, but we need a lot more footpaths, which are accessible. You have to travel half an hour for a route that doesn't go through a field or near a busy road.	"Start more food growing projects in Ceredigion, working with farmers to produce staples like oats which were historically grown here, reduce people's dependence on food flown in and cut carbon in the food chain. This must be backed up by local organizations commissioning food from local growers..."
"We have to first acknowledge the impact that food/nutrition has on physical and mental health - fossil fuel intensive artificial fertilizers blight the health of plants and those that eat them which attracts the use of biocides in farming and pharmaceuticals in public health which impacts the wider environment..."	"Pleased to see Sustainable Food Partnership but green and social prescribing need actions as well as ambitions. e.g., work with and build on the Dyfi Biosphere's Trywydd Iach / Outdoor Health project."

"The Ceredigion Public Service Board Well-Being Plan (2023-28) makes little mention of sustainable transport, which has a significant impact on rural communities from a wellbeing and decarbonisation perspective, and the role of the PSB to safeguard and enhance rural services for the benefit of its residents."

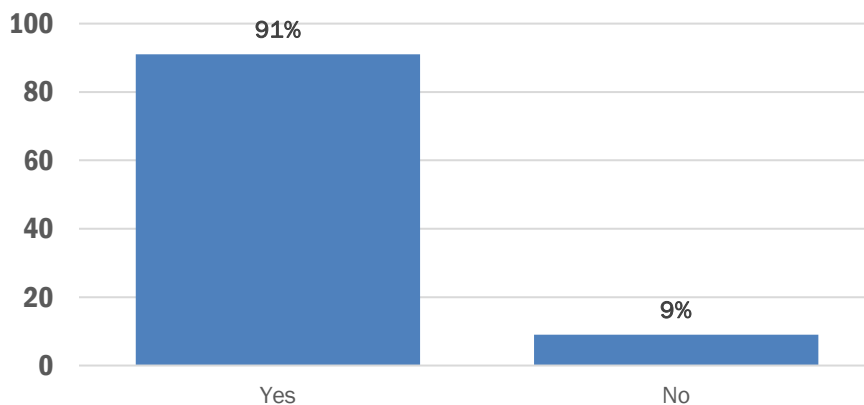
"The issue of inadequate housing stock in Ceredigion is highlighted on page 13 of the draft Plan. It is well-known that not only is inadequate housing a factor in higher energy costs, but it is also linked very closely with health inequalities and poorer health outcomes...consider if housing as an issue could be given greater prominence."

Q11. Do you agree with the plans to help reduce Ceredigion's carbon footprint?

There was also a strong level of support of for reducing Ceredigion's carbon footprint with 91% of responding stating that they agreed with this priority. The responses to question 15 where respondents were asked to identify which of the objectives were most important, suggests that this priority is considered one of the biggest challenges to tackle as we move forward. There were two respondents or 9% who did not agree with this objective, and their reasons are discussed in Q12 below.

Q11. Do you agree with the plans to help reduce Ceredigion's carbon footprint?

▼ Percentage



Q12: Any comments?

The majority of the respondents took the opportunity to emphasize the importance of this objective and offer suggestions as to how this can be achieved. There were for example, further calls for more and better public transport, particularly rural bus services and efforts to reduce fares or provide free subsidised services. There were also calls for a greater push towards green energy schemes and the use of renewable energy as one way of helping to deliver this objective. One respondent suggested that this should be backed up with funding available to all residents. There were two respondents who supported the proposed objective to reduce the County's carbon footprint, but did not feel that there was enough clarity on how this would be achieved and that the plans did not go far enough to reduce carbon emissions. They suggested that further education was required to ensure residents understand their carbon footprint.

However, two respondents did not agree with this objective. Their objections were twofold – firstly that it

was not clear how this would be achieved without causing a resulting impact on some of the other objectives. Secondly, that the commitment to decarbonisation is not a plan in its own right and that the PSB should be committing to actual steps or actions to decarbonise and improve biodiversity in the County. They provided a series of possible actions that could be considered to achieve this. The table below provides a sample of the comments received.

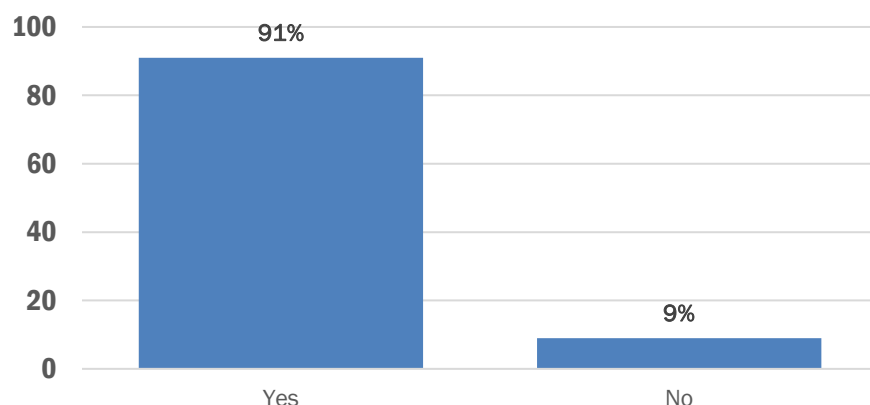
Sample Comments	
"It is very important to think long term on this issue and this can involve controversial decisions."	"Creating more locally owned green energy schemes that can subsidise electricity costs for our residents will enormously help our economy. We are currently being penalised for living "far from grid" when we net export electricity from Ceredigion."
"I believe this will be challenging given limited public transport services. A push on renewable energy would be welcome with funding for all - not just those claiming benefits."	"Town and Community Councils have a responsibility under the Environment Wales Act to support biodiversity in their communities. Improved partnership working to develop projects to protect and enhance our communities would be beneficial. Better engagement with schools and community on recycling; energy efficiency, biodiversity. Pollution of the River Teifi is a concern. The consideration of phosphates and the impact on planning applications is an issue that needs to be resolved."
"There isn't enough detail here - where and how will you deliver decarbonisation and net zero by 2030 do this?"	"Plans do not go far enough, we should be educating people on reducing their carbon footprint and provide public transport."

Q13. Do you agree with the plans to help you feel safe and connected to culture in your local area?

There was a similarly high level of support for the final proposed objective around feeling safe and connected to culture. Overall, the majority of respondents agreed with the objective with two respondents or 9% disagreeing.

Q13. Do you agree with the plans to help you feel safe and connected to culture in your local area?

▼ Percentage



Q14: Any comments?

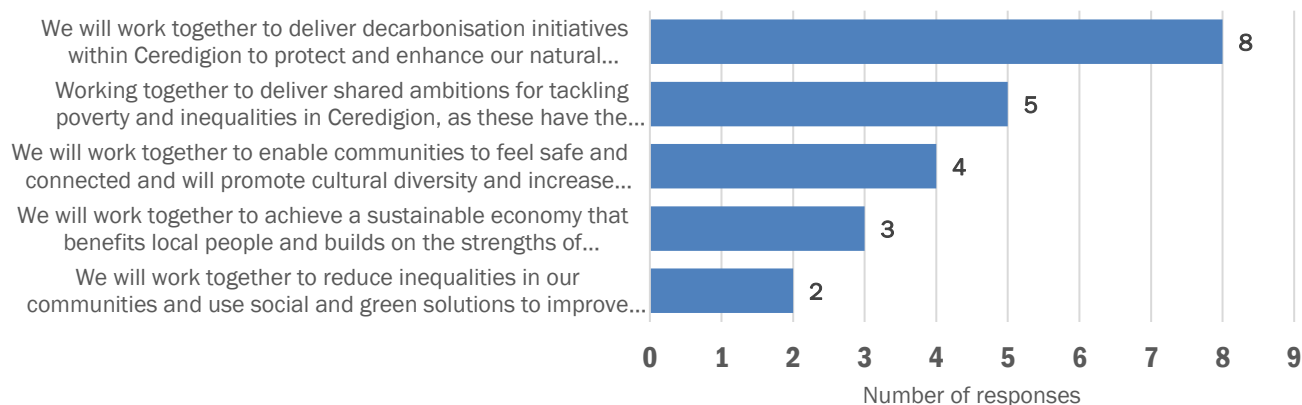
While the majority of respondents supported this proposed objective, they took the opportunity in the written comments to express some specific concerns they have around safety and culture. The importance of promoting Welsh language and culture was emphasised, as was the promotion of other groups not connected to culture. A number of different specific concerns were also raised – the importance of tackling poverty and inequality was raised as being essential to feeling “safe” in Ceredigion’s communities, further support for carers and their families was requested and that children’s education should remain in local communities and that learning locally is vitally important. A sample of these comments are contained in the table below.

Sample Comments	
“I feel safe but there is a need to foster the Welsh culture.”	“Ceredigion is a relatively safe place to live. The continued use of the Welsh Language and opportunities to promote culture in our communities is important.”
“We won't feel 'safe' until everyone has enough to live on - you'd need to tackle inequality and poverty, a universal income might solve this. Opportunities to meet up end up being too expensive, no transport.”	“Day Care Centres are closed, there is nothing for elderly/dementia/disabled people. There is exclusion/discrimination in help for carers not claiming because they are trying to make a living being self-employed whilst still caring for their loved ones and being at home. Relief/Cover is short, unreliable and not regular.”
“All of your objectives involve partners, but do not outline specific actions or objectives with measurable results.”	“There are many more cultural groups within Ceredigion that deserve support than just those connected to the Welsh language. I hope that's reflected in the action plan.”

Q15: Which of the suggested well-being objectives are the most important to you?

Respondents were then asked to rank, in order of importance, which was the most important to them. The objective to **deliver decarbonisation initiatives** within Ceredigion received the most highest priority votes with 8, followed by the ambitions for tackling poverty and inequalities in Ceredigion with 5, as shown in the chart below.

Q15. Which of the suggested well-being objectives are the most important to you?



However, this does not take account of the lower rankings. A simple weighting system was therefore applied to score each of the proposed objectives by multiplying the number in each ranking by a score of 5 to 1, with 5 being the highest. The results show that overall, the **working to achieve a sustainable economy** objective was ranked as the highest priority, followed by the **tackling poverty** objective and then **reducing inequalities**. Although delivering decarbonisation initiatives received the highest number of top priority votes, its overall score was much lower as it also received a high number of 4 and 5 votes. The overall weighted scores are shown in the table below.

Weighted Responses							
▼Proposed Objective	Rank ►	1	2	3	4	5	Total score
We will work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.		4	8	3	4	3	72
Working together to deliver shared ambitions for tackling poverty and inequalities in Ceredigion, as these have the potential to impact across the four wellbeing pillars - economic, social, environmental, and cultural well-being.		5	6	5	3	0	70
We will work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.		2	4	10	4	1	65
We will work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.		8	0	1	6	6	61
We will work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.		4	2	1	3	10	47

Q16: What can we do that would enable you, or groups that you are involved with, to help improve well-being in Ceredigion?

Respondents then had the opportunity to identify additional activities and groups that might help to improve well-being in the County. Most of the respondents took this opportunity to convey a variety of different ideas and suggestions which are summarised in the table below. Three key trends emerge:

- There were growing calls for improved public transport, particularly bus services and investment in cycling.
- The importance of community groups and events in connecting people to maintain health and well-being was emphasized. Asset Based Community Development was raised as one way of building communities.
- The need to support younger people to fulfil their aspirations.

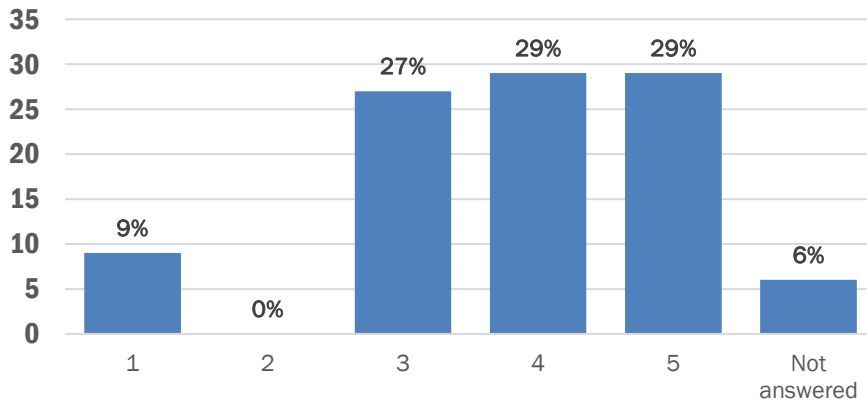
Suggestions for Improving Well-being in Ceredigion		
<ul style="list-style-type: none"> • Supporting young people 	<ul style="list-style-type: none"> • Commit to Asset Based Community Development and employ community builders and participatory budgeting 	<ul style="list-style-type: none"> • Community events. Connecting people. Connecting individuals' needs with social events to maintain healthy well-being.
<ul style="list-style-type: none"> • Develop community hubs 	<ul style="list-style-type: none"> • Fund the basic services properly, such as highways and environmental 	<ul style="list-style-type: none"> • Lack of leisure and sports facilities and the distances needed to travel due to rurality
<ul style="list-style-type: none"> • Improvements to disabled access 	<ul style="list-style-type: none"> • Improvements to public transport to enable everyone to take part 	<ul style="list-style-type: none"> • Improve public transport to aim to get significantly less cars on the road. Invest in green cargo bikes for small businesses and pedestrianise touristic towns to make them more appealing.
<ul style="list-style-type: none"> • Keep libraries open 	<ul style="list-style-type: none"> • Members of staff from PSB organisations could be given time that they can use to volunteer for their community without salary sacrifice 	<ul style="list-style-type: none"> • Keep funding work to support access to the countryside
<ul style="list-style-type: none"> • Walking routes to connect communities which are wheelchair or buggy accessible 	<ul style="list-style-type: none"> • Provide an improved bus service. 	<ul style="list-style-type: none"> • Free exercise classes in village halls.
<ul style="list-style-type: none"> • Alternative public transport to a bus. More effective ways of connecting the communities and towns of Ceredigion 	<ul style="list-style-type: none"> • Provision of equal leisure facilities of countywide. 	<ul style="list-style-type: none"> • Affordable leisure facilities
<ul style="list-style-type: none"> • Re-open day care centres and have more well-being groups (for example walking) 	<ul style="list-style-type: none"> • Supported volunteering experiences 	<ul style="list-style-type: none"> • Tackle cost of living crisis and reduce prices
<ul style="list-style-type: none"> • Improved communication on available well-being initiatives 	<ul style="list-style-type: none"> • Affordable loans to invest and make communities more resilient and self-sufficient such as through renewable energy, car pools, social gatherings and assistance with applications to support projects 	<ul style="list-style-type: none"> • Support for youth groups and minority groups such as LGBT+, disabled, ethnic minorities, that allow people to come together and talk about changes that need to be made

Q17: Are you happy with the way that we have consulted with you today?

Overall, respondents were broadly happy with the way in which the consultation had been conducted. 29% gave the highest score of 5, a further 29% scored the consultation at '4' and a further 27% scored 3. There were however, three responses that provided the lowest score of '1', representing 9%.

Q17. Are you happy with the way that we have consulted with you today?

▼ Percentage



Q18: Any comments?

A small number of respondents took the opportunity to comment on the way in which the consultation had been undertaken. Some had found it easy to complete, but there were three specific concerns raised. These were:

- That the point scale 1-5 hadn't been labelled clearly
- Whether residents without internet access would have the opportunity to respond
- Better promotion was needed to ensure that all groups have the opportunity to respond, particularly younger people.

Of the three respondents who gave a score of '1', only one took the opportunity to explain their rationale. They felt that the consultation was confusing and suggested that the proposed objectives should have been numbered and that the wording of the consultation should match the consultation questions.

Q19: Is there anything else that you would like to tell us?

The final question was open-ended to allow respondents to raise any other issues for the PSB to take into consideration. Several additional suggestions were made – public transport was again raised as being essential particularly for younger people, as was support for carers to attend community groups and training. Two different suggestions were put forward – firstly that water quality in rivers and seas should be a priority due to the deterioration they have seen in recent years and which will have an effect on the income generated by those use the natural resources. Secondly, that community schools, childcare establishments and youth clubs are key to encouraging communities to work closely together.

The final comment emphasized the need to keep the momentum and enthusiasm going for delivering

the Local Well-being Plan when its approved. In particular, they highlighted the importance of keeping the public involved and communicating regularly regarding the achievements as the Plan is delivered. A sample of the comments received is shown in the table below.

Sample Comments	
“Community schools, childcare establishments and youth clubs are the key to encouraging communities to work closely together. Low wages are the single greatest factor in creating a brain drain of the young and leading to in work poverty. Sustainable futures should not be dependent on hospitality and retail sectors.”	“Public transport: access to an affordable, efficient public transport service that allows young people and residents to meet with others; access services; be independent. A priority for Aberporth community is a school that is fit for purpose and a safe environment for our children to learn.”
“This seems like an energetic proposal at the moment. Don't let it fizzle out; keep the public involved, keeping taking action and inform regularly of achievements.”	“Water quality in rivers and seas should be a priority, standards have deteriorated considerably in recent years, and this has significant effect on the income generated by those who use the natural resource.”
“Where is the cover available for carers to attend coffee mornings/afternoons or training for their own well-being? I am grateful for this questionnaire to have my say on health and social care in the real world.”	

The “Ideas Wall”

The public consultation included the use of an “Ideas Wall” on the Ceredigion Have Your Say website. The Ideas Wall allowed respondents to post any additional ideas and suggestions to improve well-being. There were 15 comments posted and the main themes are summarised in the diagram below. There were no common themes emerging, but several themes raised throughout this consultation exercise were reiterated, most notably public transport and the provision of Welsh language courses for beginners.



Schools Engagement

Primary Schools

A session was held with school council representatives from 13 Ceredigion primary schools across the County. Pupils in attendance were in Years 3,4,5,6 with ages ranging from 7 to 11 years old. All of the

pupils agreed that the four overarching objectives of the Well-being Plan were very important issues to tackle, and all were keen to continue the relationship with the PB and be involved in future consultations. A summary of the themes raised are shown below and the number of pupils in agreement with each statement show in parentheses.

Tackling Poverty & Sustainable Economy

- Pupils wanted to see support for people who don't have enough money (x 7)
- Pupils wanted to see good jobs in the area that will help them to stay in Ceredigion, with no gender pay gap and with better pay in the farming and education sectors (x 6)
- Pupils were concerned about the cost of living and want lower bills (x 4)
- Pupils want to ensure everyone has a home (x 4)

Climate & Nature

- Greater protection of the natural environment, including tree planting programmes (x 8)
- Want to see a reduction in anti-social behaviour: litter (x 6)
- Encourage and educate on environmentally friendly practices (x 4)
- More sustainable and renewable energy production and use to help tackle the climate crisis (x 4)
- Concerned about animal welfare (x 3)
- Reducing carbon footprint by supporting the local economy (x 3)

Culture

- Pupils want to see more promotion of the Wales' heritage and language (x 4)
- Pupils want to see action to prevent racism (x 4)
- More inclusive communities (x 4)

Safe, Diverse and Cohesive Communities

- Access to affordable recreational facilities (x 13)
- Parents having the time and money to facilitate play (x 4)
- Safer communities (x 2)
- More clubs (x 2)
- Having healthy relationships with friends (x 1)

Secondary Schools

A similar facilitated session was held with three secondary schools across the County, with 29 pupils taking part whose ages ranged from 11 to 16 years old. The main themes identified are summarised below:

We will reduce pollution to improve air, water and environmental quality

- Environmentally friendly practices and initiatives, including recycling, reducing plastic use and tree planting
- Access to green spaces
- Sustainable transport
- Preventing the pollution of our waters
- Anti-social behaviour: litter
- Impacts of pollution on mental health

We will help give you the skills needed for future jobs, including green jobs, and provide more apprenticeships

- Education shouldn't just focus on the academic subjects, provide more opportunities to learn practical skills:
- Want the ability to learn about and experience different types of the jobs in different ways

We will tackle hardship and poverty in response to the cost-of-living crisis

- Support people who are experiencing hardship and ensure they can access food
- Support to understand finances and budgets

Youth Engagement

Engagement was also conducted with Ceredigion Youth Council to capture the views of younger people. Across the five themes discussed, there were a wide variety of both suggestions made and concerns raised affecting younger people's lives. Amongst the cross-cutting Tackling Poverty theme, there was no one issue that dominated the conversation, but the breadth of suggestions made demonstrate a good understanding of the challenges faced in the local economy in relation to poverty. One point that was raised and is visible throughout this engagement exercise was the call for subsidised or free bus travel for children from low income households. A summary of the points raised across each of the five themes is contained in the tables that follow.

Tackling Poverty

• Increase council housing available	• Petrol + diesel
• Lessons in school about saving money	• Schools being open for longer after hours
• Life skills that help with finance	• Somewhere to go and stay warm
• New buildings, more efficient	• Community Centres and charities
• Better insulation	• Free period products
• Environmentally friendly heat / electricity	• NHS
• Non School buses should be free for GCSE and 6th form	• Food banks and donations more accessible
• "School dinners -more available -more variety"	• Minimum wage to at least the living wage
• Free school meals	• Nationalise energy companies
• "Clwb Brechwast available in morning"	• Pay rises in general for needed jobs (30%)
• Water available during the day	• Cap on rent prices
• Heat and electric	• Student discount cards for GCSE + 6th form
• "More pay for teachers - less strikes"	• Services such as bus / school meals / gym leisure centre should be discounted or free for low-income children
• Working conditions need improving	

The most prevalent themes raised in relation to the economy focused on the support for younger people entering the workforce. Firstly, there were several responses emphasizing the need for different training, including 'life skills', management and the specific industries such as the green economy and the creative industries. Secondly, there were also calls for better support for apprenticeships, both in terms of communicating the opportunities that

exist and also the level of pay, both of which would likely attract more candidates. A variety of other issues were raised which are shown in the table below. The issues of improved transport was again raised in this theme.

Boosting the Economy, Supporting Businesses and Enabling Employment

<ul style="list-style-type: none"> • More jobs in tech / computer / IT sector 	<ul style="list-style-type: none"> • Better pay for apprenticeships - attract more people to do an apprenticeship
<ul style="list-style-type: none"> • Make sure students are aware of apprenticeships 	<ul style="list-style-type: none"> • More information about career paths
<ul style="list-style-type: none"> • Promote apprenticeships like universities are promoted 	<ul style="list-style-type: none"> • Workshops
<ul style="list-style-type: none"> • How to look good in an interview 	<ul style="list-style-type: none"> • Work experience
<ul style="list-style-type: none"> • "Practical work + experience - tactile learning" 	<ul style="list-style-type: none"> • More life lessons (management)
<ul style="list-style-type: none"> • More educational support 	<ul style="list-style-type: none"> • More apprenticeships in the creative industry
<ul style="list-style-type: none"> • Presentations for different jobs 	<ul style="list-style-type: none"> • Learn relevant legal information
<ul style="list-style-type: none"> • Financial training for green jobs 	<ul style="list-style-type: none"> • Skills and experience are provided for more creative jobs
<ul style="list-style-type: none"> • More training for people who come from a farming background - help keep up with the change in economic structure 	<ul style="list-style-type: none"> • Stronger resources for people dealing with a lack of work e.g. job centres
<ul style="list-style-type: none"> • Specific lessons about these as a subject at school 	<ul style="list-style-type: none"> • learning more important things in school for self-employment
<ul style="list-style-type: none"> • Life skills - money, savings, life, things we need to know about the future that we don't currently know 	<ul style="list-style-type: none"> • Better transport to get to a job

In relation to local communities, there were two issues that were most prevalent in the discussion. Firstly, the issue of funding for community projects was raised in order to provide general youth support. This included the need for more accessible grants to improve the youth support provided. Secondly, cycling was raised particularly the need for improved cycle routes and for these routes to be safe. These are summarised in the table below.

