 GIG CYMRU NHS WALES Iechyd Cyhoeddus Cymru Public Health Wales	Name of Meeting Board Date of Meeting 23 January 2020 Agenda item: 8.230120
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Public Health Wales' response to the Well-being of Future Generations (Wales) Act 2015

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Approval/Scrutiny route:	Business Executive Team (18 November 2019)
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Purpose
To provide an update on Public Health Wales' response to the Well-being of Future Generations (Wales) Act 2015 (WFG Act).

Recommendation:				
APPROVE <input type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input checked="" type="checkbox"/>
The Board is asked to: <ul style="list-style-type: none"> Note the activity and progress in responding to the WFG Act 				

Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

In order for Public Health Wales to deliver our strategic plan, effective performance management arrangements need to be in place to monitor and report on progress against achieving our strategic priorities to improve health outcomes. This intelligence is used to draw the Board's attention to areas of underperformance and is fundamental for effective and efficient decision making.

This report contributes to the following:

Strategic Priority/Well-being Objective	All Strategic Priorities/Well-being Objectives
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Summary impact analysis

Equality and Health Impact Assessment	An Equality and Health Impact Assessment is not required
Risk and Assurance	Our Strategic Risks are detailed within Our Strategic Plan
Health and Care Standards	This report supports and/or takes into account the Health and Care Standards for NHS Wales Quality Themes All themes
Financial implications	Within existing financial resources
People implications	Within existing human resources

1. Purpose / situation

To provide the Board with an update on Public Health Wales' response to the Well-being of Future Generations (Wales) Act 2015.

2. Background

To date, a Well-being of Future Generations Act (WFG Act) progress report has been discussed and scrutinised at mid-year and end-of-year Board meetings. This more detailed report has been developed to provide assurance to the Board about the range and richness of activity underway across the organisation to embed the WFG Act.

3. Description/Assessment

The report highlights organisational work since April 2019, both internally and externally, to respond to the WFG Act, including the support of the Health and Sustainability Hub. It is supported by supplementary information and case-studies in the annexes.

The Hub and Board Secretary are planning a Board development session on the WFG Act in Quarter 1 2020-21. The session will consider how the organisation is implementing the Act. This will include Public Health Wales case-studies (organisational and team/individual levels).

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



The organisation's response to the WFG Act is supporting the delivery of Public Health Wales' Long Term Strategy.



This response to the WFG Act is paramount to the success of the organisation in promoting prevention to improve health and well-being and reducing inequity.



Public Health Wales' response to the WFG Act is integrated across the organisation's Strategic Priorities/Well-being Objectives and Directorates.



As demonstrated in the report, the organisation is working with a range of cross-sector organisations to deliver its response to the WFG Act.



The delivery of Public Health Wales' response to the WFG Act has involvement across the full breadth of the organisation. Case studies also identify how we are involving citizens.

4. Recommendation

The Board is asked to:

- **Note** the activity and progress in responding to the WFG Act

Public Health Wales' response to the Well-being of Future Generations (Wales) Act 2015



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Case studies: Knowledge Directorate; Quality, Nursing and Allied Health Professionals Directorate

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Purpose and Summary of Document:

To provide an update on Public Health Wales' response to the Well-being of Future Generations (Wales) Act 2015.

Work Plan reference:

Strategic Priority/Well-being Objective: 1, 2, 3, 4, 5, 6 and 7

1 Purpose

To provide the Board with an update on Public Health Wales' response to the Well-being of Future Generations (Wales) Act 2015.

2 Background

In March 2018, Public Health Wales merged its strategic priorities and organisational well-being objectives, within the context of its Long Term Strategy. Public Health Wales also published its refreshed well-being statement explaining why the objectives will help us achieve the well-being goals and how we have applied the sustainable development principle.

3 The Health and Sustainability Hub

The Health and Sustainability Hub supports Public Health Wales to meet its duties in the Act and, where relevant, realise the opportunities afforded by the Act for the organisation and the wider public health system.