Creating Caring and Healthy Communities

<ul style="list-style-type: none"> • More accessible grants and funding to improve youth support 	<ul style="list-style-type: none"> • Not pay for public toilets + more toilets
<ul style="list-style-type: none"> • Community spaces – clubs -activities - electricity - charging spaces - cymorth - period products - food donations - Parks and fitness areas communal open spaces 	<ul style="list-style-type: none"> • Homeless shelters
<ul style="list-style-type: none"> • Environments - public walks / dog walking paths, -bins - inconsistency with rubbish collecting - safer outside e.g. glass on floors" 	<ul style="list-style-type: none"> • Bee sanctuary
<ul style="list-style-type: none"> • Fund raising in communities for community spaces (sports, cake sales, tug of war etc) 	<ul style="list-style-type: none"> • 4G (astro turf) around Ceredigion
<ul style="list-style-type: none"> • Public water fountains to refill plastic bottles 	<ul style="list-style-type: none"> • Youth clubs (Aberystwyth and Aberaeron)
<ul style="list-style-type: none"> • "Community gardens - good for mental health - any age - locally grown food - community involvement" 	<ul style="list-style-type: none"> • More funding for public gardens in small communities
<ul style="list-style-type: none"> • Make people more aware 	<ul style="list-style-type: none"> • BMX / bike tracks
<ul style="list-style-type: none"> • "More environmentally friendly community space -more plantation" 	<ul style="list-style-type: none"> • Cycle paths (more and better quality)

<ul style="list-style-type: none"> • "Community cafes -with computer access" • Walking paths (nature trails) 	<ul style="list-style-type: none"> • Safer Cycle paths
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The responses showed a high level of understanding of environmental issues and a wide variety of suggestions were made. The need for more green spaces and for tree planting were highlighted as was the need to reduce traffic and pollution and maximise the use of green energy. Interestingly there were also multiple references to the provision of allotments in order for communities and individuals to grow their food. Linked to this, one respondent also highlighted that food production should be local. The breadth of the responses received is shown in the table below.

Creating Sustainable, Green and Well-Connected Communities

<ul style="list-style-type: none"> • Dog parks 	<ul style="list-style-type: none"> • Save the bees (more planters in communal areas)
<ul style="list-style-type: none"> • "Increase pedestrianised areas - green spaces" 	<ul style="list-style-type: none"> • Bins for period products
<ul style="list-style-type: none"> • Increase knowledge on the environment (eg. Why it should be respected like not standing on dunes, sand - wildlife lived) 	<ul style="list-style-type: none"> • Limiting light pollution in order to ensure that nocturnal animals can live in peace while the quality of local people's sleep improves
<ul style="list-style-type: none"> • Plant more plants to promote wildlife 	<ul style="list-style-type: none"> • Wind turbines
<ul style="list-style-type: none"> • Green public transport 	<ul style="list-style-type: none"> • Public transport (buses)
<ul style="list-style-type: none"> • Little swampy area (good for water life etc) 	<ul style="list-style-type: none"> • More water fountains around the place - promote reusable bottles rather than buying bottles everywhere
<ul style="list-style-type: none"> • Plant more trees 	<ul style="list-style-type: none"> • Nets in seas
<ul style="list-style-type: none"> • Stop cutting down trees for building 	<ul style="list-style-type: none"> • Reduce one use plastic products
<ul style="list-style-type: none"> • Plant more trees / plants / flowers 	<ul style="list-style-type: none"> • Car sharing programme
<ul style="list-style-type: none"> • Public allotment / gardens 	<ul style="list-style-type: none"> • More green spaces
<ul style="list-style-type: none"> • Community greenhouses 	<ul style="list-style-type: none"> • Solar panels
<ul style="list-style-type: none"> • Public packaging (non-plastic) 	<ul style="list-style-type: none"> • More local food production
<ul style="list-style-type: none"> • Meadow areas (better for biodiversity) (great for carbon) 	<ul style="list-style-type: none"> • Walking paths / nature trails-public bikes, city bikes -more bins
<ul style="list-style-type: none"> • Better drainage systems 	<ul style="list-style-type: none"> • More allotments in order to plant vegetables and local bread
<ul style="list-style-type: none"> • More bins around schools / parks / public areas 	<ul style="list-style-type: none"> • Reduce air miles expanding local food production by diversifying what is grown, and the kinds of local fuel available

Culture

When considering the culture of the County, Welsh language was in a multitude of ways – some felt that more education should be provided through the medium of Welsh, some felt that more could be done to actually celebrate Welsh language and culture, and some felt that teachers and those providing training could use Welsh. The variety of these views are shown in the table below. Two other key themes emerge – firstly that there should be more Welsh events particularly music, and secondly that the County's cultural diversity should be celebrated to help create inclusive communities. In fact, "celebration" and "promotion" appeared throughout the engagement responses in relation to Welsh language and culture.

<ul style="list-style-type: none"> • Learning about other cultures in order to understand people who migrate from other countries and of a different race 	<ul style="list-style-type: none"> • I think it is important to celebrate all cultures & diversity
<ul style="list-style-type: none"> • Learn more about communities within the Welsh language 	<ul style="list-style-type: none"> • How do we celebrate the Welsh language?
<ul style="list-style-type: none"> • Lessons through the medium of Welsh 	<ul style="list-style-type: none"> • It should not be over - prioritising Welsh - speakers or idolising Welsh - speakers with bad opinions only because they speak Welsh
<ul style="list-style-type: none"> • Welsh Bacalaureate, maths, science 	<ul style="list-style-type: none"> • I think it's important to include all communities and help support diversity in Welsh speaking places, by using education to help join people together
<ul style="list-style-type: none"> • More Welsh sites for small children so they can grow up confidently speaking the language 	<ul style="list-style-type: none"> • Culture week - have a week in school to learn about different cultures in the school
<ul style="list-style-type: none"> • Promote Welsh speaking in bilingual schools 	<ul style="list-style-type: none"> • Celebrate people of ethnic heritage in Wales
<ul style="list-style-type: none"> • All teachers in Wales must be able to speak Welsh 	<ul style="list-style-type: none"> • Celebrating cultural diversity: allowing and encouraging all identities and cultures (including Welsh) to celebrate and partake in their cultures and traditions
<ul style="list-style-type: none"> • Two-way respect between languages - respecting and learning other languages / cultures + vice versa 	<ul style="list-style-type: none"> • Making sure it does not impact or get prioritised over education, mental health, environment, world issues, public transport
<ul style="list-style-type: none"> • Securing committees is a school puzzle 	<ul style="list-style-type: none"> • Celebrate Welsh history, Welsh history month
<ul style="list-style-type: none"> • More event workers e.g. football etc using Welsh as their first language. 	<ul style="list-style-type: none"> • We need to celebrate the Welsh language without alienating those who don't speak it. Inclusivity is key.
<ul style="list-style-type: none"> • More Welsh events – music -drama etc. 	<ul style="list-style-type: none"> • The importance of the Eisteddfod
<ul style="list-style-type: none"> • Compulsory to learn Welsh in primary school over Wales 	<ul style="list-style-type: none"> • More Welsh events - music
<ul style="list-style-type: none"> • More Welsh books in shops and schools - updating more modern books. 	<ul style="list-style-type: none"> • Availability of Welsh classes - for older people
<ul style="list-style-type: none"> • Celebrate Welsh schools 	

Written Responses from Partners and Stakeholders

In addition to the 34 completed survey forms, there were 7 individual written responses from key regional and national partners. These were Aberystwyth University, Natural Resources Wales, Dyfed-Powys Police, Mid and West Wales Fire and Rescue Services and The Language Society. Two of the responses were detailed feedback from Welsh Government and the Office of the Future Generations Commissioner. All seven written responses expressed their thanks for being able to take part in the consultation and comment on the draft Local Well-being Plan.

Feedback from PSB Partners and Local Stakeholders

The four PSB partners who provide a detailed written response explicitly stated their support for the draft Local Well-being Plan, but with some adjustments and suggestions to be considered which are summarised below.

Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion

- Align with the Mid Wales Growth Deal and encourage a more environmentally focussed approach within this initiative

- Take a more inclusive and innovative approach to measuring economic benefit and success.
- Given the importance of the rural economy in Ceredigion, further enhance of the details referencing agriculture
- Clearer connections to the Mid Wales Growth Deal and regional economic framework across a range of areas such as energy, the economy and skills.
- Consider more of a focus around supporting socially and environmentally responsible public procurement, to benefit the local supply chain.
- Concerns around the over-emphasis on the tourism industry in the County and the drawbacks of less stable and reliable income. The Public Services Board's partners could contribute to creating sustainable tourism in the County through a joint strategy, and which should feature as a step in the Local Well-being Plan. (Sustainable tourism = tourism that considers its economic, social and environment in the present and the future fully, addressing the needs of visitors, the industry, the environment and communities that receive visitors).
- The Public Services Board's partners should contribute to the economy by creating a policy for buying locally where possible, in order to create a circular economy which is sustainable, and prioritise local or Welsh companies.

Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health

- Greater mention of sustainable transport is needed, which has a significant impact on rural communities from a wellbeing and decarbonisation perspective, and the role of the PSB to safeguard and enhance rural services for the benefit of its residents.
- Active travel should be included as part of the Welsh Government's Active Travel initiative, to encourage communities to engage with sustainable travel and the social and health benefits associated with it.
- Consider the disproportionate impact on specific communities in relation to environmental risks and hazards, such as flood risk, poor air quality, noise pollution, water quality and Invasive Non-Native Species.
- Increase engagement with communities to support their own understanding of, and potential contribution to, building resilience.
- Consider training for partners in the 'Three Horizons' model to help support the incorporation of future trends into the next phase of well-being Planning.
- Greater detail should be included on the key issue of access to sport and leisure opportunities across the County.

Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources

- Include water quality and pollution, specifically in relation to the rivers within Ceredigion.
- Include detail on the marine environment (and associated economy and recreation).
- Consider undertaking a Climate Risk and Opportunity Assessment, in accordance with the Application of the Climate Change Risk Assessment for Wales (CCRA3), to inform how to progress a targeted approach for delivery for climate adaptation within Ceredigion.
- Include the new Sustainable Farming Scheme and how it may impact rural communities and deliver the wellbeing objectives.

Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language

- Further reference to the role that physical spaces play in contributing to cultural wellbeing, in the context of arts, language, culture and heritage spaces that are unique to Ceredigion.
- Give due consideration to the real impacts of rural and environmental crime (such as fly tipping, off-road biking and wildfires etc) and how the PSB can tackle these issues.
- Greater detail should be included on the key issue of public and sustainable transport for the County.
- On page 19 of the plan, remove the reference to students in relation to the Ceredigion being considered as

one of the heartlands of the Welsh language. This does not present a balanced view as many students are Welsh speakers and contribute to a vibrant bilingual culture.

- As one of the strongholds of the Welsh language, the Public Services Board needs to be more ambitious with its actions in relation to promoting the Welsh language and this should go beyond merely encouraging and increasing the use of the Welsh. All PSB partners should provide training and consider apprenticeships for people work directly with the public enabling them to relate to the public confidently through Welsh.
- The right to a home locally should be included within this objective, as housing affordability is having an impact on local communities. The Public Services Board could be more proactive in identifying people's needs and local circumstances, and this find and facilitate suitable solutions such as social rented, middle market housing and local market housing. The Local Well-being Plan should be more ambitious an set target to make a real difference to the people of the County.

Working together to deliver shared ambitions for tackling poverty and inequalities in Ceredigion, as these have the potential to impact across the four wellbeing pillars - economic, social, environmental, and cultural wellbeing

- Seek every opportunity promote climate adaptation measures, such as the retrofitting of buildings to reduce carbon footprint and improve cost effectiveness, installing more sustainable drainage systems and green infrastructure, thus improving the local environment around traditional grey infrastructure.
- A climate change risk assessment is a necessary 'next step' for identifying how to apply much of the wellbeing plan into the local needs within Ceredigion, and help us prioritise issues with available resources to improve community resilience and adaptation measures for a changing climate.
- Consider if greater prominence should be given to the key issue of adequate housing and housing affordability in the County.

Feedback from Welsh Government and Office of the Future Generations Commissioner

Welsh Government and the Office of the Future Generations Commissioner provided detailed feedback on the draft Local Well-being Plan. Due to their length, their full responses are attached for reference, but a summary of their main points is displayed below.

Welsh Government

- Overall, the draft plan was well-received. It is a clearly thought-out draft plan and it is evident that a lot of work has gone into considering the key priorities emerging from the well-being assessment.
- The plan is well structured and clearly written and presented.
- The section on the well-being objectives is well set out and flows well with the three headings – 'Why this objective', 'Our ambitions', and 'What we will do'; this provides a good, clear explanation of the process.
- More demonstration of how longer-term thinking (i.e., for future generations) has been incorporated in the plan would be welcome.
- More clearly reflect the longer term thinking to identify the objectives in the plan.
- References to the other corporate strategies, plans and work programmes already in place within the county is a strength.
- The well-being assessment has been used effectively to help identify the priorities to be addressed in the plan.
- Including more consideration of the strengths and gaps of developing the plan, for example, engaging different communities and delivery partners would help to strengthen it.
- The evidence gap on protected characteristics data since Covid-19 is mentioned, but there is very little detail on this and no reference to other gaps in the evidence which may have affected the development of the plan.
- Give consideration to the 'what works' evidence base as to why certain actions have been chosen and developing a theory of change to explain how these actions are expected to lead to the stated ambitions would help to strengthen the plan.
- Demonstrating plans for evaluating the implementation of the ambitions and the impact of them would also help to strengthen the plan.

The Office of the Future Generations Commissioner have been kept informed of progress in developing the draft Local Well-being Plan and the Well-being Objectives. Two sets of feedback from the Commissioner's Office were received on 22nd August 2022 and 20th September. The following provides a summary of the main feedback and the suggestions made.

Overall Feedback

- The draft plan is clear, reads well and is ambitious in its scope and the potential action it outlines.
- It's great to see the way you have framed the draft document: using the four dimensions of well-being; considering the findings of your well-being assessment; understanding what needs to be achieved (strategically) and then looking at what the PSB can do about it.
- In the supporting text, it's positive to see reference to the changing demographics, changes to working patterns and the importance of digital infrastructure/connectivity.
- Some of the steps outlined in the draft plan are broad in scope and we encourage your PSB to ensure the proposed activities are clear and achievable.
- Ensure the activity proposed in the well-being plan is specific, measurable, achievable, relevant and time-bound (SMART).
- Further consider the interconnections between the emerging priorities to help maximise your contribution to all of Wales' well-being goals.
- Building on the information contained within appendix one "How these contribute to the Seven Well-being Goals", there are opportunities for the PSB to further consider how the activity being proposed can contribute more broadly.
- Be bold in the action you plan to take for your communities over the next five years.

Cross-Cutting Objective: Working together to deliver shared ambitions for tackling poverty and inequalities in Ceredigion, as these have the potential to impact across the four wellbeing pillars - economic, social, environmental, and cultural wellbeing

- It's clear the thinking on your cross-cutting objective on tackling hardship and poverty has developed from the first draft, particularly with the inclusion of 3 steps.
- The success of this cross-cutting objective will largely depend on the quality of conversations you're having with your communities, in this case, Cardigan.

Objective 1: Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion

- Ensure you're looking longer-term at the skills and training needed to help address some of the challenges facing Ceredigion.
- Consideration should be given to what targeted and sustained action might be needed to ensure entry for those furthest from the labour market in your area, e.g. disabled people, women and Black, Asian and minority ethnic people.
- Are there any opportunities to make the links here to point 4d within NRW's supporting paper, which sets out how PSBs can help incentivise a regenerative local economy whereby the environmental impacts of production and consumption are reduced?
- Comments on specific steps:
 - 1.1 Welcome the addition of the text that says 'including up-skilling and re-training for a green economy.' We encourage you to make clear links to the importance of collaboration and involvement in the supporting text.
 - 1.2 As you will be aware, the criteria for applying to the UK Shared Prosperity Fund does not include or refer to the requirements of the WFG Act. Any projects that are taken forward should be in line with the progressive long term policy approach we have established in Wales through the Well-being of Future Generations (Wales) Act 2015. This means that any proposals must illustrate how the funding would

enable you to take all reasonable steps to meet your well-being objectives and comply with the sustainable development principle.

- 1.4 We refer you to our earlier advice where we sought assurances you have considered the broader picture on the foundational economy in Wales, and shared various links. If the focus is solely on the CLES report, it would be helpful to know what recommendations, in particular, you are seeking to deliver.
- 1.5. Welcome the addition of the PSB's commitment to fair work. Public Health Wales have resources on fair work here which you may find helpful.

Objective 2: Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health

- Welcome the strong, clear focus on taking a place-based intervention in Cardigan to help reduce inequalities and share what works beyond. For clarity, it would be helpful if the supporting text for draft objective 2 could include an explanation on what 'place-based interventions' are, what they might look like for your area and how they might be different from previous approaches.
- While collaboration has come across as a strength in our discussions so far, and your well-being assessment, this way of working could be emphasised more within this objective.
- Based on the current wording of draft objective 2, further consideration could potentially be given to reflecting the existing strengths and examples in the area and how these might be a basis from which to learn and progress.
- What consideration has been given to work and activity that will have already taken place to map assets and resources in the area.
- Integrate health and wellness into your other well-being objectives.
- We encourage you to identify and set out any barriers or tensions that may exist with this objective, and any potential steps you (or others) can take to remove them.
- Comments of specific steps:
 - Step 2.1.2. Welcome the additional reference to social, green and blue prescribing.
 - Step 2.3 Reiterate our earlier comment that while it's very positive to see a step focussed on food, the draft step as worded (i.e. 'explore the opportunities...') is potentially a little vague and may need further consideration to ensure the activities you are seeking to achieve are clear and achievable.
 - Step 2.4 Note that step 2.4 has been moved from well-being objective 3 (first draft) to well-being objective 2, which is a better fit and should complement the other steps set out in objective 2.

Objective 3: Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources

- It would strengthen the draft plan if the collaboration between PSB partners and other important partners could come across more, either in the wording of the steps or supporting text.
- If you're finding it challenging to get further detail in a step, we recommend trying to make the links and connections within the supporting text.
- Comments on specific steps:
 - Step 3.1 As worded, the step only refers to 'decarbonisation activity'. Can this go further and include some of the areas the PSB will potentially focus on? For example, fleet, buildings, procurement etc?
 - Step 3.2 Maybe unclear to readers and members of the public exactly what 'supporting pollution prevention measures' means and there appears to be little connection between the step itself and the supporting text under objective 3.
 - Step 3.3 Refer you to step 4b on 'Improve the health of our ecosystems' in NRW's supporting paper for further consideration of some of the areas it highlights that are relevant here, as well as consideration of consistency of language.
 - 3.4. Strong links here to the actions highlighted by NRW in their paper, particularly 4a, 4c i and ii and 4d. As above, we appreciate flexibility will be important but recommend further consideration is given to areas 4a, 4c and 4d of NRW's paper to help provide some clarity on the specific action/s you'll be looking at.

- It's reassuring to see the focus on addressing climate change and to see reference to your well-being assessment in showing the value local people place on their local environment and the crucial role it plays in their well-being.

Objective 4: Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language

- Given the scale and breadth of activities within this objective, our advice is to recommend you explore and identify opportunities to integrate some of the activity outlined within your other objectives and steps. For example:
 - Are there potential links between supporting a cultural strategy for the area (step 4.1) and the step within objective 1 to support the foundational economy and the steps within objective 2 where you're seeking to take a place-based approach?
 - Are there opportunities to pursue and integrate your ambitions for the Welsh language through other activities, such as your steps focused on skills, place-based interventions, the foundational economy and/or cultural strategy, thereby strengthening their impact beyond a statutory duty?
- We encourage you to consider the interconnections between your emerging priorities to help inform your decisions about the most effective steps and who will need to be involved.
- As you develop your objectives and steps, it would be helpful to understand:
 - How this work is being shaped by key stakeholders over the summer period, and particularly their needs and challenges?
 - How the key stakeholders affected by the objectives and steps can continue to influence the project throughout its life?
- Comments on specific steps:
 - On step 4.2, the Welsh Language Commissioner's Office have advised that your well-being plan should align with your Welsh Language Promotion Strategy and this may be helpful for you in identifying which local partners to engage with. Attached is the Welsh Language Commissioners resources 'Considering the Welsh language in the Local Well-being Plans' which we hope you will find helpful.
 - Building on the inclusion of step 4.6 it would be helpful if further context could be provided within the supporting text. For example, information on what partnerships the PSB is intending to form and what they intend to achieve.

Equalities Monitoring Questions

The Council's standard demographic and equalities monitoring questions were asked as part of the survey.

13. Welsh Language - We would like to know your views on the effects that this proposal would have on the Welsh

language, specifically on:

- opportunities for people to use the Welsh language
- on treating the Welsh language no less favourably than the English language

What effects do you think there would be? How could positive effects be increased, or negative effects be mitigated?

The overwhelming majority of respondents felt that the Local Well-being Plan would have a positive impact on the Welsh language. However, they highlighted several key points in order for this to be improved further:

- Communities should be encouraged to provide inclusive groups and activities.
- Increased opportunities for learning Welsh should be provided and free of charge.
- Organisations to work closely with Welsh-language organizations to promote their objectives through the medium of Welsh.
- Encouraging local businesses to ensure they have Welsh speaking staff.
- Promoting the benefits and making it the language of work and life.

A sample of the comments received are shown in the table below.

Sample Comments	
"Important that everything is guided through Welsh, and the opportunity for people to learn basic Welsh when involved in different activities. It is very important that the Welsh language is promoted and that the Welsh language is first in all aspects of our communities"	"Need more ready access to Welsh classes at all levels as most people who move into the area are keen to learn some Welsh"
"Some businesses may not have any Welsh speakers working for them, so perhaps businesses should be required to have a certain amount of Welsh speaking staff or translators. A lot of English speaking people may be interested in taking Welsh classes in their spare time and so there's an opportunity here to set up social events or groups where people can practice speaking Welsh so that they can be more inclusive in their daily lives."	"To treat the Welsh language as our right not as a secondary thought. This is pretty much being achieved by public bodies but more could be done to try and get non Welsh speakers to understand how important the history and culture of the Welsh Language is to us as a Nation."

14. Welsh Language - Please also explain how you believe this proposed proposal could be formulated so as to have:

- positive effects or increased positive effects on opportunities for people to use the Welsh language and not to treat Welsh language less favourably than English language
- so that there are no adverse effects on opportunities for people to use the Welsh language
- and not to treat Welsh language less favourably than English language

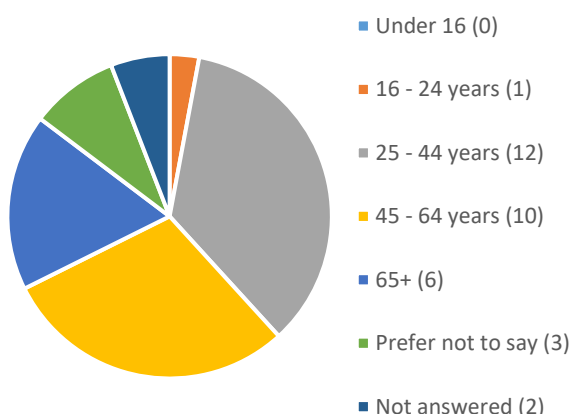
There were a variety of ideas of how the Local Well-being Plan could be implemented to have a positive impact on Welsh language and the opportunities for people to use Welsh. These were:

- Highlight the importance of having Welsh language skills when applying for employment.
- Supporting communities who would like to increase use of the language and the idea of Welsh citizenship.
- Public facing workers to identify that they speak Welsh.
- Official signs and documents should be bilingual.
- Request that websites or businesses in Ceredigion have their default language as Welsh instead of English, since Welsh is the official language of the country and is culturally significant.
- Also ensure that all information on signs, posters and websites is always translated into Welsh.

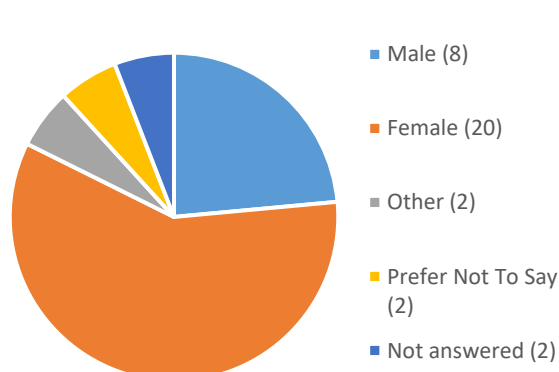
A sample of some of these comments are shown in the table below.

Sample Comments	
<p>"By supporting communities who would like to increase use of the language and the idea of Welsh citizenship"</p>	<p>"Perhaps request that websites or businesses in Ceredigion have their default language as Welsh instead of English, since Welsh is the official language of the country and is culturally significant - also ensure that all information on signs, posters, websites etc is always translated into Welsh if it is originally written in a different language, especially English"</p>
<p>"By adopting methods to measure the impact of the proposed proposal occasionally and putting measures in its place if that impact does not show positive results in terms of the Welsh language"</p>	<p>"Public facing workers to identify that they speak Welsh - unfortunately, I often start in English to avoid embarrassing them if they don't understand Welsh. Everything should be bilingual - signs, documents etc. - and promote use of basic everyday Welsh phrases"</p>

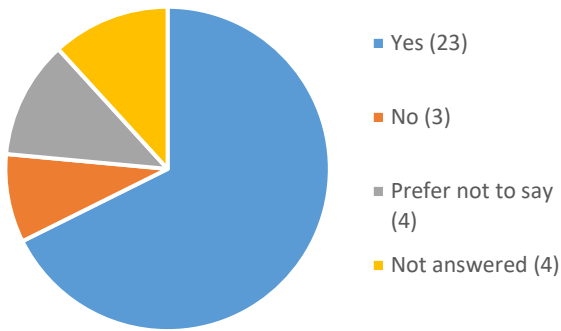
15. Age - What is your age group?



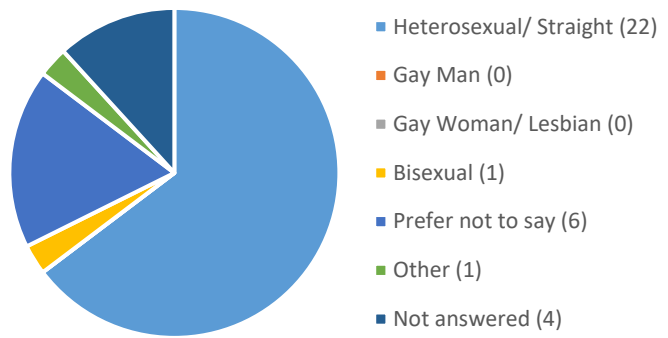
16. Gender - What is your gender?



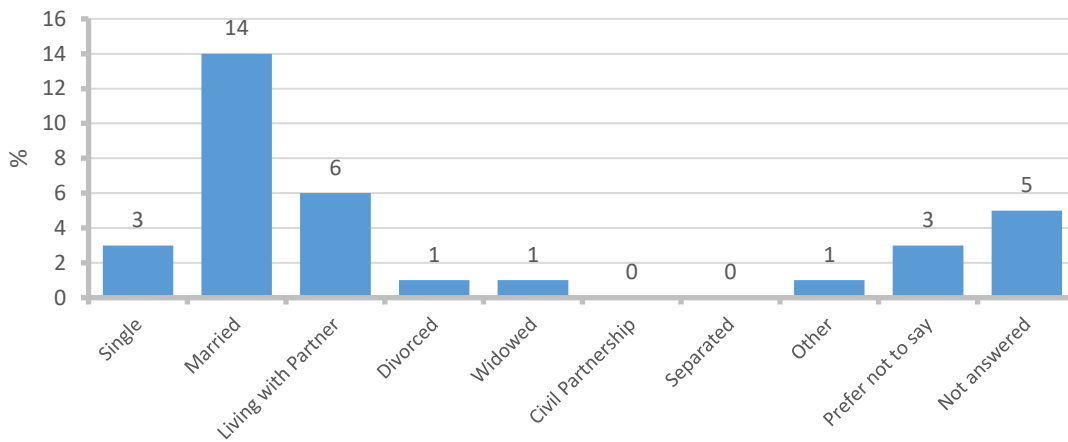
17. Transgender - is your gender the same as when it was assigned at birth?



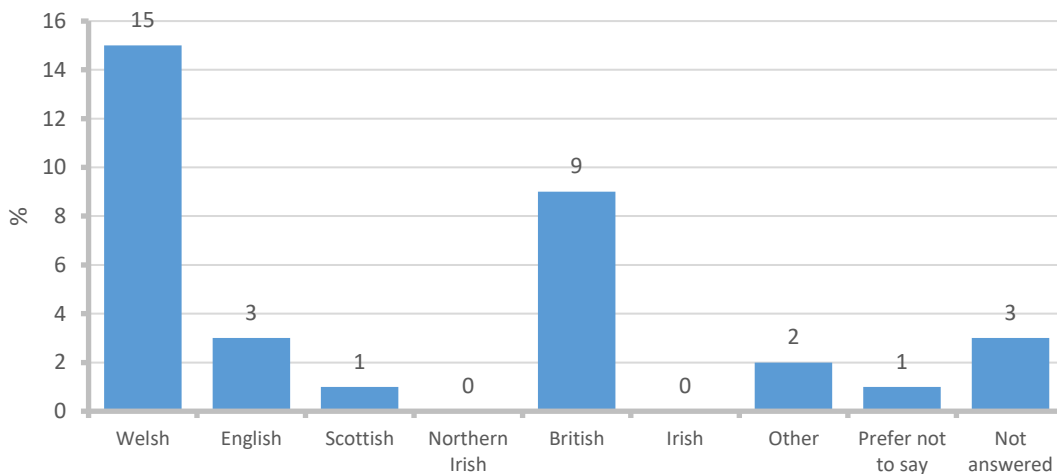
18. Sexual Orientation - Which one of the following options best describes how you think of yourself?



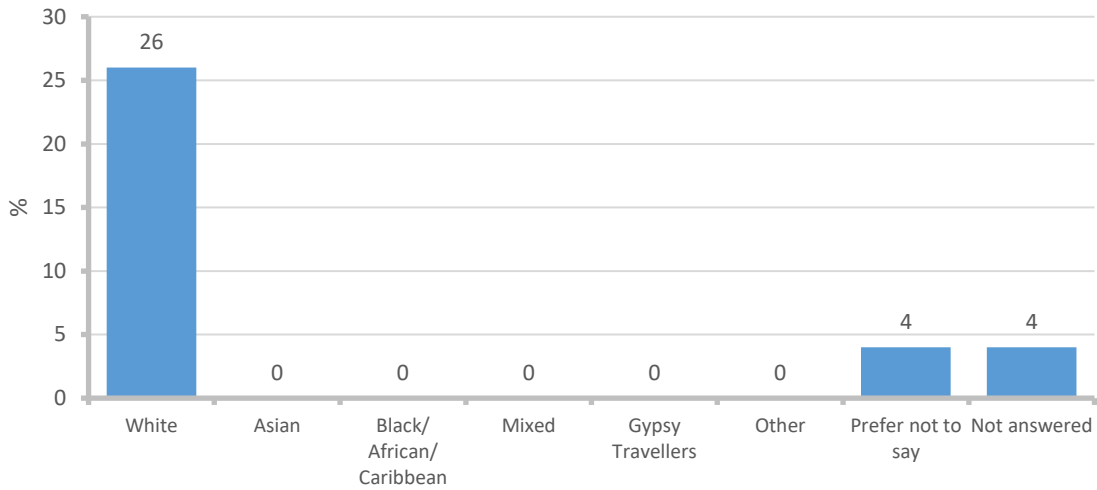
19. Partnership - Which of the following options describes your partnership status?



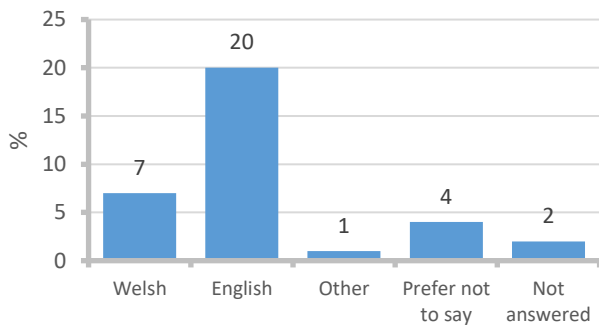
20. National identity - How would you describe your national identity?



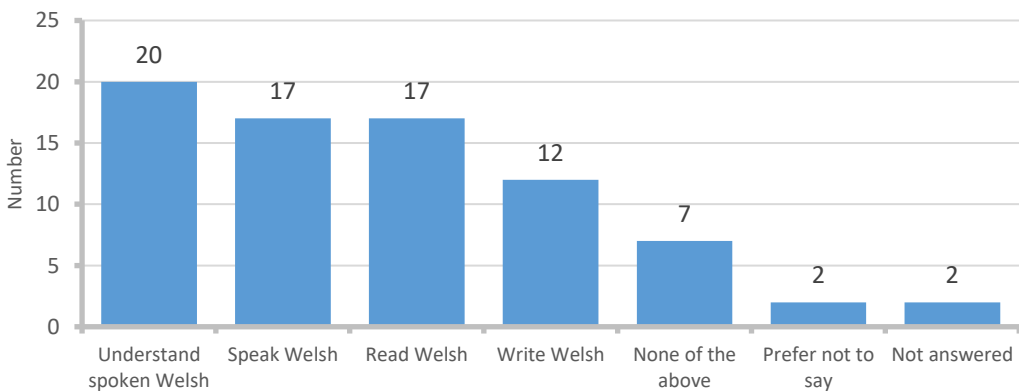
21. Race - What is your ethnic group? Choose one option that best describes your ethnic group or background.



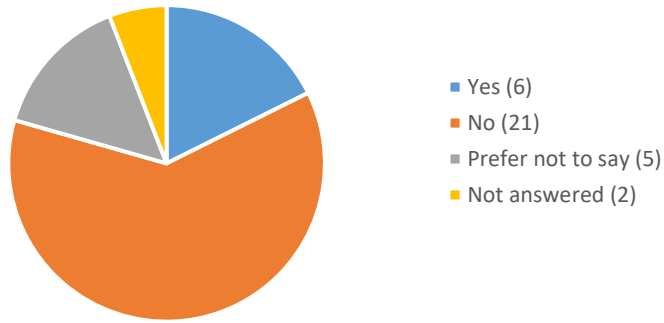
22. Language - What is your preferred language?



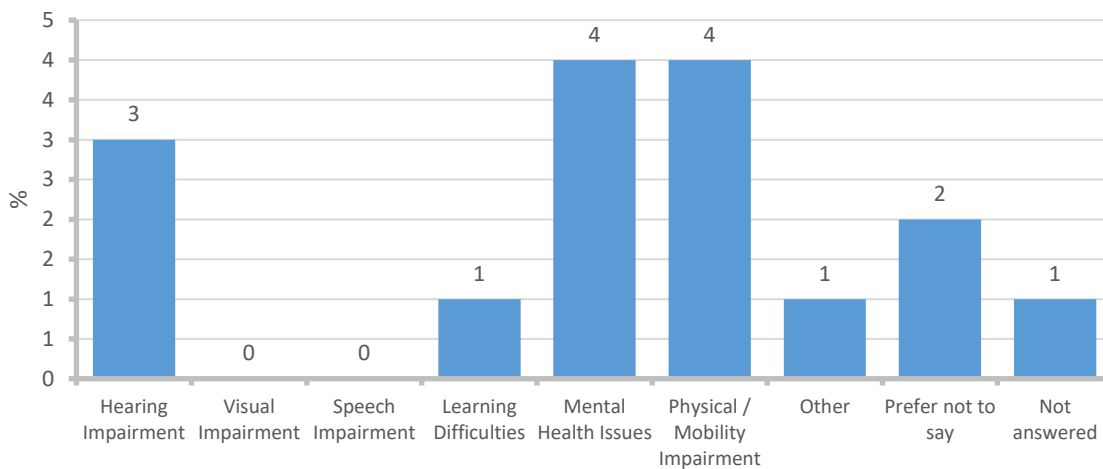
23. Language - Can you understand, speak, read or write Welsh?



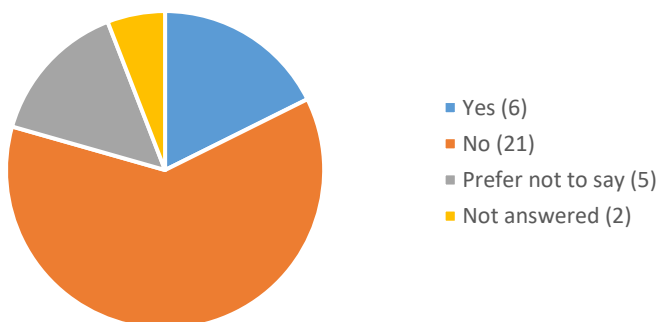
24. Disability - Do you have a long term physical or mental health condition or illness that reduces your ability to carry out day to day activities?



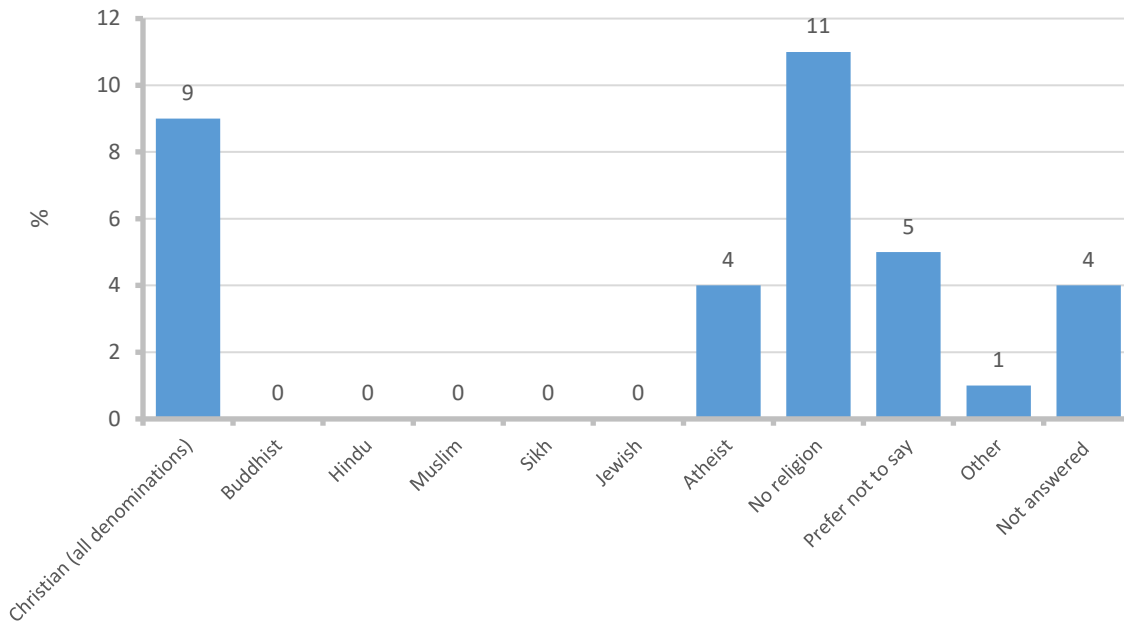
25. Disability - If you answered 'Yes' to question 25, please indicate which applies to you?



26. Caring Responsibilities - Do you look after or give help or support to family members, friends, neighbours, or others because of either: long term physical or mental ill-health / disability; or problems related to old age?



27. Religion or Belief - What is your religion?



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CEREDIGION **LOCAL WELL-BEING** **PLAN (DRAFT)**

Ceredigion Public Services Board

2023-2028



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Foreword

I am pleased to introduce Ceredigion Public Services Board's (PSB) Well-being Plan. This is the second 5-year Well-being Plan and builds on the plan of 2018-2023, reflecting on the requirements and expectations set out in the Well-being of Future Generations Act (Wales) 2015.

“ What Wales is doing today the
world will do tomorrow ”
- United Nations

The Well-being of Future Generations Act is unique to Wales and offers a huge opportunity to make a long-lasting, positive change to current and future generations ensuring all public services work together for the benefit of the Well-being of Wales.

We have always been fortunate to have good working arrangements between partners in Ceredigion and this Act provides the ambition, permission, and legal obligation to improve our social, cultural, environmental, and economic well-being.

Through the well-being assessment and hearing from our communities, we value the environment in which we live but we know that we have challenges; not just because of the impact that Covid-19 has had, but the cost-of-living, population projections and skill shortages will have far reaching affects. We also expect to see increasing effects of climate change on communities.

These are complex issues, which are entwined throughout our communities but need to be tackled in a collaborative way. This provides an opportunity for communities to shape their long-term future and we are committed to shaping and delivering better with communities to improve well-being in Ceredigion.

Cllr Bryan Davies Chair of the Public Services Board for Ceredigion and Leader of Ceredigion County Council



Introduction

Ceredigion Public Services Board (PSB) is committed to working together to improve wellbeing in Ceredigion now and in the future. Working in partnership is not new and we have a long history of working in such a way. Our well-being plan outlines the things that Ceredigion PSB will work together on over the next five years; our wellbeing objectives and steps, as well as how we want Ceredigion to look in 10 years' time. More information about Ceredigion Public Services Board can be found [here](#).

This Well-being Plan has been informed by the comprehensive [Well-being Assessment](#) which was carried out during 2021-2022. This assessment looked at both assets and challenges that our communities are faced with in terms of their social, economic, environmental, and cultural well-being and importantly involved engagement with communities in Ceredigion. We looked at a wealth of data.

This wealth of data, including long term population projections, environmental and economic trends was collated and helped to establish the proposed Well-being Objectives on which this Wellbeing Plan is based. We engaged with our communities, partners, Welsh Government, and the Future Generations Commissioner, among others to further gain opinions and suggestions as to whether they were appropriate and reflected the well-being needs of the county. The Ceredigion Services Board sees this Well-being Plan as a huge opportunity to strengthen and bring together work programmes with no organisational boundaries.

Our next step will be to develop and implement a delivery plan with detailed steps and actions to complete, we will continue to involve our communities to shape our work, apply continuous review principles and share our progress as we go.

The well-being objectives and our ambitions to achieve these are summarised on the following page.

Ceredigion Public Services Board Members



SUMMARY OF THE OBJECTIVES AND AMBITIONS OF THIS PLAN:

CROSS-CUTTING	TACKLING HARDSHIP AND POVERTY			
	Working together to deliver shared ambitions for tackling poverty and inequalities in Ceredigion, as these have the potential to impact across the four wellbeing pillars - economic, social, environmental, and cultural wellbeing			
Wellbeing Pillar	1. Economic Wellbeing	2.Social Wellbeing	3.Environmental Wellbeing	4. Cultural wellbeing
Objectives	Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.	Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.	Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.	Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.
Ambitions	<p>Work of the Regional Skills Partnership is supported to ensure local needs and skill gaps are identified and addressed</p> <p>Future funding opportunities are maximised for delivery against the PSB objectives</p> <p>Innovative ways are explored to make supply chains more efficient whilst supporting the local economy</p> <p>Organisations of the PSB drive more inclusive participation in fair, sustainable work as part of efforts to develop a well-being economy</p>	<p>Geographical inequalities are addressed through place- based work that is embedded within the community in order to ensure long term empowerment</p> <p>Improve unequal access to healthy food and work to improve the sustainability of the food system in Ceredigion</p> <p>Social, green, and blue prescribing, provided by well-coordinated services, is seen as a normal and accepted referral mechanism for health improvement</p> <p>Opportunities are maximised to improve and promote the potential of digital connectivity.</p>	<p>Seek to Deliver decarbonisation activity within communities and PSB organisations</p> <p>To achieve Net Zero status by 2030</p> <p>Upskill and re-train for a green recovery</p> <p>Prepare for impacts of climate change</p>	<p>Ceredigion is a place where cultural diversity and Welsh Language are celebrated.</p> <p>The community are involved to allow people to feel empowered and informed, to ensure they feel safe in their communities</p> <p>Ceredigion is a welcoming, safe place with an accessible, healthy outdoor environment used and enjoyed by all.</p>

The wellbeing plan and why we need it



Source: Welsh Government

The seven well-being goals

The Well-being of Future Generations (Wales) Act is about improving the social, economic, environmental, and cultural well-being of Wales.

The Wellbeing of Future Generations Act asks all public services, e.g., councils, health, police, environment, fire and third sector organisations to work together to improve wellbeing for everyone in Wales and to work towards the seven well-being goals;

- A prosperous Wales
- A Resilient Wales
- A Healthier Wales
- A more Equal Wales
- A Wales of Cohesive Communities
- A Wales of Vibrant Culture and Thriving Welsh Language
- A Globally Responsible Wales

The Act also details the ways in which specified public bodies must work together to improve the well-being of Wales. It makes the public bodies listed in the Act think more about the long-term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach. This will help us to create a Wales that we all want to live in, now and in the future.

Sustainable Development

The Wellbeing of Future Generations (Wales) Act has the sustainable development principle at its heart. This means that we need to work in a way that improves well-being for people today without doing anything that could make things worse for future generations of babies, children, young people, adults, and older people, in other words, all our families, young and old, and our friends and neighbours. We have used the sustainable development principle to develop our plan.

The Ceredigion Public Services Board sees this Wellbeing Plan as a huge opportunity to strengthen the work undertaken together to improve the wellbeing of our communities and its contribution to the wider National and International impact.

The Five Ways of Working

To help us to apply the sustainable development principle to our planning and decision-making, the Act requires public bodies to apply the “Five Ways of Working”. These ways of working, help us to work better together as one public service to address the challenges we face as a county, whether it is to reduce poverty, improve inequality, create a low carbon economy, or contribute to viable, safe, and well-connected communities.



Source: Future Generations Commissioner for Wales

Working together in Ceredigion

Public Services in Ceredigion have agreed to come together to develop a collaborative service that puts communities at its centre. They have agreed to remove barriers between public services and work in a preventative way to improve the economic, social, environmental, and cultural well-being of the area by contributing to the achievement of the national well-being goals. The Ceredigion PSB is comprised of senior representatives from the following organisations who have worked together to develop this plan.

None of our four objectives can be effectively delivered independently by just one organisation and therefore all partners of the PSB as below, will have a role to play in delivering the commitments identified in this plan.

Statutory Member Organisations

Ceredigion County Council
 Natural Resources Wales
 Hywel Dda University Health Board
 Mid and West Wales Fire and Rescue Service

Invited Participant organisations

Welsh Government
 Dyfed Powys Police and Crime Commissioner
 National Probation Service
 Public Health Wales
 Aberystwyth University
 Coleg Ceredigion
 One Voice Wales
 Dyfed Powys Police
 Department for Work and Pensions
 University of Wales Trinity St David
 National Library of Wales
 Ceredigion Association of Voluntary Organisations

Ceredigion Public Services Board Members



Other key strategies, plans and work programmes:

Ceredigion PSB recognise that there are other Corporate strategies, plans and work programmes already in place within the county and where appropriate the impact of these can be further enhanced through collaborative working. Examples include; NRW Mid Wales Area Statement, Green Infrastructure plans, Social Model of Wellbeing, Ceredigion County Council Economic Strategy, Sustainability and Environment Strategy (Mid and West Wales Fire and Rescue Service) amongst others.