The Hub delivers a broad and diverse work programme divided into four main themes:

- Leading and informing – for example publishing evidence on embedding sustainable development
- Development and innovation – for example producing resources such as a biodiversity e-guide
- Increasing reach and impact – for example working with the Welsh Government Future Generations Team to shape and input to the UK Voluntary National Review on Sustainable Development Goals
- Monitoring and reporting – for example co-ordinating and contributing to responses to the Auditor General for Wales and the Future Generations Commissioner

3.1 Supporting Public Health Wales' organisational response

3.1.1 Raising awareness and understanding

The Hub undertakes considerable staff engagement to raise awareness and understanding of the opportunities and challenges of implementing the Act by working closely with corporate leads for support functions; by presenting at the 'Welcome, Engage, Network, Develop' events; and through attending team meetings and various working-groups across the organisation. Between April and September 2019, the Hub has participated in over 30 internal 'engagements' across Public Health Wales.

3.1.2 Improving environmental sustainability

The Hub continues to support the delivery of Public Health Wales' Environmental Sustainability Programme, including chairing the 'Leadership and Engagement' sub-group (one of the five work-streams to implement the programme). The overall vision is for Public Health Wales to be a sustainable organisation, which protects and enhances our environment.

Examples of the Environmental Sustainability Programme's outcomes over the short, medium and long term:

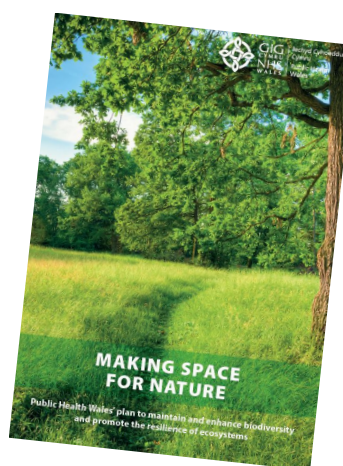
- Be able to monitor environmental data for the whole organisation – by 2020
- Achieve international standards accreditation for environmental and energy management – by 2024
- Have an information system to display environmental data which is available to all staff – by 2030

Annex 1 provides some examples of activities which have been progressed through the programme since April 2019.

3.1.3 Public Health Wales' Biodiversity Plan

In April, the Hub co-ordinated the publication of Public Health Wales' Biodiversity Plan (*'Making Space for Nature'*) to maintain and enhance biodiversity and promote the resilience of ecosystems. The plan is a statutory requirement in the Environment (Wales) Act 2016; the Hub also supported the production of the first progress report which was required by the end of 2019.

Image: Public Health Wales' Biodiversity Plan



3.1.4 Board Development Session

The Hub and Board Secretary are planning a Board development session on the WFG Act in Quarter 1 2020-21. The session will consider how the organisation is implementing the Act.

3.2 Enabling a collaborative approach

3.2.1 Memorandum of Understanding with Natural Resources Wales

The aim of this Memorandum of Understanding is to enable greater collaboration and add value to existing ways of working, to support a joint approach to the delivery of respective well-being objectives. A work plan is being developed by a bilateral steering group.

3.2.2 Participating in wider networks

The Hub is participating in a range of networks to identify opportunities for working collaboratively to deliver shared outcomes, including Sustainable Development Co-ordinators' Cymru (SDCC+), National Public Bodies Network, and Cynnal Cymru-Sustain Wales.

4 How has the Act made a difference?

4.1 Measuring our progress to date

The alignment of our well-being objectives and strategic priorities allows ongoing monitoring and reporting of the well-being objectives to show a clear link to how our organisation reflects its unique contribution to the seven well-being goals. Performance against each of the well-being objectives/strategic priorities is presented to Board via the Integrated Performance Report.

Through our internal performance review arrangements, emphasis continues to be placed on how Directorates and Strategic Priority areas are embedding the 'five ways of working' in the WFG Act (*Annex 2*). We also highlighted the progress that we are making at our recent bi-annual Joint Executive Team accountability meeting with Welsh Government.

To strengthen our ability to report progress against the WFG Act, work is being taken forward through our performance management framework. This sets out expectations for performance delivery as well as our vision for performance management and reporting, whilst embedding a culture of high performance across the organisation. In alignment with our well-being objectives, outcomes are currently being developed and these will be supported by organisational wide measures to help track progress. Work is also underway to enhance our ability to provide more timely and granular information through the use of business intelligence systems, enabling effective decision making in support of delivering our Strategy.

4.2 Case studies

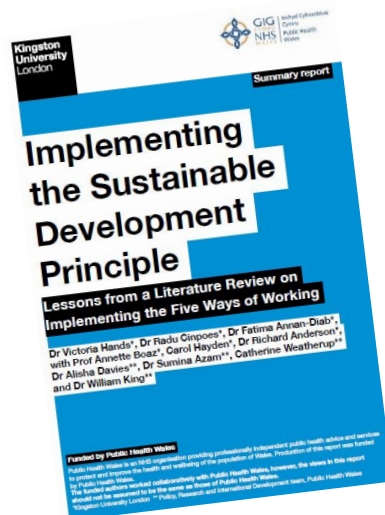
Public Health Wales' mid-year performance reviews have collected a number of case studies which provide examples of activities that contribute to embedding the sustainable development principle. Two case studies are highlighted in *Annex 3* (production of the Farming and 'Brexit' report, and the 'Young Ambassadors' programme), alongside a range of examples from across the organisation demonstrating the ways of working, reflecting how the WFG Act is being embedded in day-to-day practice (*Annex 2*).

5 Looking forward - Embedding sustainable development: everybody's business

It is five years since the Sustainable Development Goals were agreed and the Well-being of Future Generations (Wales) Act received royal assent. In May 2020, the first legally required Future Generations Report for Wales will be prepared and published by the Future Generations Commissioner for Wales and the Wales Audit Office will also report on progress. Both of these reports will contribute to the strategic direction taken by the Hub and influence the on-going implementation support that the Hub provides for Public Health Wales and wider NHS. It will also be important to marry these external views on progress with our own staff audit (being undertaken in Q4 2019-20), in which we will assess awareness and understanding of the legislation, and we will explore how the Hub team and products have helped staff to embed sustainable development in their day to day practice. We will also ask questions on barriers and opportunities for future sustainable development action, which will be used to inform the next Hub work programme.

5.1 Literature Review on Sustainable Development Principle

One of the important products that the Hub has produced is the Literature Review (commissioned from Kingston University, London) on implementing the sustainable development principle. Published in September 2019, it provides five key recommendations, alongside a summary of the evidence, for all public bodies within Wales, and any organisation internationally, seeking to make the five sustainable ways of working a reality. The literature review is being used to underpin the development of the Hub's tools and resources as it provides recommendations on how to 'translate' sustainable development at various levels for individuals, teams, organisations and systems.



<http://howis.wales.nhs.uk/sitesplus/888/news/62821>

To further raise awareness and understanding of the Act, the Hub has developed other products to help embed sustainable development (highlighted below). These products are putting into practice the literature review findings by 'operationalising' the five ways of working for individuals and teams.

5.2 'Be the Change' movement/campaign



'Be the Change' e-guides and e-posters offer *sustainable steps* to motivate and challenge staff as individuals to reduce their negative impacts and maximise positive impacts across the well-being goals, and link to the organisation's supporting services and policies. The themes support the four pillars of sustainable development, and include a range of issues of both Welsh and global concern. To-date, the Hub has published seven e-guides and four e-posters, including a toolkit to support other organisations (in Wales and internationally) to promote 'Be the Change' sustainable steps in contribution to both Wales' well-being goals and the global goals.

Two health boards are adapting these 'Be the Change' resources for their own workforces: Hywel Dda and Aneurin Bevan, with some advice from the

Hub. Preparatory work is also underway in the Hub on two further e-resources on the themes of 'organisation of sanctuary' and 'global citizenship', the latter in collaboration with Oxfam Cymru.