The PSB will ensure these are considered where appropriate and contribute to the work undertaken, ensuring relevant links are made and delivery strengthened.

Resources

Although there are no added resources to support this plan and the different ways of working, we recognise that in working together and involving communities we can be more efficient, provide more focused services, share our assets, and have a much bigger impact.

How we developed the Plan

Before we developed this plan, we undertook a wellbeing assessment. The purpose of the Assessment is to gain a comprehensive picture of the state of well-being of Ceredigion's local people and communities, now and for the future. It was used as the evidence-base to set the objectives in this plan and help inform what Ceredigion PSB will do over the next 5 years to improve the well-being of people and communities in the County. Figure 1.5 displays the PSB's planning cycle under the Well-being of Future Generations Act (2105).

Our assessment told us a great deal about the social, economic, cultural, and environmental well-being of people and communities in Ceredigion. The conclusions drawn are based on all the evidence collected during the Assessment, both quantitative and qualitative, and were formed over the course of the data analysis, engagement and writing stages of the Assessment.



Source: Ceredigion Public Services Board

The Assessment is informed by data, research and evidence gathering, from listening to people and stakeholders, and through consideration of future trends and the things which we can project might happen tomorrow, which we need to start planning for today.

The findings from this Assessment were used to help start more detailed work to find out what is most important and what can be done to improve people's wellbeing. The following objectives were agreed, which form the foundation of the Local Wellbeing Plan 2023-2028.

Our Well-being Objectives:

1. **Economic Wellbeing:** We will work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.
2. **Social Wellbeing:** We will work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.
3. **Environmental Wellbeing:** We will work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.
4. **Cultural Wellbeing:** We will work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.

In addition to these four objectives, it was felt that tackling hardship and poverty needed a specific focus as it has the potential to link to each of the objectives. This has therefore been identified as a cross cutting theme.

Conversations continued with our communities and others, such as Welsh Government and the Future Generations Commissioner to gather views on the objectives and what the PSB should do to achieve them.

These responses were explored and further refined through a PSB working group, with advice from the Future Generations Commissioner for Wales. Consideration was also given to individual Well-being Objectives of the PSB statutory organisations across the county and regional priorities, resulting in the Draft Wellbeing Plan, accompanied with an Easy Read and Young Person's versions which were consulted upon during November, December 2022 and January 2023. Feedback was invited via paper and

on-line surveys, as well as through engagement with specific interest groups such as, LGBTQ+ (Winter Pride 2022), Mencap Ceredigion and forums such as the Disability Forum. Specific workshops were also held with primary and secondary school pupils as well as youth council to gather their views. Social media postings, staff bulletins and posters with QR codes were also on display and Town and Community councils were contacted directly promoting opportunities to contribute and feedback. Ceredigion PSB are grateful to Co-Production Network Wales for advising on the content of the consultation documents and delivery of the young people's workshops. A summary of responses are contained in Appendix xxxxxxxxx, the Local Well-being Plan 2023-2028 Consultation Feedback Report and due regard has been given to these with the final Well-being Plan 2023-2028.

Project Dewi 2021-2026

Ceredigion PSB is fortunate to have the input and expertise from Co-production Network Wales who received National Lottery Community Funding to support, guide and advise on improving co-production and involvement whilst preparing for and during the delivery of the Well-being Plan 2023-2028.

This will involve professionals working in partnership with people who have lived experiences to develop solutions to challenges in Public Services and communities. Involving people with an interest will help achieve the well-being goals and reflect the diversity of the area.

It is recognised that involvement and co-production practice are specific ways of working and successfully embedding these ways of working requires resource for staff to develop these skills. Co-production Network Wales will be assisting and guiding the PSB on improving co-production and involvement throughout the course of the Wellbeing Plan and will be active in supporting delivery of all the objectives below.

Cross Cutting Objective: Tackling hardship and poverty

Why this is a priority and cross cutting theme:

- Child poverty in Ceredigion is higher than average and has seen the second highest increase nationally since 2014/15. In Ceredigion 3,459 children are living in poverty¹.
- The data available suggest that in-work poverty is increasing and remains a key challenge for households, particularly in Aberystwyth North, Cardigan & Aberporth and Aberystwyth South².
- Income poverty relative to the UK median is one of the Welsh Governments National Indicators. This indicator measures income inequality, not living standards. Ceredigion is underperforming on this measure, nearly one third of households in Ceredigion (10,250) are living in poverty (living on less than 60% of the UK average income)³ and this figure is increasing. Between 2018 and 2020 the number of households living in poverty increased by 9% (or 856 households).
- Children and young people from areas of poverty were subject to increased risk of poor mental health and well-being. The COVID-19 Pandemic presents new challenges for Social Services in identifying children at 'risk'. Since the pandemic, the region has experienced a rise in Children and Young People seeking support with complex emotional and mental health difficulties⁴.
- The Well-being Survey highlighted the level of concern amongst survey respondents regarding families facing food poverty and the affordability of food in the future. When asked – 'what concerns you most about your county's global responsibility in the future?' food poverty was identified as the top concern, with 61% of respondents selecting this answer⁵.
- Poverty remains one of the biggest challenges for the County. Low earnings and incomes, affordable childcare, Universal Credit reduction and high housing costs/ housing affordability are the drivers of poverty in Ceredigion.

¹ "Child poverty in your area 2014/15 – 2019/20". End Child Poverty Coalition. Online: <http://www.endchildpoverty.org.uk/local-child-poverty-data-2014-15-2019-20/>. Retrieved: 25.09.2021.

² CACI Paycheck Directory MSOA. 2020.

³ CACI Paycheck directory (2020). 'No of HH below 60% GB median income.' [Internal].

⁴ Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

⁵ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

- Much of the housing stock in Ceredigion is inadequate due to its old age which makes it difficult to heat and adapt to improve the safety and energy efficiency, as a result, Ceredigion residents have higher energy costs. In 2019, the median estimated energy cost per year in Ceredigion for existing flats was £651 and £1,158 for existing houses, both of which are significantly above the national average (£525 for existing flats and £907 for existing houses)⁶. It is very likely that these figures will have increased due to the current UK energy crisis. This will have an adverse impact on older people, particularly those already living in fuel poverty, as heating usually needs to be at a higher temperature and left on for longer hours. Furthermore, a high proportion of Ceredigion's households are located off the main gas network, which leaves residents reliant on more expensive fuels such as oil, electricity or LPG and dual fuel tariffs⁷.

Our long-term ambition:

Work together to deliver shared ambitions for tackling Hardship, poverty and inequalities are no longer experienced by residents of Ceredigion; with a reduced impact across each of the four wellbeing pillars - economic, social, environmental, and cultural wellbeing.

What we will do:

0.1 The PSB will prioritise tackling hardship and poverty in response to the cost-of- living crisis, cross referencing with economic, social, environmental and cultural well-being pillars.

0.2 The poverty sub-group will act as a voice for those impacted by poverty and hardship in Ceredigion. This group will be the eyes and ears, knowing what communities and citizens need and the information that partners hold. Benefits and resources to mitigate the impact of poverty will be collated and shared in a coordinated way in order to ensure that it reaches all those that require support.

0.3 The poverty Sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.

⁶ The Office for National Statistics (2020). 'Energy Performance Certificate statistics for new and existing flats and houses'. [Online]. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/housing/datasets/energyperformancecertificatestatisticsfornewandexistingflatsandhouses> (Accessed: 21.10.21).

⁷ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

Well-being objective 1:

Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.

Why this objective:

- From our Well-being Assessment we know that the overall population of Ceredigion is projected to decrease over the next 25 years, including a continuation of trends that have seen the working age population decrease and the outward migration of young people to other parts of Wales and the UK. At the same time the population is ageing. The impacts of these changes will be far reaching, affecting the economic, social, environmental, and cultural well-being of the county. For example, affecting the availability and ability of the workforce to meet the skills demands of the local economy, and in protecting the strong cultural traditions of the county⁸.
- Working patterns are changing and have been brought to the fore during COVID-19. There is a need for more flexible working to support the existing workforce and to help others into the workforce in the future, such as flexible hours, locations of work and greater flexibility around childcare. We know the value of being in-work and its impact on well-being, and these trends may point to ways of creating employment opportunities and fill skills gaps identified in the local economy.
- Our reliance on digital communications continues to grow particularly following the COVID-19 pandemic, and these trends are set to continue. This Assessment demonstrates the importance of fast and reliable broadband and mobile services for businesses, communities, and individuals alike. Improving digital connectivity in Ceredigion will be essential to provide the infrastructure required for the future.
- Stress and financial difficulties arising from the pandemic, coupled with the increasing cost of living and poor working environments, all contribute to inequalities in levels of chronic ill-health and mortality rates across Wales. Many employers adapted rapidly to safeguard their workforce's health during the pandemic. As we look to shape a better future for Wales, it is our duty to improve participation in fair work for health, well-being, and equity. At local and regional levels, we must act with focus and intensity to make access to good

⁸ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

quality work more equitable, use public funding to improve working conditions and partner with businesses to promote and implement fair work. (Delivering fair work for health, well-being, and equity, PHW 2022)

Our long-term ambitions:

- A local workforce is available that meets the public and private sector needs
- Future funding opportunities are maximised for delivery against the PSB objectives
- ~~Introduce~~ Innovative ways to make supply chains more efficient whilst supporting the local economy are implemented
- Organisations of the PSB drive more inclusive participation in fair, sustainable work as part of efforts to develop a well-being economy

What we will do:

- 1.1 We will work with partners in a collaborative way, including the Regional Skills Partnership, involving interested parties in undertaking workforce audits and identify skill gaps to help plan our future workforce; increasing the skills of Ceredigion's residents to meet public and private sector career opportunities and local needs, that are fit for the future, including up-skilling and re-training in for a green economy.
- 1.2 We will work collaboratively and champion an approach across our organisations, strengthening apprenticeship programmes and volunteering opportunities that provide skills for employment, help connect with others as well as contribute to improved mental and physical health.
- 1.3 A partnership group will be set up to deliver on the UK Shared Prosperity fund. This will ensure cross-organisational oversight and a joint approach to addressing local priorities. This will also facilitate the alignment of funding streams where appropriate and ensure that Wellbeing Objectives are considered and the sustainable development principle is applied.
- 1.4 ~~We will work with partners to identify joint funding and deliver recommendations of the CLES (Centre for Local Economic Strategies) report on Creating Wealth in the Foundational Economy. We will develop a cross-organisational action plan to deliver on these recommendations.~~ Through procurement, organisations of the PSB will maximise the use of local suppliers for its goods, services and works.
- 1.5 All organisations of the PSB will commit to developing a fair work mindset, place fair work at the heart of policies and plans, create fair work and be exemplars of fair work in Ceredigion demonstrating the value of such an approach for business and the community and promote access to fair work for all.

1.6 The PSB will make clear connections to the Mid Wales Growth Deal and regional economic framework across a range of areas such as energy, economy and skills to develop a more inclusive approach to measuring economic success.

Well-being objective 2:

Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.

Why this objective

- The COVID-19 Pandemic has both created new inequalities and exacerbated existing ones. The Inequality Wales Report⁹ highlights that those who were living in poor health, poverty or in marginalised communities have been hardest hit by the pandemic. In addition, COVID-19 has highlighted the huge evidence gap in the data collection on protected characteristics.
- Our health is tightly bound with social and economic aspects of our lives: from where we are born, live and work, to our educational opportunities, income, and influence. These social factors lead to inequalities in health and wellbeing across different people and communities, both in access to healthcare, and in the opportunities, we have to live healthy lives. These are, of course not the only factors and social prescribing can provide positive benefits and help tackle these issues. Social prescribing is all about holistic wellbeing and placing control of health with individuals and is a mechanism to empower and enable.
- There is consistent evidence that engagement with nature is beneficial in terms of physical activity and mental well-being and social prescribing also includes access to support on issues such as debt and housing as well as activities like art and social groups. Evidence suggests that ease of access to support and even a small amount of time spent outdoors can be beneficial; leading researchers to call for everyone to receive a daily 'dose of nature'. Research has also indicated excellent social return on investment of green volunteering.
- There has been recent public health interest in the positive effects of coastal proximity on health and well-being. With significant experience of 'green' social prescribing, where people with mental health problems such as depression, anxiety and problems with

⁹ D MacBride-Stewart, S. and Dr Parken, A. (2021). Inequalities in a Future Wales: Areas for action in work, climate and demographic change – Full Report. [Online]. Available at: [Future Trends and Inequalities in Wales \(futuregenerations.wales\)](https://futuregenerations.wales) (Accessed: 07.02.2021).

substance use are directed to nature-based activities. As a coastal county there is an acknowledgement of the potential of 'blue' social prescribing, such as surf therapy to promote social connection, positive mental health and well-being.

Our long-term ambitions:

- Geographical inequalities are addressed through place-based work which are embedded within the community in order to ensure long-term empowerment
- Improved unequal access to healthy food and work to improve the sustainability of the food system in Ceredigion
- Social, green and blue prescribing, provided by well-coordinated services, is seen as a normal and accepted referral mechanism for health improvement
- Opportunities are maximised to improve and promote the potential of digital connectivity

What we will do:

2.1 We will use a partnership approach with communities to tackle inequalities and hardship using the place-based interventions. Applying a place-based approach enables more targeted and focussed work, building on the strengths the community and identifying what's needed. Applying such a joint focus on a specific community, cultivates conditions for people to flourish and over time, reduce the demand for services. We will initially focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation. This will include:

2.1.1 Undertake an initial baseline study with a focus on tackling hardship. Maintain focus on key hardship indicators – deprivation, universal credit, household income, child poverty, employment and jobs, foodbanks, housing, community safety, heating/fuel.

2.1.2 Use an Assets Based Community Development approach to help connect people, including hard to reach groups, children and young people to help create more resident-to-resident relationships, building on interdependence and reliance on each other. Connecting people to their shared interests and enabling them to exchange skills and resources helps communities identify and take action on the issues that are most important to them.

- 2.1.3 Map assets and resources across the whole community and identify potential gaps for preventative action, as well as current and potential opportunities for social, green and blue prescribing; integrating further the work of the social prescribers and community connectors.
- 2.1.4 Learning from this approach will enable similar approaches to be applied in other areas and contribute to improved participation with communities.
- ~~2.1.5 Identify agreed collective interventions to enhance service provision for implementation by the PSB.~~
- 2.2 Develop a Local Food Partnership across Ceredigion to address issues of food sustainability, access and affordability whilst also acknowledging the additional wellbeing benefits that community food initiatives/growing schemes can bring. ~~wellbeing benefits of community growing schemes. explore the opportunities to~~
- 2.3 Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces and have access to green spaces working in an intergenerational way to create social action opportunities that will lead to genuine community impact to improve community spaces.
- 2.4 The Public Services Board will seek to strengthen the work of the Growing Mid Wales Digital Programme to ensure a joined-up approach to maximise the opportunities for improving the digital infrastructure and connectedness.
- 2.5 Use a partnership approach to increase participation of current and future generations in sport and physical activities across the county, with appropriate links made to accessing green spaces.
- 2.6 Public Bodies through the work of the PSB will focus on and work together to deliver primary and secondary preventative activities that address Health and Well-being.

Well-being objective 3:

Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.

Why this objective

From our well-being assessment we know that Climate change remains the most critical challenge of our time and for future generations. The Assessment shows the value that local people place on their local environment and the crucial role it plays in their well-being, but coordinated action needs to be taken now to protect the environment and mitigate the impacts on both the environment and the biodiversity around us.

- Decarbonisation will be challenging and requires careful consideration as to how its implemented.
- Children feel connected to the natural environment and are very aware of the need to protect it¹⁰.
- Young people's awareness and concerns about protecting the environment continues to grow¹¹.
- Young people were most concerned about fly-tipping and loss of green spaces¹².

Our long-term ambitions:

- **Seek to** Deliver decarbonisation activity within communities **and PSB organisations**
- To achieve Net Zero status by 2030
- Upskill and re-train for a green recovery
- Prepare for impacts of climate change

What we will do:

3.1 Deliver decarbonisation activity to support Welsh Government's ambition of a net-zero public sector by 2030

¹⁰ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

¹¹ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

¹² Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

3.2 Seek to improve air, water and environmental quality by supporting pollution prevention measures, ensuring links are made with objective 2 with regards to working with and supporting communities who want to manage and improve their local environment (step 2.3).

3.3 Seek to protect and enhance biological diversity improve the health and resilience of our ecosystems to tackle the nature emergency and support the implementation of Welsh Government's sustainable farming scheme within Ceredigion

3.4 Carry out a Climate Change Risk and Opportunity Assessment and help to develop adaptive and resilient communities in response to climate change, encouraging innovation and development of nature-based solutions

3.5 Maximise the opportunity to upskill and re-train for a green recovery ensuring links are made with step 1.1, with regards to increasing the skills of Ceredigion's residents to meet public and private sector career opportunities that are fit for the future.

3.6 PSB organisations commit to a Healthy Travel Charter promoting walking, cycling, public transport and ultra-low emission vehicle use, recognising the positive contribution that this has on improving social connectedness, physical and mental health as well as reducing carbon emissions as well as contributing towards sustainable tourism.

3.7 Work with housing providers and other stakeholders to ensure good quality, energy efficient and appropriate housing for all.

Wellbeing objective 4:

Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.

Why this objective.

- We know that there is a strong connection with language and culture in Ceredigion and the provision of opportunities for people to learn and improve their Welsh language skills will be essential to expanding it for future generations. The Well-being Survey indicated

that Welsh speaking is highly important for a sense of inclusion and identity, which can have positive well-being outcomes¹³. Ceredigion is considered as being one of the heartlands of the Welsh language, ~~despite a substantial student population~~ and in a globalizing world, having a particular identity, such as being Welsh, can be both exciting and enriching. Research shows that Welsh language development in early years can encourage feelings of belonging and offer a path into new cultural and social opportunities such as literature, music, film and theatre later on in life. Furthermore, ensuring that Welsh speakers pass the language down to the next generation and that children have the opportunities to socialise in the language of their local area is essential to the survival of the Welsh language.

- Social connectedness is a key driver of well-being outcomes. Socially, well-connected and resilient people and communities are happier and healthier and are better at positively shaping their lives¹⁴. Achieving well-connected communities is growing in importance, the Welsh Government launched their first strategy; 'Connected Communities' in 2020, for tackling loneliness and social isolation and building stronger social connection. This is particularly important in rural areas like Ceredigion, as structural barriers may limit connectedness which could result in perceived loneliness and social isolation.
- Despite the low crime figures in Ceredigion, feeling safe is still essential to well-being and features prominently in the Well-being Survey and stakeholder events. But across all responses feeling safe in their own home was identified as the single most important theme, identified by 61% of all respondents¹⁵. Whilst the perception of crime tends to be higher than the reality of crime, it's not entirely clear as to why the wider sense of 'feeling safe' emerged so often during the engagement.

Our long-term ambitions:

- Ceredigion is a place where cultural diversity and Welsh Language are celebrated.

¹³ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

¹⁴ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

¹⁵ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

- The community are involved to allow people to feel empowered and informed, to ensure they feel safe in their communities
- Ceredigion is a welcoming, safe place with an accessible, healthy outdoor environment used and enjoyed by all.

What we will do

4.1 The PSB will support the Cultural Strategy for Ceredigion which will involve partners across the county. It will be a community-based strategy to use our culture and history to make people feel that they belong to their community are invested in it and are valued. Culture contributes to social cohesion and through having pride in the past can help shape the future. Due to the potential links with Social well-being links will made with place-based working under objective 2.

4.2 Implement the new Welsh Language Strategy which will involve partners across the county, reflecting the need to address the reduction in Welsh Language speakers as noted in the 2021 Census. All PSB partners will consider what their next steps will be beyond the implementation of the statutory requirements of the Welsh Language Measure, to encourage use of the Welsh language and Welsh culture in the workplace and communities to strengthen a sense of place, community and belonging.

4.3 A Ceredigion Crime and Disorder Strategic Assessment will be undertaken to inform priorities of the Community Safety Partnership and assist with understanding the fear of crime in Ceredigion.

4.4 Community Tension Monitoring meetings are held with partner organisations to identify early indicators of tensions developing within communities and implement early intervention and preventative workstreams in those identified areas.

4.5 Partners will continue to work together to support and welcome asylum seekers and refugees to Ceredigion.

4.6 Work in partnership to demonstrate a clear commitment to support and embed the aims and objectives of the Race Equality Action Plan: An Anti-racist Wales.

Delivery and Monitoring Progress

Governance and delivery

Project Group operational structure: Each Project Group will be chaired by a PSB partner member. With an initial focus on a strategic agenda, group membership will comprise representatives of sufficient status across organisations but will then be fluid and flexible with the capacity to bring in the right officers, staff and others (public and special interest groups) in order to co-produce effective delivery. The PSB and Project Groups will be supported by a cross-cutting Poverty partnership.

The Project Groups are under the direct governance of the PSB, allowing the forums to adopt a more flexible approach by providing the ability for exception and highlight reporting to the PSB. Each Project Group will develop a planning and project delivery plan that will be published on the PSB website.

The delivery plan will provide clarity on the steps we propose to take to deliver the Actions within this Plan and which partners and stakeholders will be responsible for delivery.

Monitoring our performance

The delivery of this Plan will be monitored by the PSB and we will develop a reporting tool based on project management principles. We will design indicators that are suitable to the Plan and relevant to our local area.


Scrutiny


The Ceredigion County Council Co-ordinating Overview and Scrutiny Committee is responsible for taking an overview of the overall effectiveness of the Ceredigion PSB by both reviewing or scrutinising the decisions made or action taken by the Board, and by reviewing or scrutinising the Board's governance arrangements.


Annual Report


As part of our monitoring arrangements, we will produce an Annual Report detailing the steps undertaken by the PSB to deliver on each of the Well-being Aims.


Appendix 1: How these contribute to the Seven Well-being Goals


 <p>A prosperous Wales</p> <p>An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	
1.1	We will work with partners to identify skill gaps and increase the skills of Ceredigion's residents to meet public and private sector career opportunities that are fit for the future, including up-skilling and re-training in for a green economy. We will champion an approach across our organisations and explore the need for strengthened apprenticeship programmes that provide skills for employment.
1.2	A partnership group will be set up to deliver on the UK Shared Prosperity fund. This will ensure cross-organisational oversight and a joint approach to addressing local priorities. This will also facilitate the alignment of funding streams where appropriate.
1.3	We will work with partners to identify joint funding and deliver recommendations of the CLES (Centre for Local Economic Strategies) report on Creating Wealth in the Foundational Economy. We will develop a cross organisational action plan to deliver on these recommendations.
1.4	All organisations of the PSB will commit to developing a fair work mindset, place fair work at the heart of policies and plans, create fair work and be exemplars of fair work in Ceredigion demonstrating the value of such an approach for business and the community and promote access to fair work for all.
2.4	The Public Services Board will seek to strengthen the work of the Growing Mid Wales Digital Programme to ensure a joined-up approach to maximise the opportunities for improving the digital infrastructure.