An e-guide has also been drafted to encourage and provide sustainable steps for staff in 'public authorities' to support the delivery of their organisation's biodiversity plan (under the Environment Act). The guide, which will be published in Q4 2019-20, will be endorsed in collaboration with partners including the Welsh Government and Natural Resources Wales, and hosted on the Wales Biodiversity Partnership's website for a potential audience of over 200 organisations and town councils across Wales. This approach has been welcomed by members of the Partnership as being 'public spirited'.

The Hub organised a 'Be the Change' lunchtime session where colleagues were invited to exchange unwanted items of clothing and accessories for some new, 'pre-loved' items. This 'Swap-not-Shop', which took place in Matrix House and Capital Quarter, raised awareness about the social and environmental impacts of 'fast fashion' and demonstrated how we can alter our shopping habits to more 'slow fashion' to reduce our carbon footprint.

Image: 'Swap-not-Shop' staff engagement session



The team is also creating a 'Well-being Goals Challenge Toolkit' as a resource for public bodies to challenge their staff to seven days of modelling a sustainable behaviour to support our national goals, from a menu consisting of a low-carbon diet, reducing waste, healthy travel, and ethical consuming including clothing.

5.3 Sustainability Improvements for Teams (SIFT) Tool

Designed to motivate and challenge teams to implement sustainable development practice, we have further developed the SIFT workshop following feedback from stakeholders from several sectors, including local government, NHS and the Office of Future Generations Commissioner. We have incorporated the 'Future Generations Prompt Cards' (see below) to help facilitate teams to think about complex issues and how to take a long term view (see below) and added a clear 'road-map' of the SIFT process in the form of an infographic.



5.3.1 Future Generations Prompt Cards

We have worked with the International Futures Forum to develop a deck of 'prompt cards' (based on research and practical experience) to inspire us to take a broad, systemic view of our circumstances and think about the 'long term'. We have also developed two instructional videos and an information sheet to encourage users to try various approaches with the cards: to get to know each other; to address challenges; and, to reflect and draw on own experience and knowledge.



5.4 Sustainable environments

The early work on increasing access to green space on or near to NHS Wales land with Natural Resources Wales (NRW) will be expanded on through the work-plan for the Memorandum of Understanding with NRW (section 3.2.1 in this paper). Draft actions include the two organisations providing brokerage and leadership on health and the environment across sectors.

5.5 Supporting 'long-term thinking and working'

Following the success of the national conference, '*Shaping Our Future in Wales*', which was held in March 2019, the Policy Division has established a 'Wales Futures Community' network to communicate with 'futures enthusiasts' in public bodies to raise awareness of events and other 'futures' opportunities. Working with the Office of the Future Generations Commissioner, a series of training sessions and workshops using the '3 horizons model' futures tool have been held. More workshops are planned on other topic areas, where the outcomes will feed into the Commissioner's 'Future Generations 2020' report.

5.6 Contributing to a healthy heritage

Working collaboratively with Public Health Network Cymru and Arts Wales, five roadshows were presented across Wales for arts and cultural organisations to showcase their 'arts in health' work, and the links to maximising physical and mental health and well-being. The report and case studies can be read from the link below. To share this practice from Wales, the Hub has submitted a paper to the World Health Organization's '*Public Health Panorama*' publication for its special issue on 'Arts and Health in the European Region'.

www.publichealthnetwork.cymru/en/get-involved/past-event/arts-in-health-2019/

5.7 Supporting the Healthy Travel Charter

The Hub's Programme Manager is supporting the communication of the Healthy Travel Charter with communications leads in organisations which have signed the Charter (across Cardiff and the Vale of Glamorgan). This has provided one-to-one meetings with organisations including National Museum Wales and Cardiff Airport, and the opportunity to promote wider Hub work around the Act (including 'Be the Change') and Public Health Wales' services such as 'Healthy Working Wales'.

5.8 Co-ordinating responses to Future Generations Commissioner

Further to the Board meeting in May 2019, the Future Generations Commissioner has provided written feedback on the organisation's self-reflection on the extent to which it has met its well-being objectives for the period April 2017 – March 2018.