3.1	Deliver decarbonisation activity to support the delivery of Welsh Governments ambition of a net-zero public sector by 2030.
3.2	Seek to improve air, water and environmental quality by supporting pollution prevention measures.
3.3	Seek to protect and enhance biological diversity within Ceredigion to tackle the nature emergency.
3.4	Help to develop adaptive and resilient communities in response to climate change, encouraging innovation and development of nature-based solutions.
 A resilient Wales A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change	
2.1.2	Map assets and resources across the whole community and identify potential gaps for preventative action as well as current and potential opportunities for social, green and blue prescribing and integrating further the work of the social prescribers and community connectors.
2.2	We will explore the opportunities for Ceredigion to become a Sustainable Food Place to address issues of food sustainability, access, affordability and wellbeing benefits of community growing schemes.
2.3	Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces. Connect young people to social action opportunities that will lead to genuine community impact to improve community spaces.
2.4	The Public Services Board will seek to strengthen the work of the Growing Mid Wales Digital Programme to ensure a joined-up approach to maximise the opportunities for improving the digital infrastructure.
3.1	Deliver decarbonisation activity to support the delivery of Welsh Governments ambition of a net-zero public sector by 2030.

3.2	Seek to improve air, water and environmental quality by supporting pollution prevention measures.
3.3	Seek to protect and enhance biological diversity within Ceredigion to tackle the nature emergency.
3.4	Help to develop adaptive and resilient communities in response to climate change, encouraging innovation and development of nature-based solutions.
3.5	Maximise the opportunity to upskill and re-train for a green recovery
 A more equal Wales A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic circumstances)	
1.1	We will work with partners to identify skill gaps and increase the skills of Ceredigion's residents to meet public and private sector career opportunities that are fit for the future, including up-skilling and re-training in for a green economy. We will champion an approach across our organisations and explore the need for strengthened apprenticeship programmes that provide skills for employment.
1.4	All organisations of the PSB will commit to developing a fair work mindset, place fair work at the heart of policies and plans, create fair work and be exemplars of fair work in Ceredigion demonstrating the value of such an approach for business and the community and promote access to fair work for all.
2.1	We will use a partnership approach to tackling inequalities and hardship using the place- based interventions. We will focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation.
2.1.1	Undertake an initial baseline study with a focus on tackling hardship. Maintain focus on key hardship indicators – deprivation, universal credit, household income, child poverty, employment and jobs, foodbanks, housing, community safety, heating/fuel.
2.1.2	Map assets and resources across the whole community and identify potential gaps for preventative action as well as current and potential opportunities for social, green and blue prescribing and integrating further the work of the social prescribers and community connectors.
2.1.3	Identify agreed collective interventions to enhance service provision for implementation by the PSB.

2.2	We will explore the opportunities for Ceredigion to become a Sustainable Food Place to address issues of food sustainability, access, affordability and wellbeing benefits of community growing schemes.
2.3	Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces. Connect young people to social action opportunities that will lead to genuine community impact to improve community spaces
4.6	Work in partnership to demonstrate a clear commitment to support and embed the aims and objectives of the Race Equality Action Plan: An Anti-racist Wales.
 A healthier Wales A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood	
2.1.2	Map assets and resources across the whole community and identify potential gaps for preventative action as well as current and potential opportunities for social, green and blue prescribing and integrating further the work of the social prescribers and community connectors.
3.2	Seek to improve air, water and environmental quality by supporting pollution prevention measures.
 A Wales of cohesive Communities Attractive, safe, viable and well-connected	
2.1	We will use a partnership approach to tackling inequalities and hardship using the place-based interventions. We will focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation.
2.1.2	Map assets and resources across the whole community and identify potential gaps for preventative action as well as current and potential opportunities for social, green and blue prescribing and integrating further the work of the social prescribers and community connectors
2.3	Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces. Connect young people to social action opportunities that will lead to genuine community impact to improve community spaces

2.4	The Public Services Board will seek to strengthen the work of the Growing Mid Wales Digital Programme to ensure a joined-up approach to maximise the opportunities for improving the digital infrastructure.
4.1	The PSB will support the Cultural Strategy for Ceredigion which will involve partners across the county. It will be a community-based strategy to use our culture and history to make people feel that they belong to their community are invested in it and are valued. To have pride in the past and help shape the future.
4.2	Implement the new Welsh Language Strategy which will involve partners across the county. All PSB partners will consider what their next steps will be beyond the implementation of the statutory requirements of the Welsh Language Measure, to encourage use of the Welsh language and Welsh culture in the workplace, to strengthen a sense of place and community.
4.3	A Ceredigion Crime and Disorder Strategic Assessment will be undertaken to inform Community Safety Partnership work and assist with understanding the fear of crime in Ceredigion.
4.4	Community Tension Monitoring meetings are held with partner organisations to identify early indicators of tensions developing within communities and implement early intervention and preventative workstreams in those identified areas.
4.5	Partners will continue to work together to support and welcome asylum seekers and refugees to Ceredigion.
4.6	Work in partnership to demonstrate a clear commitment to support and embed the aims and objectives of the Race Equality Action Plan: An Anti-racist Wales.
 A Wales of vibrant Culture and Thriving Welsh language A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation	
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4.2	Implement the new Welsh Language Strategy which will involve partners across the county. All PSB partners will consider what their next steps will be beyond the implementation of the statutory requirements of the Welsh Language Measure, to encourage use of the Welsh language and Welsh culture in the workplace, to strengthen a sense of place and community.
2.1.2	Map assets and resources across the whole community and identify potential gaps for preventative action as well as current and potential opportunities for social, green and blue prescribing and integrating further the work of the social prescribers and community connectors.
2.2	We will explore the opportunities for Ceredigion to become a Sustainable Food Place to address issues of food sustainability, access, affordability and wellbeing benefits of community growing schemes.
2.3	Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces. Connect young people to social action opportunities that will lead to genuine community impact to improve community spaces
 A globally Responsible Wales A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being	
2.2	We will explore the opportunities for Ceredigion to become a Sustainable Food Place to address issues of food sustainability, access, affordability and wellbeing benefits of community growing schemes.
2.3	Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces. Connect young people to social action opportunities that will lead to genuine community impact to improve community spaces.
3.1	Deliver decarbonisation activity to support the delivery of Welsh Governments ambition of a net-zero public sector by 2030.
3.2	Seek to improve air, water and environmental quality by supporting pollution prevention measures.
3.3	See to protect and enhance biological diversity within Ceredigion to tackle the nature emergency.

3.4	Help to develop adaptive and resilient communities in response to climate change, encouraging innovation and development of nature-based solutions.
3.5	Maximise the opportunity to upskill and re-train for a green recovery

DRAFT

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



This **Integrated Impact Assessment tool** incorporates the principles of the Well-being of Future Generations (Wales) Act 2015 and the Sustainable Development Principles, the Equality Act 2010 and the Welsh Language Measure 2011 (Welsh Language Standards requirements) and Risk Management in order to inform effective decision making and ensuring compliance with respective legislation.

1. PROPOSAL DETAILS: (Policy/Change Objective/Budget saving)

Proposal Title	Ceredigion Local Well-being Plan				
Service Area	Partnerships and Performance	Corporate Lead Officer	Alun Williams	Strategic Director	Barry Rees
Name of Officer completing the IIA	Naomi McDonagh	E-mail	Naomi.mcdonagh2@ceredigion.gov.uk	Phone no	01545 572661

Please give a brief description of the purpose of the proposal

The Public Services Board (PSB) Local Well-being Plan 2023-2028 for Ceredigion seeks to deliver on the Well-being of Future Generations (Wales) Act 2015; contributing to the seven National Well-being Goals and applying the 'Sustainable Development Principle' five Ways of Working. The plan sets out the following objectives, all of which have been developed in response to an Assessment of Local Well-being for Ceredigion and engagement and consultation with citizens, to improve the state of economic, social, environmental and cultural well-being of the people in the county. The Well-being Objectives within the plan are:

1. Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.
2. Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.
3. Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.
4. Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.

A cross-cutting objective to tackle hardship and poverty is also incorporated into the plan to reflect the current and future implications of the cost-of-living crisis. It is recognized that this will have the potential to impact across the four well-being pillars - economic, social, environmental, and cultural well-being and working together collaboratively across PSB organisations will help maintain a focus on this area of work.

Who will be directly affected by this proposal? (e.g. The general public, specific sections of the public such as youth groups, carers, road users, people using country parks, people on benefits, staff members or those who fall under the protected characteristics groups as defined by the Equality Act and for whom the authority must have due regard).

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The plan will directly affect all of the population of Ceredigion throughout all the stages of life, although certain aspects of the plan will affect some key groups more than others.

VERSION CONTROL: The IIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development, Welsh language and equality considerations wherever possible.

Author	Decision making stage	Version number	Date considered	Brief description of any amendments made following consideration
Naomi McDonagh	<i>Final draft of Local Well-being Plan 2023-2028</i>	1	22 nd March 2023 Overview & Coordinating Scrutiny Committee	
			4 th April 2023 Cabinet	
			20 th April 2023 Council	

COUNCIL STRATEGIC OBJECTIVES: Which of the Council's Strategic Objectives does the proposal address and how?

Boosting the Economy, supporting Business and enabling employment.	A range of actions developed to address objective 1 of the Local Well-being plan seek to boost the economy, support businesses and enable employment by removing barriers and enabling opportunity for individuals, communities and organisations. Other aims within the plan are integrated so that they too will support Objective 1 and the Strategic Objective to boost the economy, support businesses and enable employment.
Creating caring and healthy communities	A range of actions developed to address objective 2 within the plan seek to create caring and healthy communities through working with and seeking to understand the need within those communities, working in an intergenerational way and building on resilience. Other aims within the plan are integrated so that they too will support Objective 2.
Providing the best start in life and enabling Learning at all ages	A range of actions developed to address objective 1, 2, 3 and 4 within the plan seek contribute to providing the best start in life as well as enable learning. Such as looking at skills and gaps as well as apprenticeships and skills for employment.



Creating sustainable, greener and well-connected communities	A range of actions developed to address objective 2 and 3 within the plan seek to contribute to creating sustainable, greener and well-connected communities, but other aims within the plan are integrated so that they too will support and contribute to creating sustainable, greener and well-connected communities
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NOTE: As you complete this tool you will be asked for **evidence to support your views**. These need to include your baseline position, measures and studies that have informed your thinking and the judgement you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation will have a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
- *Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
- *Local population data from the census figures (such as Ceredigion Welsh language Profile and Ceredigion Demographic Equality data)*
- *National Household survey data*
- *Service User data*
- *Feedback from consultation and engagement campaigns*
- *Recommendations from Scrutiny*
- *Comparisons with similar policies in other authorities*
- *Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors, ‘Is Wales Fairer’ document.*
- *Welsh Language skills data for Council staff*

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2. SUSTAINABLE DEVELOPMENT PRINCIPLES: How has your proposal embedded and prioritised the five sustainable development principles, as outlined in the Well-being of Future Generations (Wales) Act 2015, in its development?

Sustainable Development Principle	Does the proposal demonstrate you have met this principle? If yes, describe how. If not, explain why.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the principle?
Long Term Balancing short term need with long term and planning for the future.	<ul style="list-style-type: none"> • Yes. Long term planning has been embedded throughout the development of the plan. The aims and actions within the plan have been developed to directly respond to the long term issues that were identified in the Ceredigion Assessment of Local Well-being. 	The Ceredigion Assessment of Local Well-being	Through the delivery of the plan the PSB will continue to learn by positively challenging and aiming to improve understanding. Further emphasis will be given to looking at long term trends in order to inform planning and delivery.
Collaboration	Yes. All PSB partners have collaborated throughout all stages of	The Ceredigion PSB collaborated on the	The delivery of the plan will be undertaken collaboratively by PSB

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Working together with other partners to deliver.	plan development. The delivery of the plan will be undertaken collaboratively by PSB partners.	development of the Ceredigion Assessment of Local Well-being 2023-28	partners in order to deliver integrated services in the best interests of the people accessing the services.
Involvement Involving those with an interest and seeking their views.	Yes. Key stakeholders have been involved in all stages of plan development. Participation, engagement and co-production have been championed by the PSB as a key organising principle throughout its work. Engagement exercises and workshops have been held over the past year and a half to ensure that citizens have been involved in identifying the aims and actions within the plan. These have included sessions with groups of people with protected characteristics (as defined by the Equality Act 2010).	Local Well-being Plan consultation Feedback Report	The PSB is fully committed to involving its stakeholders and understands that an ongoing conversation is essential when setting priorities and delivering services. In moving forward, the PSB will continue with this work by ensuring that there will be opportunities for citizens to express their views, especially for those who may otherwise find it difficult to do so.
Prevention Putting resources into preventing problems occurring or getting worse.	Yes. The Ceredigion Assessment of Local Well-being provided an opportunity for the PSB to identify the root causes of the issues that need to be addressed. The aims and actions are centred on people acting for themselves and provide a strong focus on preventing problems occurring or getting worse. The actions endeavour to bring down the level of intervention in people's lives over time wherever possible, with the flexibility to adapt to changing circumstances.	The Ceredigion Assessment of Local Well-being	In delivering the plan the PSB will continue its focus on the preventative agenda endeavouring to ensure that people can access the service they need, when they need it and only for as long as they need it.
Integration Positively impacting on people, economy, environment and	Yes. The PSB has considered how the aims and actions contained within the plan have an impact upon the public bodies within the county.	The plan itself provides evidence on integration. Integration of the National Well-being Goals, and the	In delivering the plan the PSB will closely monitor how the steps taken further promote maximum integration across services.



<p>culture and trying to benefit all three.</p>	<p>The aims and actions have been developed with an understanding of collective responsibility for outcomes across services and organisations. Public sector organisations can work together across the county to add value to what is already being done. The plan articulates how each aim and action aligns with the well-being objectives of PSB organisations.</p>	<p>well-being objectives of the PSB statutory organisations are shown in the plan. The plan is a response that integrates economic, social, environmental and cultural well-being.</p>	
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3. WELL-BEING GOALS: Does your proposal deliver any of the seven National Well-being Goals for Wales as outlined on the Well-being of Future Generations (Wales) Act 2015? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. We need to ensure that the steps we take to meet one of the goals aren't detrimental to meeting another.			
Well-being Goal	Does the proposal contribute to this goal? Describe the positive or negative impacts-	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the goal?
3.1. A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs.	Whilst many elements of the plan seek to address this wellbeing goals the following main objective is most relevant in this case: Objective 1: Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.		
3.2. A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change).	Whilst many elements of the plan seek to address this wellbeing goals the following main objective is most relevant in this case: Objective 3: Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.		
3.3. A healthier Wales People's physical and mental wellbeing is maximised and health impacts are understood.	Whilst many elements of the plan seek to address this wellbeing goals the following main objective is most relevant in this case: Objective 2: Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.		



<p>3.4. A Wales of cohesive communities Communities are attractive, viable, safe and well connected.</p>	<p>Whilst many elements of the plan seek to address this wellbeing goals the following main objective is most relevant in this case: Objective 4: Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.</p>		
<p>3.5. A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>	<p>Whilst many elements of the plan seek to address this wellbeing goals the following main objectives are most relevant in this case: Objective 3 and 4</p> <p>Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.</p> <p>Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.</p>		



<p>3.6. A more equal Wales People can fulfil their potential no matter what their background or circumstances.</p> <p><i>In this section you need to consider the impact on equality groups, the evidence and any action you are taking for improvement.</i> <i>You need to consider how might the proposal impact on equality protected groups in accordance with the Equality Act 2010?</i> <i>These include the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or beliefs, gender, sexual orientation.</i> Please also consider the following guide:: Equality Human Rights - Assessing Impact & Equality Duty</p>	<p>Describe why it will have a positive/negative or negligible impact.</p> <p><i>Using your evidence consider the impact for each of the protected groups. You will need to consider do these groups have equal access to the service, or do they need to receive the service in a different way from other people because of their protected characteristics. It is not acceptable to state simply that a proposal will universally benefit/disadvantage everyone. You should demonstrate that you have considered all the available evidence and address any gaps or disparities revealed.</i></p>	<p>What evidence do you have to support this view?</p> <p><i>Gathering Equality data and evidence is vital for an IIA. You should consider who uses or is likely to use the service. Failure to use <u>data</u> or <u>engage</u> where change is planned can leave decisions open to legal challenge. Please link to involvement box within this template. Please also consider the general guidance.</i></p>	<p>What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?</p> <p><i>These actions can include a range of positive actions which allows the organisation to treat individuals according to their needs, even when that might mean treating some more favourably than others, in order for them to have a good outcome. You may also have actions to identify any gaps in data or an action to engage with those who will/likely to be effected by the proposal. These actions need to link to Section 4 of this template.</i></p>																
<p>Age Do you think this proposal will have a positive or a negative impact on people because of their age? (Please tick ✓)</p> <table border="1" data-bbox="71 989 788 1469"> <thead> <tr> <th></th> <th>Positive</th> <th>Negative</th> <th>None/ Negligible</th> </tr> </thead> <tbody> <tr> <td>Children and Young People up to 18</td> <td style="text-align: center;">✓</td> <td></td> <td></td> </tr> <tr> <td>People 18-50</td> <td style="text-align: center;">✓</td> <td></td> <td></td> </tr> <tr> <td>Older People 50+</td> <td style="text-align: center;">✓</td> <td></td> <td></td> </tr> </tbody> </table>		Positive	Negative	None/ Negligible	Children and Young People up to 18	✓			People 18-50	✓			Older People 50+	✓			<p>The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from people of all age groups, and the priorities identified will aim to improve the quality of life for all age groups.</p>	<p>The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.</p> <p>The 12 week Consultation on the Plan provided additional key information that we used to ensure that the aims and actions have positive impact on all ages.</p>	<p>Further work will be undertaken to seek involvement of under represented vulnerable groups.</p>
	Positive	Negative	None/ Negligible																
Children and Young People up to 18	✓																		
People 18-50	✓																		
Older People 50+	✓																		

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Disability Do you think this proposal will have a positive or a negative impact on people because of their disability? (Please tick ✓)				The plan defines well-being outcomes for all people in Ceredigion and will therefore positively impact those with disabilities. There are several aspects of the plan that will encourage participation in communities and a better awareness of accessibility issues.	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered. The 12 week Consultation on the Plan provided additional key information that we used to ensure that the aims and actions have positive impact on all ages.
Hearing Impairment	Positive	Negative	None/ Negligible		
	✓				
Physical Impairment	Positive	Negative	None/ Negligible		
	✓				
Visual Impairment	Positive	Negative	None/ Negligible		
	✓				
Learning Disability	Positive	Negative	None/ Negligible		
	✓				
Long Standing Illness	Positive	Negative	None/ Negligible		
	✓				
Mental Health	Positive	Negative	None/ Negligible		
	✓				
Other	Positive	Negative	None/ Negligible		

Transgender Do you think this proposal will have a positive or a negative impact on transgender people? (Please tick ✓)				The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all	Further work will be undertaken to seek involvement of under represented vulnerable groups.
Transgender	Positive	Negative	None/ Negligible			
			✓			

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				identified will aim to improve the quality of life for all in Ceredigion. There are opportunities throughout the plan for co-production.	ages shaped the objectives and the actions to be delivered. The 12 week Consultation on the Plan provided additional key information that we used to ensure that the aims and actions have positive impact on all ages.	
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Marriage or Civil Partnership Do you think this proposal will have a positive or a negative impact on marriage or Civil partnership? (Please tick ✓)				The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities identified will aim to improve the quality of life for all in Ceredigion. There are opportunities throughout the plan for co-production.	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered. The 12 week Consultation on the Plan provided additional key information that we used to ensure that the aims and actions have positive impact on all ages.	
Marriage	Positive	Negative	None/ Negligible			
			✓			
Civil partnership	Positive	Negative	None/ Negligible			
			✓			

Pregnancy or Maternity Do you think this proposal will have a positive or a negative impact on pregnancy or maternity? (Please tick ✓)				The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment	
Pregnancy	Positive	Negative	None/ Negligible			

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	✓			identified will aim to improve the quality of life for all in Ceredigion.	and the engagement with all ages shaped the objectives and the actions to be delivered.	
Maternity	Positive	Negative	None/ Negligible			
	✓				The 12 week Consultation on the Plan provided additional key information that we used to ensure that the aims and actions have positive impact on all ages.	

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Race Do you think this proposal will have a positive or a negative impact on race? (Please tick ✓)				The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities identified will aim to improve the quality of life for all in Ceredigion.	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.	
White	Positive	Negative	None/ Negligible			
	✓					
Mixed/Multiple Ethnic Groups	Positive	Negative	None/ Negligible			
	✓					
Asian / Asian British	Positive	Negative	None/ Negligible			
	✓					
Black / African / Caribbean / Black British	Positive	Negative	None/ Negligible			
	✓					
Other Ethnic Groups	Positive	Negative	None/ Negligible			
	✓					
				There are opportunities in the plan for co-production and the plan identifies the need to seek out a wide range of voices to ensure inclusion and diversity across communities.	The 12 week Consultation on the Plan provided additional key information that we used to ensure that the aims and actions have positive impact on all ages.	
				Equality of opportunity is a guiding principle for the plan and a specific reference is made to implementation of the		

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Race Equality Plan – An Anti-racist Wales

Religion or non-beliefs
Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs or non-beliefs? (Please tick ✓)

Religion/Belief	Positive	Negative	None/ Negligible
Christian	✓		
Buddhist	✓		
Hindu	✓		
Humanist	✓		
Jewish	✓		
Muslim	✓		
Sikh	✓		
Non-belief	✓		
Other	✓		

The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from all people with input sought from a range of special interest groups. The priorities identified will aim to improve the quality of life for all in Ceredigion.

The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.

The 12 week Consultation on the Plan provided additional key information that we used to ensure that the aims and actions have positive impact on all ages.

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Sex Do you think this proposal will have a positive or a negative impact on men and/or women? (Please tick ✓)				The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities identified aim to improve the quality of life for all in Ceredigion including developing better communication with community groups and stakeholders, ensuring that all representative groups will have a voice in shaping the future of Ceredigion.	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered. The 12 week Consultation on the Plan provided additional key information that we used to ensure that the aims and actions have positive impact on all ages.
Men	Positive	Negative	None/ Negligible		
			✓		
Women	Positive	Negative	None/ Negligible		
			✓		

Sexual Orientation Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Please tick ✓)				The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities identified aim to improve the quality of life for all in Ceredigion including developing better	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.
Bisexual	Positive	Negative	None/ Negligible		
			✓		
Gay Men	Positive	Negative	None/ Negligible		
			✓		
Gay Women / Lesbian	Positive	Negative	None/ Negligible		



Heterosexual / Straight	Positive	Negative	✓ None/ Negligible	communication with community groups and stakeholders, ensuring that all representative groups will have a voice in shaping the future of Ceredigion.	The 12 week Consultation on the Plan provided additional key information that we used to ensure that the aims and actions have positive impact on all ages.	
			✓			

Having due regards in relation to the three aims of the Equality Duty - determine whether the proposal will assist or inhibit your ability to eliminate discrimination; advance equality and foster good relations.

3.6.2. How could/does the proposal help advance/promote equality of opportunity?

You should consider whether the proposal will help you to:

- Remove or minimise disadvantage
- To meet the needs of people with certain characteristics
- Encourage increased participation of people with particular characteristics

The plan aims to promote equality of opportunity by ensuring greater access to information and public services; and to foster a culture of inclusivity in Ceredigion. The plan will also build participation through co-production of initiatives and services.

3.6.3. How could/does the proposal/decision help to eliminate unlawful discrimination, harassment, or victimisation?

You should consider whether there is evidence to indicate that:

- The proposal may result in less favourable treatment for people with certain characteristics
- The proposal may give rise to indirect discrimination
- The proposal is more likely to assist or impeded you in making reasonable adjustments

The plan includes greater participation, which will aim to ensure that vulnerable groups are not underrepresented.

3.6.4. How could/does the proposal impact on advancing/promoting good relations and wider community cohesion?

You should consider whether the proposal will help you to:

- Tackle prejudice
- Promote understanding

The plan will contribute towards promoting understanding of good relations and wider community cohesion, by bringing together community groups in the co-production of initiatives and services using a place based approach, applying positive learning from the benefits of working in that way.



Having due regard of the Socio-Economic Duty of the Equality Act 2010.

Socio-Economic Disadvantage is living in less favourable social and economic circumstances than others in the same society.

As a listed public body, Ceredigion County Council is required to have due regard to the Socio-Economic Duty of the Equality Act 2010. Effectively this means carrying out a poverty impact assessment. The duty covers all people who suffer socio-economic disadvantage, including people with protected characteristics.

3.6.5 What evidence do you have about socio-economic disadvantage and inequalities of outcome in relation to the proposal?

Describe why it will have a positive/negative or negligible impact.

The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.

There is a dedicated and cross cutting element of the plan seeking to ensure that tackling hardship and poverty is looked at each step, whether interventions and workstreams are within in the Economic well-being, social well-being, Environmental well-being and/or Cultural well-being pillar and these are considered and acted upon.

What evidence do you have to support this view?

The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.

What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?

To work across all 4 well-being pillars and looking at addressing hardship and poverty as a priority in light of the cost of living pressures that are affecting residents in Ceredigion.



<p>3.7. A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh Language are promoted and protected. <i>In this section you need to consider the impact, the evidence and any action you are taking for improvement. This in order to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language Measure 2011.</i></p>				Describe why it will have a positive/negative or negligible impact.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Will the proposal be delivered bilingually (Welsh & English)?	Positive	Negative	None/ Negligible	The plan is available to the public in both Welsh and English. All Project Groups established to deliver the plan will be expected to report on: <ul style="list-style-type: none"> • How the steps have been delivered bilingually • How the steps have offered opportunities for people to use the Welsh language • How the steps have promoted availability of Welsh medium services? 		
	✓					
Will the proposal have an	Positive	Negative	None/		ONS census data 2021	

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



effect on opportunities for persons to use the Welsh language?	✓		Negligible	The Welsh Language is a core value that underpins all aspects of the plan.		
Will the proposal increase or reduce the opportunity for persons to access services through the medium of Welsh?	Positive	Negative	None/ Negligible	The plan will increase the opportunity for people to receive or access information in Welsh or bilingually according to language preference. In addition, all actions will be delivered bilingually		
How will the proposal treat the Welsh language no less favourably than the English language?	Positive	Negative	None/ Negligible	Services will be required to ask language choice English or Welsh, and deliver services according to preference. Therefore there will be a need for service to ensure that they have sufficient Welsh speaking staff to deliver their services in the language of choice. The Welsh language is a core value throughout the plan, and therefore it will be embedded in the		



				initiatives and actions coming from the plan.		
Will it preserve promote and enhance local culture and heritage?	Positive ✓	Negative	None/ Negligible	<p>The following Objective within the plan will further promote the well-being goal of a Wales of vibrant culture and thriving Welsh Language:</p> <p>Objective 4: Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.</p>		



4. STRENGTHENING THE PROPOSAL: If the proposal is likely to have a negative impact on any of the above (including any of the protected characteristics), what practical changes/actions could help reduce or remove any negative impacts as identified in sections 2 and 3?

4.1 Actions.

What are you going to do?	When are you going to do it?	Who is responsible?	Progress

4.2. If no action is to be taken to remove or mitigate negative impacts please justify why.
(Please remember that if you have identified unlawful discrimination, immediate and potential, as a result of this proposal, the proposal must be changed or revised).

No negative impacts were identified

4.3. Monitoring, evaluating and reviewing.

How will you monitor the impact and effectiveness of the proposal?

Through detailed delivery plans and regular reporting to the Ceredigion PSB, Ceredigion County Council Overview and Scrutiny Coordinating Committee and Ceredigion County Council Cabinet.

5. RISK: What is the risk associated with this proposal?

Impact Criteria	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very High
Likelihood Criteria	1 - Unlikely to occur	2 - Lower than average chance of occurrence	3 - Even chance of occurrence	4 - Higher than average chance of occurrence	5 - Expected to occur
Risk Description	Impact (severity)		Probability (deliverability)		Risk Score

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Failure to deliver on the collective duty within the Well-being of Future Generations (Wales) Act 2015, to act jointly via PSB's to improve the economic, social, environmental and cultural well-being of the area	4	2	8
Does your proposal have a potential impact on another Service area?			
Yes. The plan has been developed to be integrated and to add value to all Council and other Public Services across Ceredigion.			

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6. SIGN OFF			
Position	Name	Signature	Date
Service Manager	Diana Davies		3.3.23
Corporate Lead Officer	Alun Williams		3.3.23
Strategic Director	Barry Rees		3.3.23
Portfolio Holder	Cllr Bryan Davies		3.3.23

**Ceredigion
Public Services Board**

**Meeting 33
6th of March 2023, 13:30
Virtual Meeting via Zoom**

MINUTES

Present:	
Cllr. Bryan Davies (BD)	Chair, Ceredigion County Council
Hazel Lloyd Lubran (HLL)	Vice Chair, CAVO
Barry Rees (BR)	Ceredigion County Council
Dr. Jo McCarthy (JMc)	Hywel Dda University Health Board
Dr. Phil Kloer (PK)	Hywel Dda University Health Board
Elwyn Williams (EW)	Chair, Mid and West Wales Fire and Rescue Service
Iwan Cray (IC)	Mid and West Wales Fire and Rescue Service
Gavin Bown (GB)	Natural Resources Wales
Rachel Jervis (RJ)	Natural Resources Wales
Gwilym D. Jones (GJ)	University of Wales Trinity St David
Megan Harris (MH)	Public Health Team, Hywel Dda University Health Board
Rhodri Llwyd Morgan (RLM)	Aberystwyth University
Supt. Ross Evans (RE)	Dyfed Powys Police
Nia Lloyd (NLI)	Coleg Sir Gar
Also in attendance:	
Claire Bryant (CB)	Hywel Dda University Health Board
Eldeg Rosser (ER)	Hywel Dda University Health Board
Kelvin Barlow (KB)	West Wales Care Partnership
Scott O'Kelly (SOK)	Mid and West Wales Fire and Rescue Service
Amy Richmond-Jones (ARJ)	Mid and West Wales Fire and Rescue Service
Bailie Olivia-Jones (BOJ)	Mid and West Wales Fire and Rescue Service
Cathryn Morgan (CM)	Ceredigion County Council
Cllr. Catrin Davies (CD)	Ceredigion County Council
Rob Starr (RS)	Ceredigion County Council
Elen James (EJ)	Ceredigion County Council
Alun Williams (AW)	Ceredigion County Council
PSB Support team:	
Diana Davies (DD)	Ceredigion County Council
Naomi McDonagh (NMc)	Ceredigion County Council
Kieran Metson (KM)	Ceredigion County Council
Sara Dafydd (SD)	Ceredigion County Council

Anwen Thomas (AT)	Ceredigion County Council																
33.1	Apologies, introductions & disclosures of interest																
<p>The Chair welcomed everyone to the meeting. The Chair also disclosed a personal interest in agenda item 33.8 as his brother lives next door to a proposed location for the new planned and urgent care hospital.</p> <p>Apologies:</p> <table> <tr> <td>Christine Harley</td> <td>Probation Service</td> </tr> <tr> <td>Cllr. Keith Evans</td> <td>Ceredigion County Council</td> </tr> <tr> <td>Cllr. Matthew Vaux</td> <td>Ceredigion County Council</td> </tr> <tr> <td>Dewi Day</td> <td>Aberystwyth University</td> </tr> <tr> <td>Judith Hardisty</td> <td>Hywel Dda University Health Board</td> </tr> <tr> <td>Peter Skitt</td> <td>Hywel Dda University Health Board</td> </tr> <tr> <td>Steve Moore</td> <td>Public Health Wales</td> </tr> <tr> <td>Victoria Jones</td> <td>Welsh Government</td> </tr> </table>		Christine Harley	Probation Service	Cllr. Keith Evans	Ceredigion County Council	Cllr. Matthew Vaux	Ceredigion County Council	Dewi Day	Aberystwyth University	Judith Hardisty	Hywel Dda University Health Board	Peter Skitt	Hywel Dda University Health Board	Steve Moore	Public Health Wales	Victoria Jones	Welsh Government
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Peter Skitt	Hywel Dda University Health Board																
Steve Moore	Public Health Wales																
Victoria Jones	Welsh Government																
33.2	Minutes of previous Ceredigion PSB meeting – 02.12.22																
<p>The minutes from the meeting held on 02.12.22 were agreed as a true record.</p>																	
33.3	Matters arising from previous meeting																
<p>Census 2021 Results: Due to the full Agenda for this meeting, Rob Star (RS) will be invited to present on the Census data at the next PSB meeting in April.</p> <p>Well-being Plan 2023-28 Consultation: Naomi McDonagh (NMc) confirmed that the relevant information relating to the Co-production Network for Wales had been circulated. It was requested at the previous meeting that all PSB members promote the consultation to their staff, Communications Team and via their networks – This action was marked as complete.</p> <p>Ageing Well Presentation: Due to the full Agenda for this meeting, Sara Humphreys (SH) – Carers and Community Support Team Manager at Ceredigion County Council (CCC) has been invited to present at June's PSB meeting.</p> <p>Public Health Wales representation at PSB meetings: Jo McCarthy (JMc) confirmed that Megan Harris (MH) or Jan Batty (JB) will attend on behalf of the Public Health Team until a Director of Public Health is appointed, and JMc and Phil Kloer (PK) will be attending as representatives for Hywel Dda University Health Board (HDdUHB).</p> <p>Bus routes and access to services: NMc confirmed that a presentation will be given by Gerwyn Jones (CCC) and placed on the Agenda for June's PSB meeting on the subject of bus routes; to commence conversations around access to services and active / public transport.</p> <p>ACTION: Rob Starr to present Census data at April's PSB meeting. Add Ageing Well Communities presentation to June's PSB meeting Agenda.</p>																	

Add Bus Network presentation to the June's PSB meeting Agenda.

33.4 Agreement of the Local Well-being Plan 2023-28

NMc delivered an update on the Local Well-being Plan 2023-28. NMc referred to a document circulated prior to the meeting – The Local Well-being Plan 2023-28 Consultation Summary and Analysis Report. The report outlined that 41 responses were received during the 12-week consultation period, which ran from November until January, including 7 written responses from partners regionally and nationally. An engagement activity facilitated by the Co-production Network for Wales was also undertaken, which saw excellent feedback received from 13 primary schools and 3 secondary schools. Importantly, 88% of survey respondents agreed that the 5 Well-being Objectives outlined in the draft Plan are the right priorities.

NMc confirmed that in line with the feedback received through the consultation, amendments and inclusions had been made to the draft Plan, which was circulated to members prior to the meeting for their consideration. These amendments included:

- Inclusion of reference to sustainable transport, and commitment to a Healthy Travel Charter.
- Reference to procurement and maximising use of local suppliers.
- Utilising an Asset Based Community Development (ABCD) approach to improve connectivity and maximise local assets.
- Reference to food sustainability and promoting community growing initiatives, as well as supporting the development of a Local Food Partnership across Ceredigion.
- Highlighting the importance of sport and physical activity, and links to blue and green prescribing opportunities.

- The importance of the ecosystem and how this is intertwined with food growing opportunities.
- Reference to appropriate, energy efficient and good quality housing.
- Reflections on the Welsh language Census data
- Reference to the Crime and Disorder Strategic Assessment to be undertaken to inform the priorities of the Ceredigion Community Safety Partnership (CSP).
- Information on governance, delivery progress monitoring, as well as scrutiny arrangements.

Subject to agreement from PSB members, and approval from the respective Boards of statutory members, NMc requested that the Confirmation of Plan Approval Form embedded within the cover report for this item was signed and returned following the Board meetings to signify approval. NMc confirmed that final bilingual versions of the Plan will be circulated imminently to members ahead of their Board meetings. Pending approval, the Plan will be signed off at the next PSB meeting on 24 April 2023, and published by 5 May 2023.

Iwan Cray (IC) thanked NMc and the Team for their work on the Plan, and although it was recognised the numbers are comparable across neighbouring counties, expressed disappointment with regards to the quantity of survey responses. NMc agreed that conversations around engagement and maximising opportunities for consultation response will need to continue, and that this is something that will be considered with the support of the Co-production Network for Wales. There are opportunities to highlight the work of the PSB and demonstrate its value amongst the community, which will hopefully allow for a greater understanding and involvement from residents during future engagements. Catrin Davies (CD) and Hazel Lloyd-Lubran (HLL) emphasised the importance of ensuring user friendly language is utilised to encourage participation, whilst Alun Williams (AW) reinforced the crucial part partners also have to play in promoting the consultation during the engagement period.

The PSB formally approved the amendments made to the draft Plan, which will be subsequently translated in readiness for presentation at the Board meetings of statutory members.

DECISION: The amended Local Well-being Plan 2023-28 was accepted by the PSB.

ACTION: Statutory PSB members to present the Plan at their respective Board meetings and complete the 'Confirmation of Plan Approval Form' as circulated.

33.5	PSB Place Based Pilot Project Updates
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i.) Carbon Neutral Aberystwyth and Decarbonisation Strategy

Rachel Jarvis (RJ) provided an update on behalf of the sub-group's departing Chair, Dewi Day (DD). An update on the progress of Local Well-being Plan consultation and engagement was provided by NMc, and Yvette Eley (YE) from Natural Resources Wales (NRW) shared a presentation on Climate Adaptation. The presentation highlighted that current climate plans are insufficient to deal with the predicted temperature rises. RJ reported that NRW are producing a Climate Risk baseline report, as well as drafting a Climate Adaptation Plan in 2023 which is still ongoing – These include a comprehensive list of NRW activity, an indication of what is currently being done by the organisation on climate adaptation, and an assessment of the urgency and

lead in time for action. Once these drafts can be shared, conversations can be held with PSBs across Wales on how the actions included can be supported.

ACTION: RJ to establish whether the NRW Climate Risk baseline report is available yet to be shared with the PSB sub-group.

A presentation on NRW's response to the Local Well-being Plan consultation was provided by RJ. As part of their consultation response, a recommendation was included for a Climate Risk and Opportunity Assessment to be undertaken by the PSB. RJ and NMc met following the consultation deadline to discuss the incorporation of NRW's suggestions into the Plan.

RJ reported that DD gave an update on the District Heat Network project. Following an economic feasibility study, DD confirmed that a report outlining design and costs for the scheme has been produced. Internal conversations within the University indicate support for the scheme, and next steps will include engaging with the Welsh Government Energy Service. Additional updates by partners included imminent sign-off on Aberystwyth University's (AU) solar farm, a low carbon heat grant secured by HDdUHB and an update on CCC's Electric Vehicle Charging Infrastructure project. It was also suggested that it would be beneficial for members of the sub-group to read and consider the COP15 report, which has 23 actions.

With DD stepping down as Chair following the meeting on 12 January 2023, RJ thanked DD for his hard work and confirmed that she has agreed to act as interim Chair, with a review of arrangements to be carried out later in the year. RJ welcomed the opportunity to progress with this role, and looks forwards to working with the PSB to deliver on the Well-being Objectives.

ii.) Improving Community Well-being and tackling hardship in Cardigan

The sub-group's Chair, HLL provided an update. As in the Aberystwyth sub-group meeting, NMc reported on the latest developments with regards to the Well-being Plan consultation and RJ delivered a presentation on NRW's consultation and approval process. The sub-group also received an update on the Cardigan Place Plan and Green Infrastructure Plan by Catrin Cond (CC). Rural Office have been commissioned until the end of March to formulate A1 schematic maps of each of Ceredigion's 6 main towns based on the ideas included in the Place Plans. When ready, the Place Plans will be shared with each Town Council for consideration of any identified gaps. With regards to the Green Infrastructure Plan, Land Use Consultants (LUC) have identified 5 potential Green and Blue Infrastructure projects for each of the towns, and the potential projects for Cardigan were outlined in the sub-group meeting.

In addition, Aled Davies (AD) and Sarah Coakham (SC) from NRW shared a presentation on grant funded projects focused on building resilient communities by increasing community participation in nature to increase health, well-being and resilience. HLL also provided a brief overview of a statistical update provided by Caitlin Theodorou (CT) in advance of the meeting relating to additional information released with regards to the Census 2021 and its outcomes for Cardigan. HLL confirmed that next sub-group meeting would be opened up to community groups from Cardigan to receive a presentation by CCC's Research and Performance team on

the Census data and updated baseline report. It is also hoped that a presentation on projects to develop Cardigan town in conjunction with the Town Council could be rescheduled for the next meeting.

iii.) Well-being in Lampeter

Sara Dafydd (SD) delivered an update on behalf of the Group's chair - Elen James who expressed her apologies as she had to leave the meeting. The last meeting of the Well-being in Lampeter sub-group was held on 12 January 2023. A presentation was given by Roxanne Treacy (RT) on the Co-production Network for Wales, and an update on progress with regards to the Well-being Plan 2023-28 consultation was provided by NMc. As in the Aberystwyth and Cardigan sub-groups, RJ delivered a presentation on NRW's consultation and approval process.

Cathryn Morgan (CM) provided an overview of the Ceredigion Food Network and an update on the Local Food Partnerships Grant. SD noted that as there had been considerable discussion at sub-group meetings with regards to food and its links to well-being, a Task & Finish group was established in order to ensure linkages across current activities and initiatives were made, and to ensure no duplication of work. With this in mind, consideration of how the Task & Finish group, and wider sub-group, can support the Local Food Partnerships project will be pivotal – It is hoped that conversations around this will continue once a coordinator to lead on the project is appointed. An update was also provided by Carwyn Young on developments with regards to the Well-being Centre in Lampeter.

SD reported that as part of HDdUHB's shift towards a Social Model for Health and Wellbeing (SM4HWB) and long-term community-driven focus on prevention, Lampeter has been identified as a potential area of focus to inform this piece of work – It was therefore agreed that this should become a standing item on the sub-group's Agenda moving forwards.

33.6 Poverty Sub-Group Update

As Chair of the Poverty Sub-Group, Catrin Davies (CD) asked for the hard work and dedication of the officers involved with this group to be noted and commended. The update was provided by CM. The sub-group meets on a quarterly basis, with the most recent meeting being in January. During this meeting, the group assessed high level poverty data, and the latest report of Audit Wales. Audit Wales believe their analysis shows that poverty is the single major challenge facing all tiers of government. Eight recommendations are set out in the report, the first is that Welsh Government (WG) should refresh the current Child Poverty strategy. The group agreed that whilst there is a statutory duty on Welsh authorities to deliver a child poverty strategy, a through age approach is beneficial due to the impact of poverty on all ages and service and is also reflected in the Local Well-being Plan 2023-28.

CCC's Performance and Research team presented the Poverty data dashboards, and Juliet Morris (Citizens Advice Bureau) shared a link to county level data created by CAB that shows how different areas have been affected over time. The Warm Welcome Spaces were also discussed. There are currently 42 Warm Welcome Spaces on the Ceredigion map across a wide geographical area. In January 2023, there were 1,941 unique IP address visitors to the site and

7,565 clicks on the map. CM stated that statistics on use of the Warm Welcome Spaces will be available by the end of March, but it appears that the majority of those using the spaces do so for companionship rather than to keep warm. With this in mind, it's hoped these locations can be maintained and supported to develop as community hubs going forwards. The sub-group also shared updates on support and available grants currently available for those struggling with the cost of living. It is hoped that in the future, this information can be shared via fortnightly bulletins.

With regards to future governance arrangements, as the current membership and Terms of Reference for this group relate to the delivery of the Tackling Hardship Strategy 2020-23, CM confirmed that these will be reviewed as the sub-group will now be supporting the delivery of the Local Well-being Plan from April 2023. With the aim of delivering the systemic change required to tackle and alleviate poverty in Ceredigion, CM proposed that the sub-group needs to include an officer who works on poverty and / or equality from each of the PSB partner organisations, and requested that members consider staff within their organisations who could add value to the work of the sub-group.

ACTION: Partners to consider staff within their organisations who could add value to the work of the sub-group, and share contact details with CM.

33.7

Regional Partnership Board Update

Kelvin Barlow (KB), Regional Partnership Programme Manager at West Wales Care Partnership, presented on the West Wales Area Plan. A Preventions Board has been established on a regional footing with HLL as the co-chair alongside Health Board colleagues. Two meetings of the Preventions Board have been held to date. Amongst other activity during the last 12 months, the Regional Partnership Board (RPB) have undertaken a Population Assessment & Market Stability Report to inform a Regional Area Plan, which is a statutory requirement. RPBs must ensure that the Local Authority and Local Health Board partners work together effectively to respond to the Population Assessment and implement the joint Area Plans.

The Population Assessment indicates the projected demand resulting from certain factors – For example, due to an ageing population, population groups such as dementia, older people, and carers are likely to increase in demand. From this Assessment, themes such as access to services in the community and wait for assessment and diagnosis were identified across population groups. The stability of regulated services was also assessed, with each regulated service being ranked with red representing instability and green being stable.

The joint Area Plans set out the services planned by Local Authorities and Local Health Boards in response to core themes. The RPB's approach is to focus on areas of collaboration / integration across the region which add value as opposed to duplicating other detailed plans, and align with existing regional and local governance arrangements.

Proposed high level priorities under the Area Plan for 2023-28:

1. Support people to manage their own well-being.
2. Support people to stay closer to home.
3. Have the right services available to meet demand.
4. Have a stable and resilient workforce.
5. Plan and deliver our services with people who use them.

Due to time constraints, KB agreed to circulate the PowerPoint presentation for members to review following the meeting.

ACTION: KB to share PowerPoint presentation slides with the Partnerships Team for circulation to PSB members.

33.8

Launch of public consultation on location of new planned and urgent care hospital

Eldeg Rosser (ER) shared a presentation on the New Hospital Site Consultation. HDdUHB provide health services for almost 400,000 people across the region via 4 hospitals, 5 community hospitals, 2 integrated care centers as well as community facilities. The proposed new Urgent and Planned Care Hospital is a part of HDdUHB's strategy to provide more joined-up support and care as close to home as possible in community settings. The consultation outlines 3 potential sites for a new hospital – Whitland Spring Gardens, Whitland Tŷ Newydd, and St Clears. These sites were identified due to their central geographical location in the region, allowing access to an emergency department within an hour for the majority of the population. The consultation seeks to gather public opinion on the best proposed site, as well as any concerns raised. ER reinforced that there isn't currently a preferred site, and no land has been purchased as yet for this development. Purchasing a site and delivering the new Urgent and Planned Care Hospital is subject to Welsh Government funding, which is not yet confirmed and if successful, will take several years to come to fruition.

ER confirmed that the main hospitals will continue to provide quality specialist care that cannot be provided elsewhere in the community, as agreed in HDdUHB's 2018 strategy. With regards to Ceredigion, Bronglais Hospital will continue to provide urgent, emergency, and planned care services, with more specialist cases transferred to the new Urgent and Planned Care Hospital, as well as regional sites for more critical care. Glangwili and Worthybush hospitals will be re-purposed as community hospitals, providing 24/7 GP-led urgent care centres. The new Urgent and Planned Care Hospital will be the main hospital site for regional urgent and planned care, providing specialist children, adult, and mental health services in a more centralised way. It will also function as HDdUHB's Trauma Unit and main Emergency Department.

ER outlined the benefits of the proposed new Urgent and Planned Care Hospital, including a reduction in duplication of services across sites, an ability to offer more specialist services, improved recruitment and retention of staff as well as well as modern and efficient buildings that would support achievement of carbon reduction targets. It was also proposed that re-purposing of Glangwili and Worthybush as community hospitals will enable discharge of most patients from the Urgent and Planned Care hospital to their own homes or more local hospitals within 72 hours.