The Commissioner has commended the time and consideration which Public Health Wales dedicated to the self-reflection, the way it approached the

task through a cross-organisational working group, and for an honest reflection of progress highlighting both strengths and weaknesses.

Sophie Howe stated that Public Health Wales is taking its system leadership seriously and she particularly welcomed organisational priorities such as addressing adverse childhood experiences, promoting collaborations with housing, and the commitment to environment sustainability. The Commissioner asked Public Health Wales and other public bodies to respond to her call for action to reduce carbon emissions and support biodiversity, and explore the role of culture with partnerships through Arts Wales and other creative connections.

5.8.1 Co-ordinating responses to Auditor General for Wales

In spring 2019, Public Health Wales participated in the Wales Audit Office's (WAO) work in relation to the WFG Act, in assessing the extent to which public bodies are acting in accordance with the sustainable development principle. The WAO examined a 'step' which Public Health Wales has taken, through a reflective workshop with key staff involved in its design and delivery - Public Health Wales' approach to developing its long term strategy. A follow-up workshop provided feedback and developed improvement actions. The workshops were also observed by the Office of the Future Generations Commissioner. The WAO concluded that: *'The Trust has made good progress in applying the sustainable development principle and the five ways of working, but recognises there is more work to do'*.

5.9 Working with key stakeholders in Wales and Europe

Between April and September 2019, the Hub has participated in over 40 external 'engagements' across Wales' public service. In addition, the Hub is working with a number of teams in the Welsh Government to share learning from the Literature Review and Hub resources in responding to the Act, including advocating the adoption of the 'SIFT Tool' and 'Be the Change' by a wider audience.

5.9.1 Joint Action on Health Equity Europe (JAHEE) Programme 2018-21

The Hub attended the meeting of the 'Health in All Policies' work package for the Joint Action on Health Equity Europe (JAHEE) Programme. Colleagues presented the findings of the literature review on 'Embedding the Sustainable Development Principle' (section 5.1 above), and the Hub's products (sections 5.2 and 5.3 above). These resources were very well-received, with 15 people from various countries signing up to test the

resources in their individual country's context. In addition, 'EuroHealthNet' has expressed interest in disseminating these tools to its members.

5.9.2 Wales and the Sustainable Development Goals

The Hub contributed to the '*Supplementary Report to the UK Voluntary National Review of progress towards the Sustainable Development Goals 2030*'. This was published in summer 2019 by the Welsh Government. The report highlights work by Public Health Wales around air quality, physical activity and arts and health. The Health and Sustainability Hub is also included in the report as an 'activity snapshot' on two of its products ('Be the Change' and 'SIFT Tool') supporting public services with Wales' well-being goals and ways of working.



6 Recommendations

The Board is asked to:

- Note activity and progress in responding to the WFG Act

Annex 1: Examples of work in Public Health Wales' environmental sustainability programme

Leadership and Engagement

The Health and Sustainability Hub has created, and is delivering, a mini carbon literacy style session for new staff joining the organisation, through the 'Welcome, Engage, Network, Develop' (WEND) events. The session comprises of environmental context, activities and group discussions, and key sustainable steps we can each take to reduce our personal and collective carbon footprint.

Monitoring and Evaluation

The group identified and agreed three initial organisational-level measures to be reported on a frequent basis: electricity consumption, business mileage and waste disposal.

Green Travel

The group co-ordinated a staff travel survey as part of the organisation's participation in the 'Healthy Travel Charter', which was initiated through the Cardiff Public Services Board.

Plastics Reduction

The work-stream has stopped the purchasing of plastic stirrers, cups, and stationery items with a high plastic content across the estate, and has also removed water-coolers.

Buildings, Energy and Waste

The group has been progressing work with a view to installing LED lighting across the estate, where viable, in early 2020. It is also undertaking more extensive trials of electric vehicles, which will continue until January 2020, to help inform a decision on whether electric vehicles are a viable option as pool cars for the organisation. The work-stream has also worked closely with the 'Green Travel' work-stream to produce a paper for the Senior Leadership Team on taxi travel across the estate, with a view to reducing the environmental and financial impacts.

In addition, the group is continuing to roll out software to monitor internal printing, and has started a trial of recycled copier paper in Capital Quarter, again with a view to rolling out across the estate.

Annex 2: Summary of cross-organisation case studies, from mid-year performance reviews with Directorates

Our Directorates have provided short case studies on embedding the five ways of working in their mid-year performance reviews. The table below highlights some of these examples of work which are applying the sustainable development principle in the WFG Act.

Directorate	Examples of five ways of working
Public Health Services	<ol style="list-style-type: none"> 1. Online testing for select sexually-transmitted infections (Health Protection) 2. Front-end automation (Microbiology) 3. Optimisation of Bowel Screening Programme (Screening)
WHO Collaborating Centre on Investment for Health and Well-being	<ol style="list-style-type: none"> 1. 'Brexit' workshop for leaders in Wales 2. Investment in Housing report 3. Joint Action for Health Equity Europe
NHS Quality Improvement and Patient Safety / 1000 Lives Improvement	<ol style="list-style-type: none"> 1. Mental Health & Learning Disabilities Cognitive Health programme (dementia care) 2. Nurse Staffing programme 3. Medicines Safety Collaborative
Quality, Nursing and Allied Health Professionals	<ol style="list-style-type: none"> 1. Strategic Priorities – National Safeguarding Team overview 2. Safeguarding Maturity Matrix – peer review
Health and Well-being	<ol style="list-style-type: none"> 1. Development of new parental information resources 2. Designed to Smile
People and Organisational Development	<ol style="list-style-type: none"> 1. Corporate Health Standard 2. Stonewall 3. Welsh Language Standards
Operations and Finance	<ol style="list-style-type: none"> 1. 'Our Space' north Wales 2. Wales Public Health Conference 2019 3. Establishment of the Project Management Office
Knowledge	<ol style="list-style-type: none"> 1. Development of alcohol web-profile

	2. Development of the WCISU/Macmillan routes to cancer diagnosis analytic project
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Annex 3: Case studies

1. Production of Farming and 'Brexit' Report (Knowledge Directorate)



<i>Long term</i>	The report identifies the potential impact of 'Brexit' on the future of farming and provides an action framework.
<i>Prevention</i>	The report identifies actions to address the underlying contributing factors to poor mental well-being in farmers. Prevention and mitigation at the core.
<i>Integration</i>	The report brings together international evidence and expert opinions. Providing an action framework integrating health across areas.
<i>Collaboration</i>	The report was commissioned by the Welsh Government and undertaken in conjunction with the Mental Health Foundation and over 20 stakeholder organisations.
<i>Involvement</i>	The report was compiled with input from farmers across Wales (farmer survey and stakeholder engagement).
	The report can be accessed at: https://phw.nhs.wales/news1/news/farmers-health-and-wellbeing-needs-to-be-at-the-centre-of-brexit-response-new-report/

2. 'Young Ambassadors' programme (Quality, Nursing and Allied Health Professionals Directorate)



<i>Long term</i>	The programme will enable Public Health Wales to establish a sustainable all-Wales approach to empowering young people to exercise their rights under the United Nations Convention on the Rights of the Child and Well-being of Future Generations Act.
<i>Prevention</i>	Preventing problems occurring in the future is at the heart of the programme.
<i>Integration</i>	The Young Ambassador programme will link into all aspects of Public Health work. The programme will also be linked to Board meetings with Young Ambassadors representatives becoming an integral part of Board engagement.
<i>Collaboration</i>	Key stakeholders such as local authorities, partners from voluntary sector, and young people were involved in the development of the programme. All partners highlighted above will support implementation and ongoing development.
<i>Involvement</i>	Young people from across Wales have been involved as equal partners. This will continue to be the case with all aspects of the programme. Regular support visits have and will continue to take place with local authorities and voluntary sector partners to provide support, feedback and further development.