Significant discussion was held following the presentation. Barry Rees (BR) reinforced the importance of service retention at Bronglais due to the geographical location of the proposed hospital, and the travel time required to Carmarthen particularly from the north of the county. PK confirmed that service provision will be retained at Bronglais as outlined in the 2018 strategy – The proposed hospital seeks strengthen the resilience of Bronglais through connectivity between the sites, as well as potential for rotation of clinicians. IC enquired as to whether consideration had been given to the integration of services on the proposed site. ER recognised this as a valuable point, and confirmed that whilst discussions had been held with the ambulance service and social services, additional support services will need to be liaised with going forwards.

HLL outlined the importance of considering public transport, and specifically projections of what this may look like in the future as increased pressure is anticipated. HLL noted that community transport providers are already seeing an increased demand on their service for the purposes of health transport. ER reported that a transport manager has been appointed within the last months who will be working closely with Local Authorities to reflect and consider solutions regarding demand on services. Elwyn Williams (EW) raised concerns regarding a potential flood risk at the proposed

Whitland Tŷ Newydd site. ER reinforced that preliminary discussions held with planners have suggested no constraints for development on the site due to the topography of the proposed location. HLL noted that consideration should also be given to site access in the instance of flooding, for both staff and patients.

Rhodri Llwyd Morgan (RLM) noted that AU's Veterinary School has recently opened its doors as well as the commencement of nursing degrees offered on campus in collaboration with HDdUHB. RLM queried the extent to which prospective doctors and nurses had been considered when deciding upon the locations for the proposed hospital, and reflected as to whether this factor would make a site more or less favourable. PK confirmed that high quality sustainable training is an imperative part of the strategy – AU's Nursing School is critical and strengthens HDdUHB's offer for nurses.

Iwan Cray (IC) proposed that consideration is given to co-location of emergency services.

Ross Evans (RE) proposed that a stakeholder group could be formed for emergency services to share feedback and assist in shaping the plan moving forwards. As a significant amount of officer time is currently spent responding to mental health incidents, RE also queried the implications of this proposal on mental health services and provision. ER reported that the proposed hospital will include specialist mental health services, and proposed that further conversations are held with Dyfed-Powys Police (DPP) outside the meeting. CD also echoed RE's concerns regarding mental health support in the region. PK agreed that travelling to Llanelli from Ceredigion is not optimal, and HDdUHB continue to strive to improve services in Ceredigion. ER urged members to ensure their feedback is taken into consideration by completing the online survey.

ACTION: ER to share PowerPoint presentation slides with the Partnerships Team for circulation to PSB members.

33.9	Feedback from the Ceredigion County Council Coordinating Overview and Scrutiny Committee
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The update was delivered by NMc, as Cllr. Keith Evans (KE) was unable to attend the meeting. NMc thanked HLL for reporting to the Overview and Scrutiny Co-ordinating Committee on 18.01.23 on behalf of the PSB. The main points raised and discussed at the Committee were as follows:

- Preparation work is underway to welcome asylum seekers to Ceredigion.
- The future of public transport is being considered and discussed.
- Warm Welcome Spaces are continually discussed with Communities.

33.10	Support for PSBs in South West Wales region 2023-24
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NMc reported the Minister for Finance and Local Government recently approved funding on a regional basis in connection with PSBs for 2023-24 to 2025-26. The Minister also indicated that the grant funding is available for a three-year period.

NMc confirmed that a regional bid for funding has been submitted in February to WG, with the aim of recruiting an officer to manage the Gorwel data system. It is hoped that Gorwel as a resource will assist in informing future pieces of work, such as the Well-being Assessment and consequent Local Well-being Plan, as it will act as a repository of live data from partner organisations in relation to well-being. NMc confirmed that WG are interested in establishing a similar resource nationally, and

it's hoped that Gorwel will act as a pilot to pave the way for this. NMc thanked RS and his team for their work in getting the system to its current stage. Should the PSB be in agreement, the funding will assist in appointing a member of staff that will manage Gorwel, provide training on data input and analysing data for presentation at PSB.

DECISION: The PSB agreed with the proposal to utilise WG's funding to recruit a member of staff to manage the Gorwel system.

33.11	Any other business
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SD reported that Ceredigion CSP are currently undertaking a Strategic Assessment of Crime and Disorder, and are seeking the views of the public through a questionnaire. The questionnaire went live on 31 January 2023 and will close on 28 March 2023. This questionnaire will assist the CSP in identifying the main issues affecting the local area, gain perspective on important issues like fear of crime, anti-social behaviour and drug or alcohol misuse, as well as assist in the effective allocation of resources and prioritisation of activities. Along with data from Police colleagues and other partners, the feedback will help provide an evidence-based foundation to inform the next CSP Delivery Plan.

SD invited members to share their thoughts in response to the questionnaire and to promote the engagement via their networks. Responses can be made online, or by downloading the response form from CCC's Consultations page and returning it in the post. Paper copies are available at all Ceredigion libraries and leisure centres. Alternative formats such as Easy Read, Young Person and Large Print copies are also available to download. SD confirmed that a number of stakeholders have been contacted, and that CSP members have received a digital pack of resources including a press release, social media posts and posters to share with their Communications Teams. In response to the Chair's query on whether contact had been made with schools, SD confirmed that a session will be held with the Youth Council on 17 March 2023. The Chair and CD proposed Anwen Bowen as a helpful contact for making links with the Urdd.

No further business was raised. The Chair thanked everyone for their time and contributions.

33.12	Date of next meetings
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24th of April 2023 – 14:00-15:00

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Cyngor Sir CEREDIGION County Council

REPORT TO: Overview and Scrutiny Co-ordinating Committee

DATE: 22nd of March 2023

LOCATION: Hybrid

TITLE: Report on Amendments to the Whistleblowing Policy

PURPOSE OF REPORT: To amend the Whistleblowing Policy

REASON SCRUTINY HAVE REQUESTED THE INFORMATION: Not requested

BACKGROUND:

A report on amendments to the Whistleblowing Policy was last presented to this committee on the [16th of May 2018](#). These amendments were approved by Cabinet on the [19th of June 2018](#).

Current Position:

This Whistleblowing Policy has been reviewed and amendments have been made to ensure the policy is up to date.

Key amendments to the policy are as follows:

- Added 'safeguarding concerns' to the list of issues which may be reported as whistleblowing concerns.
- Added guidance from IPCO that concerns related to the authority's use of investigatory powers or any matter falling within IPCO's oversight can be reported under the policy.
- Added guidance on reporting safeguarding concerns and reference to 'Policy and Guidelines for Safeguarding Children & Adults at Risk'.
- Updated contact details for relevant officers and prescribed persons and bodies.
- Updated hyperlinks to guidance documents and websites.
- Updated responsibilities of the Monitoring Officer.
- Other minor changes to organisation and wording to improve readability.

All amendments to the Whistleblowing Policy are shown in tracked changes at **Appendix 1**.

WELLBEING OF FUTURE GENERATIONS:

Has an Integrated Impact Assessment been completed?
If, not, please state why

Summary: This report does not represent a change to policy or strategy.

Long term:
Integration:
Collaboration:
Involvement:
Prevention:

RECOMMENDATION(S):

That Cabinet approves the amendments to the Whistleblowing Policy as shown in **Appendix 1**.

REASON FOR RECOMMENDATION(S):

To ensure that the Whistleblowing Policy is up to date and remains fit for purpose.

Contact Name:	Elin Prysor, CLO Legal & Governance (& Monitoring Officer)
Designation:	Legal & Governance
Date of Report:	02/02/2023
Acronyms:	CLO – Corporate Lead Officer IPCO – Investigatory Powers Commissioner’s Office



CEREDIGION

Whistleblowing Policy

Author: Monitoring Officer/ CLO-People & Organisations Human Resources
~~Final: 07/04/16~~
~~Agreed by Trade Unions 14/3/16~~
Cabinet Approval: 17/05/16
~~Date Published: 17/05/16~~
~~Amended by the Monitoring Officer: 23/11/2017~~
~~Re-amended by the Monitoring Officer: 16/05/2018~~
Cabinet Approval: 19/06/2018

~~Amended 14/11/14/07/2014~~

1 Final November 2022~~May 2018~~

PREAMBLE

Employees are often the first to realise that there may be something seriously wrong with the way that certain activities are carried out within the Council. However, they may not be able to express their concerns because they feel that speaking up would be disloyal to their colleagues or to the Council. They may also fear harassment or victimisation as a result of their actions. In these circumstances, it may be easier to ignore the concern rather than report what may just be a suspicion of malpractice.

We are committed to conducting our business with honesty and integrity, and we expect all staff to maintain high standards. However, all organisations face the risk of things going wrong from time to time, or of unknowingly harbouring illegal or unethical conduct. A culture of openness and accountability is essential in order to prevent such situations occurring or to address them when they do occur.

The Council is committed to the highest possible standards of openness, probity and accountability. In line with that commitment we encourage employees and others with serious concerns about any aspect of the Council's work, to come forward and voice those concerns. It is recognised that certain cases will have to proceed on a confidential basis. This policy document makes it clear that staff can do so without fear of reprisals.

AIMS AND SCOPE OF THIS POLICY

This policy aims to:

- encourage you to report suspected wrongdoing as soon as possible, in the knowledge that your concerns will be taken seriously and investigated as appropriate, and that your confidentiality will be respected.
- provide guidance and avenues for you to raise concerns and receive feedback on any action taken
- allow you to take the matter further if you are dissatisfied with the Council's response
- reassure you that you should be able to raise genuine concerns without fear of reprisals or victimisation for whistleblowing, even if they turn out to be mistaken

There are existing procedures in place which enable you to lodge a grievance relating to your own employment or contract of employment. This whistleblowing policy is intended to cover concerns that fall outside the scope of other procedures.

This policy does not form part of any employee's contract of employment and it may be amended at any time.

WHO IS COVERED BY THIS POLICY?

This policy applies to all individuals working at all levels of the Council, including senior managers, officers, directors, employees, consultants, contractors, trainees, homeworkers, part-time and fixed-term workers, casual and agency staff as well as volunteers (collectively referred to as **staff** in this policy).

WHAT IS WHISTLEBLOWING?

Whistleblowing is the disclosure of information which relates to suspected wrongdoing or dangers at work. This may include:

- (a) criminal activity;
- (b) miscarriage of justice;
- (c) danger to health and safety;
- (d) damage to the environment;
- (e) failure to comply with any legal or professional obligation or regulatory requirements;
- (f) bribery;
- (g) financial/procurement fraud or mismanagement;
- (h) negligence;
- (i) breach of our internal policies and procedures;
- (j) conduct likely to damage our reputation;
- (k) unauthorised disclosure of confidential information;
- (l) improper conduct;
- (m) behaviour and actions falling below established standards or practice
- (n) actions against the Council's standing orders or policies;
- (o) slavery/human trafficking
- (p) sSafeguarding concerns
- (qp) the deliberate concealment of any of the above matters.

A **whistleblower** is a person who raises a genuine concern relating to any of the above. If you have any genuine concerns related to suspected wrongdoing or danger affecting any of our activities (a **whistleblowing concern**) you should report it under this policy.

This policy should not be used for complaints relating to your own personal circumstances, such as the way you have been treated at work. In those cases you should use the Grievance Procedure or the Policy on Bullying and Harassment at Work.

The Investigatory Powers- Commissioner (IPCO) has stated that:

-where appropriate, this policy should be considered first- when

- raising a concern in relation to the Authority's use of investigatory powers, and
- any disclosures- concerning any matters which fall within the IPCO's oversight

BRIBERY

Bribery prevention is covered by a separate policy and procedures.

All employees are required to report all matters where they suspect persons or companies of offering or receiving bribes. A local authority can be liable to prosecution if an employee, agent or subsidiary bribes another person, intending to obtain an advantage for the authority. Corruption undoubtedly results in substantial financial loss to the public purse and corrupt individuals are capable of pervading any level of an organisation whilst remaining undetected.

If you are uncertain whether something is within the scope of this policy you should seek advice from the Monitoring Officer (Corporate Lead Officer: Legal & Governance) whose contact details are contained on page 4 of this policy.

Safeguarding

Safeguarding concerns may be reported initially as whistleblowing concerns.

However, these may in appropriate circumstances be referred to the Council's Safeguarding or Professional Concerns Strategy procedure.

Employees are advised to refer to the 'Policy and Guidelines for Safeguarding Children & Adults at Risk' for further information on reporting safeguarding concerns.

ANTI-SLAVERY

Anti-slavery prevention is covered by a separate policy and procedures.

SAFEGUARDS

Staff dealing with whistleblowing complaints must respect the confidentiality of the process. Documents received within the process do not necessarily need to be marked 'Confidential' and/or 'Whistleblowing', to be treated as such. Complaint documents must not be disclosed without prior authorisation by the Monitoring Officer.

The Public Interest Disclosure Act 1998

The above Act came into force on the 2nd July, 1999 and protects you from unfair dismissal or victimisation for blowing the whistle on wrongdoing at work. It ~~has recently been~~was amended by the Enterprise and Regulatory Reform Act 2013.

Harassment or Victimisation

The Council recognises that the decision to report a concern can be a difficult one to make, not least because of the fear of reprisal from those responsible for the malpractice. The Council will not tolerate harassment or victimisation and will take action to protect you when you raise a concern.

CONFIDENTIALITY

We hope that staff will feel able to voice whistleblowing concerns openly under this policy. However, if you want to raise your concern confidentially, we will make every effort to keep your identity secret. If it is necessary for anyone investigating your concern to know your identity, we will discuss this with you.

It must be appreciated that the investigation process may reveal the source of the information and a statement by you may be required as part of the evidence. If your identity does need to be divulged then the Council will make provisions to support you throughout the process.

There may be circumstances where information divulged relating to safeguarding matters may be passed onto appropriate Officers (eg Director of Social Services) or regulatory authorities.

Anonymous Allegations

This policy encourages you to put your name to your allegation. Concerns expressed anonymously are much less powerful, but they will be considered by the Council's Monitoring Officer (Corporate Lead Officer: Legal & Governance).

Proper investigation may be more difficult or impossible if we cannot obtain further information from you. It is also more difficult to establish whether any allegations are credible.

Whistleblowers who are concerned about possible reprisals if their identity is revealed should contact the Monitoring Officer or one of the other contact points listed below and appropriate measures can then be taken to preserve confidentiality.

~~If you are in any doubt you can seek advice from Public Concern at Work, an independent whistleblowing charity that offers a confidential helpline. Their contact details are:-~~

CAN _____ Mezzanine
7 _____ 14 _____ Great _____ Dover _____ Street
London SE1 4YR

Telephone

Whistleblowing Advice Line: 020 7404 6609
General enquiries: 020 3117 2520

Fax

020 7403 8823

Email

UK advice line: whistle@pcaw.org.uk
Media enquiries: press@pcaw.org.uk
UK services: services@pcaw.org.uk

Monitoring Officer

In considering the allegation, the Monitoring Officer will take account of:

- the seriousness of the issues raised;
- the credibility of the concern;
- the likelihood of confirming the allegation from attributable sources.

If the Monitoring Officer (Corporate Lead Officer: Legal & Governance) decides not to pursue an anonymous allegation ~~they~~he/she shall record the reason for ~~their~~his/her decision.

HOW TO RAISE A CONCERN

- ~~As a first step, you~~You should normally raise concerns with your immediate manager or their superior. They may be able to agree a way of resolving your concerns quickly and effectively. This depends, however, on the seriousness and sensitivity of the issues involved and who is thought to be involved in the malpractice.
- If you feel that you do not wish to raise your concerns with your line manager or their superior, or the matter is more serious, then you are encouraged to contact the Council's Monitoring Officer.
- Alternatively, you may wish to raise your concerns in the case of financial impropriety with the ~~(Corporate Lead Officer: Finance and Procurement)~~ or the Chief Internal Auditor (Corporate Manager-Internal Audit).
- You should set out the background and history of the concern, giving names, dates and places where possible, and the reason why you are particularly concerned about the situation.

- If you do not feel able to put your concern in writing, you can telephone or meet the appropriate officer.
- The earlier you express your concern, the easier it is to take action.
- Any serious complaints ~~may~~should be reported to the Monitoring Officer directly. A serious complaint being defined as an allegation of misconduct or of financial impropriety.
- Advice and guidance on how matters of concern may be pursued can be obtained from:

The Monitoring Officer (Corporate Lead Officer: Legal & Governance)	Section 151 Officer (Corporate Lead Officer: Finance and Procurement) Section 151 Officer	Chief Internal Auditor, (Corporate Manager-Internal Audit)	Corporate Lead Officer: People and Organisation
Neuadd Cyngor Ceredigion, Penmorfa, Aberaeron, Ceredigion, SA46 0PA.	Canolfan Rheidol Rhodfa Padarn, Llanbadarn Fawr, Aberystwyth, Ceredigion, SY23 3UE	Canolfan Rheidol, Rhodfa Padarn, Llanbadarn Fawr, Aberystwyth, Ceredigion, SY23 3UE	Canolfan Rheidol, Rhodfa Padarn, Llanbadarn Fawr Aberystwyth, Ceredigion, SY23 3UE
Tel. No. (01545) 572120	Tel. No. (01970) 63312140	Tel. No. (01970) 6333230	Tel. No. (01545) 5720194

~~If a meeting is required, this will be~~We will arranged ~~a meeting with you~~ as soon as possible to discuss your concern. A meeting may be face to face or remote.

You may bring a colleague or union representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

We will take down a written summary of your concern and provide you with a copy after the meeting.

We will also aim to give you an indication of how we propose to deal with the matter.

EXTERNAL DISCLOSURES

The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.

The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. We strongly encourage you to seek advice before reporting a concern to anyone external.

If you are in any doubt, you can seek advice from ~~t~~The independent whistleblowing charity, Protect (formerly Public Concern at Work (PCaW)), which operates a confidential helpline. Protect ~~and~~ has a list of prescribed regulators for reporting certain types of concern.

Their contact details are:-

The Green House
244-254 Cambridge Heath Road
London E2 9DA

General enquiries Phone: 020 3117 2520
Contact form:

<https://protect-advice.org.uk/contact-protect-advice-line>

Email

UK advice line: whistle@pcaw.org.uk

Media enquiries: press@pcaw.org.uk press@protect-advice.org.uk

UK services: services@pcaw.org.uk

Prescribed persons and bodies

A list of prescribed persons and bodies is available at:

<https://www.gov.uk/government/publications/blowing-the-whistle-list-of-prescribed-people-and-bodies--2/whistleblowing-list-of-prescribed-people-and-bodies>

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/496899/BIS-16-79-blowing-the-whistle-to-a-prescribed-person.pdf

For matters relating to local authorities in Wales, including the proper conduct of public business; value for money, fraud and corruption in public bodies in Wales, the relevant contact is the Auditor General for Wales.

The Auditor General will consider, but is not obliged to investigate, every disclosure they receive.

The relevant contact is the Auditor General for Wales at:

The Auditor General for Wales (Audit Wales):

PIDA Officer

The Auditor General for Wales

24 Cathedral Road

Cardiff

CF11 9LJ

Tel: 01244 525980 029 20 320 522

E-mail: whistleblowing@audit.waleswao.gov.uk

Website: www.audit.wales/whistleblowing
www.wao.gov.uk/whistleblowers-hotline

Further information can be found at:

Safecall:

(Whistleblowing Hotline)
(Global Whistleblowing Service Provider)

Safecall London:
8th Floor
100 Bishopsgate
London
EC2N 4AG

Safecall Sunderland
RTC Loftus house
Colima avenue
Sunderland
SR5 3XB
0191 516 7720

Also UK Government Website::
www.gov.uk/whistleblowing

Whistleblowing concerns usually relate to the conduct of our staff, but they may sometimes relate to the actions of a third party, such as a supplier, contractor, consultant or service provider. In some circumstances the law will protect you if you raise the matter with the third party directly. However, we encourage you to report such concerns internally first. You should contact your line manager or their superior, or one of the other individuals set out above for guidance.

HOW THE COUNCIL WILL RESPOND

- ~~The~~ action taken by the Council will depend on the nature of the concern. Generally, the matters raised may:
 - ~~be~~ investigated internally by the Monitoring Officer (Corporate Lead Officer: Legal & Governance), senior management, internal audit ~~or or anti-fraud and~~ investigation team, ~~through~~ the disciplinary process or external investigation.
 - ~~be referred for consideration by the Council's Governance & Audit Committee~~
 - be referred for consideration by the Council's Ethics and Standards Committee
 - be referred to the Police
 - ~~be referred to the Wales Audit~~ Wales, Office or other appointed ~~e~~ External Auditors

- [be referred to Audit Wales, CIW, Estyn- or other regulator](#)
- form the subject of an independent inquiry
- In order to protect individuals and the Council, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take. Concerns or allegations which fall within the scope of specific procedures (for example, child protection or discrimination issues) will normally be referred for consideration under those procedures.
- Once you have raised a concern, we will carry out an initial assessment to determine the scope of any investigation. We will inform you of the outcome of our assessment. You may be required to attend additional meetings in order to provide further information.
- In some cases, we may appoint an investigator or team of investigators including staff with relevant experience of investigations or specialist knowledge of the subject matter. The investigator(s) may make recommendations for change to enable us to minimise the risk of future wrongdoing.
-
- Staff receiving complaints direct should refer the complaint to the Monitoring Officer and/or the, Corporate Lead Officer: Finance and Procurement, Chief Internal Auditor, and/or the Corporate Lead Officer: People and Organisation.
-
- Concerns are better raised in writing, and ideally, marked 'Confidential' and /or 'Whistleblowing'.
- Staff involved in the process must consider whether any conflicts of interest arise. If in doubt, the Monitoring Officer's advice must be sought.
- Some concerns may be resolved by agreed action without the need for investigation.
- In response to your concerns, you will receive:
 - 1) Within 10 working days, an acknowledgement from the Monitoring Officer that the matter has been raised by you.
 - 2) As soon as possible thereafter,
 - a) An indication of how the matter will be dealt with and
 - b) An estimate of how long it will take to provide a final response
 - 3) Thereafter, information on a regular basis, on the progress being made in dealing with your complaint
- You may be contacted by the investigator(s). This will depend on the need to clarify issues. You will be given the opportunity to have a friend (who is not directly involved in the work relating to the concern), or a representative from the Trade Union or Professional Association to be present at any interviews.

- If the concerns are referred on to any other proceedings e.g. disciplinary or police, then the Council will advise and where possible support you through the procedures.
- We will aim to keep you informed of the progress of the investigation and its likely timescale. However, sometimes the need for confidentiality may prevent us giving you specific details of the investigation or any disciplinary action taken as a result. You should treat any information about the investigation as confidential.
- The Council will inform you of the outcome of the investigation and any resultant action, subject to legal constraints. You may not receive a full copy of the report for reasons including confidentiality.
- The Monitoring Officer will consider the contents of any investigation report, together with any findings, and recommendations. The Monitoring Officer will consider whether any issues of public interest have arisen, and these will be reported to relevant Chief Officers.

~~• The whistleblower needs to hold a reasonable belief that the disclosure is made in the public interest. If it is concluded that a whistleblower has made false allegations maliciously or with a view to personal gain, the whistleblower may be subject to disciplinary action.~~

PROTECTION AND SUPPORT FOR WHISTLEBLOWERS

An employee has the right not to be subjected to a “detriment” and a right not to be dismissed for making a public interest disclosure.

It is understandable that whistleblowers are sometimes worried about possible repercussions. We aim to encourage openness and will support staff who raise genuine concerns under this policy, even if they turn out to be mistaken.

Staff must not suffer any detrimental treatment as a result of raising a concern. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Monitoring Officer immediately. If the matter is not remedied you should raise it formally using our Grievance Procedure.

Staff must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct you may be subject to disciplinary action.

~~The whistleblower needs to hold a reasonable belief that the disclosure is made in the public interest. If it is concluded that a whistleblower has made false allegations maliciously or with a view to personal gain, the whistleblower may be subject to disciplinary action.~~

THE RESPONSIBLE OFFICER

11 Final ~~November 2022~~May 2018

The Monitoring Officer has overall responsibility for the maintenance and operation of this policy.

~~The Monitoring Officer will retain details of all whistleblowing referrals/complaints.:-~~

A record of all concerns raised and the outcomes will be kept by the Monitoring Officer (in a form which does not endanger your confidentiality).

~~The Monitoring Officer will and report on matters pertaining to Whistleblowing periodically ed regularly (at least bi-annually) to Members of the Overview & Scrutiny Committee.~~

~~The Monitoring Officer will retain details of all whistleblowing referrals/complaints within a Central Register/database~~

THE PROCEDURE OUTLINED ABOVE DOES NOT PRECLUDE YOU FROM RAISING THE MATTER IN ANY OTHER WAY, AS DEEMED APPROPRIATE.

**Minutes of the Meeting of OVERVIEW AND SCRUTINY CO-ORDINATING COMMITTEE
held at the Hybrid - Neuadd Cyngor Ceredigion, Penmorfa, Aberaeron / remotely via
video conference on Thursday, 2 February 2023**

PRESENT; Councillor Wyn Evans (Chair), Councillors Keith Evans, Geraint Hughes, Gwyn Wigley Evans, Marc Davies, Caryl Roberts, Ceris Jones, Endaf Edwards and Chris James.

Also in attendance: Councillor Bryan Davies, Leader of the Council and Cabinet Member for Democratic Services, Policy, Performance and People and Organisation. Councillor Gareth Davies, Cabinet Member for Finance and Procurement Services. Councillors Keith Henson, Matthew Vaux, Wyn Thomas, Alun Williams (Cabinet Members).
Councillors Elizabeth Evans, Gareth Lloyd, Hugh Hughes, Amanda Edwards and Euros Davies.

Officers in attendance: Eifion Evans, Chief Executive; Barry Rees, Corporate Director; James Starbuck, Corporate Director; Duncan Hall, Corporate Lead Officer, Finance and Procurement; Lowri Edwards, Corporate Lead Officer, Democratic Services; Lisa Evans, Standards and Scrutiny Officer, Dwynwen Jones, Overview and Scrutiny Officer and Nia Jones, Corporate Manager Democratic Services.

(10.00 - 11.20 am)

23 Apologies

Councillor Rhodri Evans apologised for his inability to attend the meeting. Councillor Wyn Evans (vice Chair) chaired the meeting as Councillor Keith Evans (Chair, who was present remotely), was recovering from an illness.

**24 Disclosures of personal interest (including whipping declarations)
Members are reminded of their personal responsibility to declare any personal and prejudicial interest in respect of matters contained in this agenda in accordance with the provisions of the Local Government Act 2000, the Council's Constitution and the Members Code of Conduct. In addition, Members must declare any prohibited party whip which the Member has been given in relation to the meeting as per the Local Government (Wales) Measure 2011**

Councillor Gareth Davies disclosed a personal interest with regards to the Mid & West Wales Fire Authority.

25 To consider the draft 2023/24 Budget as considered by Cabinet on 24/01/23

Councillor Wyn Evans, Committee Chair, outlined the meeting procedure and welcomed the Leader of the Council, Councillor Bryan Davies, Councillor Gareth Davies, Cabinet Member for Finance and Procurement Services, Committee Members, the remaining Cabinet Members, non-Committee Members and Officers to the meeting.

The Leader of the Council, Councillor Bryan Davies, presented the report on the draft budget for 2023/2024 including an updated multi-year capital programme, outlining that this is based on the WG provisional settlement, and that the WG final settlement is due on the 28 February 2023.

The Leader advised the Committee Members that the higher than expected Provisional settlement increase from Welsh Government for 2023/2024 of 8.1% (on a cash basis) is welcomed. This should ensure that for the 2023/2024 financial year, services to residents in Ceredigion can be protected as much as possible, whilst acknowledging this is still an extremely challenging Budget. Key points from this report were as follows:

- The cost pressures being faced by the Council total an unprecedented £22m, equivalent to a Ceredigion specific inflation factor of over 13%. This compares with general inflation running at 10.5% (December 2022 CPI figure). A budget shortfall of £12m therefore needs to be found from a combination of Budget Savings and Council Tax increase considerations.
- He said that the areas where cost pressures are being seen are generally not unique to Ceredigion. There are recurring themes similar to those referenced in the national press, which are affecting a range of public and private sector organisations, as well as individual household finances. They range from energy and fuel costs, to higher than projected Staff Pay awards, to contracts with inflation linked clauses.
- There is also a proposed increase from the Mid & West Wales Fire Authority on their levy, which is at a level not seen before. A 13% proposed increase in their Budget is leading in turn to a significant cost pressure, in relative terms, on the Council's own budget.
- Demands on Social Care related budgets continue to increase, plus there is over £1.7m of funding within the Provisional Settlement (1.5% of the 8.1% increase) that needs to be passported to Externally Commissioned services in Ceredigion to ensure registered Social Care workers continue to be paid at least the Real Living Wage (which has risen from £9.90 to £10.90 per hour – a 10.1% increase).
- Despite operational challenges at times in some Services, Ceredigion County Council continues to deliver high quality services that has been recognised by external regulators. The Council is assessed by Audit Wales as remaining financially stable, albeit recognising that financial challenges do lie ahead creating ongoing financial risks, which is not unique to Ceredigion.

- The current 2022/2023 Band D Council Tax level in Ceredigion (for all components) is £1,777.27 which is in line with on the average Band D Council Tax in Wales at £1,777.18. Average Council Tax levels in Wales are also considerably lower than the equivalent average for English Unitary Authorities of £2,034 for 2022/2023. The County Council element of the current 2022/2023 Band D Council Tax is currently £1,447.90.
- The Leader stated that he, and the Cabinet are, as are all Councillors, acutely aware of the impact that the Cost of Living is having on household personal finances. It is proposed that Council Tax increases for 2023/2024 are kept below the current rate of inflation and limited to no more than an additional £10.02 per month for the County Council element.
- The Leader and the Cabinet's preferred Council Tax increase option is a 7.3% proposed Council Tax increase, which includes a 1.3% element in relation to the proposed Fire Authority levy increase and which equates to an additional £8.81 per month for the County Council element.

The Leader stressed that there are challenging and difficult times ahead - with an indicative Welsh Government Settlement average increase for 2024/2025 of only +3.1%. The extent of the challenge will be focussed on as part of presenting an updated Medium Term Financial Strategy in due course. One of the initial guiding principles from the new political administration was (as far as possible) to avoid cuts in Service provision, to minimise Redundancies and to not go down a salami slicing savings route and to continue to take a corporate and transformational approach to medium term savings.

Given the scale of the financial challenge there is a limit to how far all aspects of this approach can be achieved in full and on Delegated School Budgets proactive decisions will be needed by individual Schools as their level of School Balances and available grant funding declines.

Members were advised to raise concerns regarding specific service areas at the relevant Scrutiny committees.

Councillor Gareth Davies, Cabinet Member for Finance and Procurement Services, referred to the key outcomes for Ceredigion from the 23/24 Provisional Settlement shown on page 3 of 42 of the report, stating that the WG Aggregate External Finance (AEF) allocated to Ceredigion is £129.050m for 2023/24 compared with £119.419m for 2022/23. This is a cash increase of £9.6m (8.1%) with Ceredigion ranked 9th.

He also referred to the Fire Authority Levy stating that following dialogue with Mid & West Wales Fire Authority, the relevant sum for Ceredigion would be an increase of £519k under their 13% Budget Option, which equates to a 1.3% Council Tax increase on a Band D property. There is also an

additional Fire related grant of £143k that is to be transferred into the WG Final Settlement and this sum is therefore built into the Budget workings and will need to be passported through to the Fire Levy budget heading to ensure this element remains cost neutral. It is disappointing that this change is being done late in the Budget process with no prior consultation.

Ceredigion's Settlement outcome reflects a range of factors, but the main driver is the overall level of additional funding that Welsh Government have put into the Settlement. Other pertinent factors to note relate to Population data changes which account for a £54k increase and Pupil Numbers data changes which account for a £70k decrease.

Councillor Davies stated that the gain on Population could have been higher (c£350k) as the 2021 Census recorded the Ceredigion population as 71,468, whereas the population dataset used for the 2023/2024 Settlement was a combined average of the 2021 Census population data and the 2018 based population projections for 2023 which is 71,188. In addition, at least the previous 2 Settlements (2021/2022 & 2022/2023) have used understated population data.

On pupil numbers, Nursery & Primary numbers have declined by 2.7% to 4,951, whereas Secondary numbers (years 7-11) have increased by 2.5% to 3,599. This reflects a national trend of increasing Secondary pupil numbers and decreasing Nursery & Primary pupil numbers, when comparing data used for 2022/2023 and 2023/2024 Settlements.

£70m across Wales was included in the Settlement for the continuation of WG's commitment to ensure registered Social Care Workers in Wales are paid at least the level of the Real Living Wage which is now rising to £10.90 per hour.

Duncan Hall, Corporate Lead Officer, Finance and Procurement, then provided a brief update on the current situation and in particular the Authority's Cost pressures. Detailed iterative work has been carried out to identify and assess the unavoidable cost pressures faced by all Services, plus the aspects considered as Corporate items. This work has identified c£22m of cost pressures, which equates to 13.4% of the 2022/2023 Budget. This level of cost pressures is extraordinary and exceeds the £13m seen in the 2022/2023 budget. Prior to COVID and the current high levels of inflation in the UK economy, cost pressures were typically around £8m and c.6% of net budget. He proceeded to give an overview of the Cost Pressures that are affecting all services as well as the items that are treated as Corporate in nature and the saving in the Employers Pension Fund Contribution rate which benefits all Services.

The relevant Overview and Scrutiny Committee will be considering the impact on Services within their individual remits on the 09/02/23 and 10/02/23.

Members were then given an opportunity to ask questions which were answered in turn by the Leader, the Cabinet Member or the relevant Officer. Main points arising as follows:

- The Chairman asked for additional information to be provided at each Overview and Scrutiny Committee, namely, a detailed breakdown of the operating budgets within each department. In response to this request, the Leader confirmed that the agenda papers will be in the same format as last year. The Chief Executive, Eifion Evans, encouraged Members to re-visit previous reports, such as quarterly revenue outturn reports presented to Cabinet and the Corporate Performance Board quarterly reports presented during the past financial year for such information. Scrutiny Committees were also entitled to consider any area of Service in their Forward Work programmes.
- In response to a question, Members present who represent the Authority on the Fire Authority confirmed that there had been considerable dialogue with the Chief Fire Officer this year and that it has been noted at meetings that Ceredigion will receive its share of the additional funding;
- In response to a question, it was confirmed that it is not illegal to use general reserves, albeit recognised as bad practice if other avenues have not been explored and considered in the first instance;
- In response to a question regarding Boosting the Economy, which is recognised as a priority in the Council's Corporate Strategy, it was confirmed that there is c£7m already in a specific earmarked reserve, and it is now proposed that no additional funding is set aside for this purpose in 2023/24;
- The Chairman suggested that any future briefing sessions with regards to the Budget includes an invitation for the Vice-Chair to attend.

Following discussion, Members **AGREED** the following:

1. To note Overview and Scrutiny Committees will consider the impact on Services within their individual remits on 09/02/23 and 10/02/23.
2. To note the overall Budget position as shown in the Budget report in Enclosure A.
3. The Committee did not propose any additional options with regard to the level of Council Tax other than those noted in the report, namely:
 - a) A 6.3% Council Tax increase (including 1.3% in relation to the proposed Fire Authority Levy increase) and a 23/24 Budget requirement of £179.627m, which would provide a lower contribution towards Delegated Schools Budget Cost Pressures.

- b) A 7.3% Council Tax increase (including 1.3% in relation to the proposed Fire Authority Levy increase) and a 23/24 Budget requirement of £180.101m.
 - c) A 8.3% Council Tax increase (including 1.3% in relation to the proposed Fire Authority Levy increase) and a 23/24 Budget requirement of £180.576m, to provide a higher contribution towards Delegated Schools Budget Cost Pressures.
4. That the Overview and Scrutiny Committees to be held on 09/02/23 and 10/02/23 will need to consider the different options relating to the Council Tax.

REASON FOR RECOMMENDATIONS:

To assist with the preparation of a balanced budget and ensure appropriate scrutiny of the overall Budget being proposed.

26 To confirm minutes of the previous meeting and to consider any matters arising from those minutes

It was **AGREED** to confirm the minutes of the 18 January 2023 Committee meeting as a true record. There were no matters arising from those minutes.

Any other matter which the Chairman decided is for urgent attention of the Committee

There were no other matters raised.

Confirmed at the Meeting of the Overview and Scrutiny Co-ordinating Committee held on 22 March 2023

Chairman: _____

Date: _____

Cyngor Sir CEREDIGION County Council

REPORT TO:	Overview and Scrutiny Co-ordinating Committee
DATE:	22 March 2023
LOCATION:	Hybrid
TITLE:	Draft Forward Work Programmes 2022/23
PURPOSE OF REPORT:	Review the current work programme of the Committee
REASON SCRUTINY HAVE REQUESTED THE INFORMATION:	The forward work programme of the Committee is reviewed and updated at each meeting

BACKGROUND:

Overview and Scrutiny Committees oversee the work of the Council to make sure that it delivers services in the best way and for the benefit of the local community.

The role of Overview and Scrutiny is to look at the services and issues that affect people in Ceredigion. The process provides the opportunity for Councillors to examine the various functions of the council, to ask questions on how decisions have been made, to consider whether service improvements can be put in place and to make recommendations to this effect.

Scrutiny plays an essential role in promoting accountability, efficiency and effectiveness in the Council's decision making process and the way in which it delivers services.

The main roles of the Overview and Scrutiny Committees:

- Holding the cabinet and officers as decision-makers to account
- Being a 'critical friend', through questioning how decisions have been made to provide a 'check and balance' to decision makers, adding legitimacy to the decision making process
- Undertaking reviews of council services and policy
- Undertaking reviews to develop council services and policies
- Considering any other matter that affects the county
- Ensuring that Ceredigion is performing to the best of its ability and delivering high quality services to its citizens
- Assessing the impact of the Council's policies on local communities and recommending improvement
- Engaging with the public to develop citizen centred policies and services

Effective Overview and Scrutiny can lead to:

- Better decision making
- Improved Service Delivery and Performance
- Robust Policy Development arising from public consultation and input of independent expertise
- Enhanced Democracy, Inclusiveness, Community Leadership and Engagement
- Adds a clear dimension of transparency and accountability to the political workings of the Council
- Provides an opportunity for all Members to develop specialist skills and knowledge that can benefit future policy making and performance monitoring processes
- Creates a culture of evidence based self-challenge

CURRENT SITUATION:

Questions to consider when choosing topics

- Is there a clear objective for examining this topic?
- Are you likely to achieve a desired outcome?
- What are the likely benefits to the Council and the citizens of Ceredigion?
- Is the issue significant?
- Are there links to the Corporate Strategy
- Is it a key issue to the public?
- Have the issues been raised by external audit?
- Is it a poor performing service?

Choosing topics

Overview and Scrutiny Committees should consider information from the Corporate Strategy, Improvement Plan, Strategic Plan, Service Plans, the Corporate Risk Register, budget savings – proposals and impact, Quarterly Corporate Performance Management panel meetings and departmental input in choosing topics and designing their Forward Work Programmes, as well as any continuing work.

RECOMMENDATION (S):

To review and update the current Forward Work Programme.

Contact Name:	Lisa Evans
Designation:	Scrutiny and Standards Officer
Date of Report:	16/3/2023
Acronyms:	FWP – Forward Work Programme

Overview and Scrutiny Draft Forward Work Programme 2022/23

Committee	Item (description/title)	Invited Speakers	Purpose i.e. monitoring, policy, recommendation
Coordinating			
15 June 2022	CONTEST Performance Management PSB minutes CYSUR/CWMPAS Gold command Decision Log		
26 September 2022	Overview and Scrutiny Annual Report CYSUR /CWMPAS RIPA PSB Minutes		
14 October Special	Corporate Strategy		

27 October Special	Corporate Strategy		
23 November 2022	RIPA Local Wellbeing Plan Armed Forces Bill Self- assessment and annual report Strategic Equality Plan Monitoring Report 2021-22 CYSUR/CWMPAS		
18 January 2023	Cylch Caron PSB minutes CYSUR / CWMPAS		
2 February 2023	Budget preparation		
22 March 2023	Amendments to the Whistleblowing Policy Local Wellbeing Plan		

Future meetings	Performance Management Framework – 22 May PSB Report – 22 May Outcome of the Crime and Disorder Strategic Assessment 2023 conducted by the Community Safety Partnership' – 29 June Reivew of IIA – 29 June		
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Committee	Item (description/title)	Invited Speakers	Purpose i.e. monitoring, policy, recommendation
Learning Communities			
30 June 2022	<p>Lifelong Learning and Skills Service and Canolfan Eos and Canolfan Aeron (Pupil Referral Units)</p> <p>Update on a new Area School in the Aeron Valley</p> <p>Self-evaluation and Improvement Planning - Schools and Culture Service</p> <p>Mid Wales Education Partnership – Business Plan</p> <p>A Curriculum for Wales update</p>		
29 September 2022	<p>GCSE and A Level results</p> <p>Regional Skills Partnership</p> <p>School Improvement framework</p>	<p>Elen James, Aggie Caesar-Homden Partnership Manager - Mid Wales Regional Skills Partnership</p>	
8 December 2022	<p>Youth Council Minutes</p> <p>A report on Autism</p>		

	<p>A verbal update on the grants available to schools</p> <p>Deprivation Strategy</p>		
9 February 2023 1.30pm	Budget preparation		
30 March 2023	<p>Welsh in Education Strategic Plan</p> <p>Elective Home Education</p> <p>Sex Education and relationships Policy</p> <p>Principles report</p> <p>Youth Council minutes</p>		Monitoring
Future meetings	<p>Post 16 Education</p> <p>Child Sufficiency Assessment – 8 June</p> <p>Play Sufficiency Assessment</p> <p>Progress against Ceredigion's ALN Principles and Expectations</p> <p>Mid Wales Education Partnership (reported every autumn)</p>		

Workstreams	<ol style="list-style-type: none"><li data-bbox="533 236 1189 304">1. Ensure that local and national priorities are delivered effectively<li data-bbox="533 347 958 384">2. Ensure equity for all pupils<li data-bbox="533 421 1267 489">3. Ensure an effective and efficient infrastructure to meet our priorities		
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Committee	Item (description/title)	Invited Speakers	Purpose i.e. monitoring, policy, recommendation
Thriving Communities			
27 July 2022	Ultra Low Emission Vehicle Strategy Waste management Overview of Highways and Environmental Services		
19 October 2022	Economic Strategy Update on Ash Die Back Net-zero Carbon		
7 December 2022	Phosphates Development Management and Enforcement		From the risk register
10 February 2023 9.30am	Budget preparation		
21 March Special	Refuse collection		
5 April 2023	Use of former railway lines for cycling / walking		

	Paper on current position of public transport within Ceredigion		
2023/24 June	<p>Climate Change and Coastal Erosion / Flooding (from the risk register)</p> <p>Review Harbours Management Policy</p> <p>Development Management and Enforcement caseload update</p>	Invite NRW	
2023/24 July	<p>Report on the option of allowing 2 hours free parking before 11am (from the budget meeting)</p> <p>Winter Service</p>		
Future meetings	<p><u>Suggestions:</u></p> <p>Impact of grant funded schemes – what's the impact, how well drawing down funds</p> <p>Use of space – how do we make it more vibrant, increase income</p> <p>LDP</p> <p>Review of public toilet strategy</p>		

Committee	Item (description/title)	Invited Speakers	Purpose i.e. monitoring, policy, recommendation
Corporate Resources			
21 June 2022	Draft Hybrid Working Strategy and Interim Hybrid Working Policy Corporate Bonds and Sureties Policy		
3 October 2022	A.M. County Farms update Report on Empty Properties/Buildings P.M. Complaints, Compliments and FOI Annual Report Engagement and Participation Strategy – Talking, Listening and Working Together Tackling Hardship Strategy Victim Support Hate Crime	Marie-Neige Hadfield Cathryn Morgan	Cabinet 1.11.22 Cabinet 4.10.22
19 December 2022	Coroner Report	Elin Prysor	

	<p>Report regarding purchase of car park for £600,000 at Cardigan.</p> <p>Revised Customer Services Charter</p>	<p>Russell Hughes-Pickering</p> <p>Arwyn Morris</p>	
17 February 2023 1.30pm	Budget preparation		
13 March 2023	<p>Update on the Community Housing Scheme</p> <p>An update report on Hybrid Working</p> <p>Report on the Code of Conduct for Local Government Employees and Declarations</p>	<p>James Starbuck</p> <p>Russell Hughes-Pickering</p> <p>Elin Prysor/Geraint Edwards</p>	
12 June 2023	Work/Life Balance Policy	Geraint Edwards	
19 October 2023	<p>Engagement Annual Report</p> <p>Update on Hybrid Working</p> <p>Tackling Hardship</p> <p>Compliments, Complaints and Freedom of Information Reports</p>	Geraint Edwards/Russell Hughes-Pickering	
Future meetings	<ul style="list-style-type: none"> • Update on Clic • Update on SMART towns in the future 		

	<ul style="list-style-type: none"> • Update on Digital Connectivity when new Officer in role. • The efficiency of ICT and software within the Authority – on risk register. • Community Grant Scheme update. 		
Task and Finish County Farms	Ongoing		

Committee	Item (description/title)	Invited Speakers	Purpose i.e. monitoring, policy, recommendation
Healthier Communities			
28 July 2022	Independent Reviewing Service Performance Management Report 1.10.21 – 31.12.21 Housing Support Programme 2022-2026 Licensing - Fees	Elizabeth Upcott Llyr Evans Heddwyn Evans	Update Pre-Cabinet Pre-Cabinet
27 October 2022	Regional Dementia Strategy IRO quarterly report Air Quality	Donna Pritchard Sian Howys Heddwyn Evans	Pre-Cabinet Monitoring Pre-Cabinet
23 January 2023 Special meeting	Update on the situation relating to Covid-19 Invitation extended to CAMHS Carers Annual Report Regional Carers Annual Report IRO	Carwen Evans Elen James Elizabeth Upcott	Monitoring Yearly monitoring

	Results of Sport Wales School Sport Survey 2022 (information only)	Elen James	Information only – Learning O&S Committee Members invitation to attend.
16 February 2023 9.30am	Budget preparation		
13 April 2023	Housing Strategy Occupational Therapy update Regional Advocacy Strategy IRO quarter 3 Director of social Services annual report	Cerys Purches-Philips Donna Pritchard Donna Pritchard Audrey Somerton-Edwards	
Future Items	24 May – update on Domiciliary Care Regional Maternity and Early Years Strategy Joint Adoption Arrangements 3 July - Inspection of food outlets (re-inspection)– red on the risk register Direct Payments	Donna Pritchard Iwan Davies Audrey Somerton-Edwards Carwen Evans	

	<p>18 September – Respite & Day Services Dementia Action Plan Housing Strategy Statutory Director of Social Services Annual Report 22/23</p> <hr/> <p>Update on Fostering following 6 October 2021 discussions Recruitment/staffing situation – Pyrth’s - red on the risk register Wellbeing Centres</p>		
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