



## AGENDA

21<sup>st</sup> September 2021, 10.00am – Teams meeting

1. Welcome and apologies
2. Minutes of last meeting
3. COP26 – SW Wales Regional Event update (**Darren Thomas**)
4. Well-being Assessment (**Nick Evans**)
5. Action Plan progress updates

### Community Themes

- a) Build links with relevant groups to support delivery of the Communities themed workstreams (**Sue Leonard/Iwan Thomas**)
- b) Build stronger links with town and community councils – Findings of the Pembrokeshire Community Covid Response Survey (**Iwan Thomas**)

### Becoming a Carbon Neutral County

- c) Pembrokeshire Sustainable Natural Capital Forum (**Sue Leonard**)

### Recruitment and Employment Transformation Framework

- d) Develop a shared approach to staff well-being across PSB partner organisations (**Barry Walters/Alyson Phillips**)

### Environmental and Climate Change Risk Assessment

- e) Update on 'Gold' level climate change discussions (**Andrea Winterton/Tegryn Jones**)
- f) New project – Work with colleagues from the Pembrokeshire Nature Partnership to co-ordinate a PSB response to the nature emergency (**lead tbc**)

6. Draft PSB Annual Report 2020-21 (**Lynne Richards**)
7. AOB

**Date and time of next meeting:** 23<sup>rd</sup> November 2021, 10.00am



## AGENDA

### 21 Medi 2021, 10.00am – Cyfarfod Teams

1. Croeso ac ymddiheuriadau
2. Cofnodion o'r cyfarfod diwethaf
3. COP26 – Diweddariad ar Ddigwyddiad Rhanbarthol De-orllewin Cymru  
(**Darren Thomas**)
4. Asesiad Llesiant (**Nick Evans**)
5. Diweddariadau ar gynnydd y cynllun gweithredu

#### Themâu cymunedol

- a) Creu cysylltiadau â grwpiau perthnasol i gefnogi'r gwaith o gyflwyno'r ffrydiau gwaith ar thema cymunedau (**Sue Leonard / Iwan Thomas**)
- b) Creu cysylltiadau cryfach â chynghorau tref a chymuned – Canfyddiadau Arolwg Ymateb i COVID Cymunedau Sir Benfro (**Iwan Thomas**)

#### Dod yn Sir Carbon Niwtral

- c) Fforwm Cyfalaf Naturiol Cynaliadwy Sir Benfro (**Sue Leonard**)

#### Fframwaith Trawsnewid Recriwtio a Chyflogaeth

- ch) Datblygu dull a rennir o ran lles staff ar draws sefydliadau partner y Bwrdd Gwasanaethau Cyhoeddus (**Barry Walters / Alyson Phillips**)

#### Asesiad Risg Amgylcheddol a Newid yn yr Hinsawdd

- d) Diweddariad ar drafodaethau'r newid yn yr hinsawdd lefel 'Aur' (**Andrea Winterton / Tegryn Jones**)
- dd) Prosiect newydd – Cydweithio â chydweithwyr o Bartneriaeth Natur Sir Benfro i gydlynu ymateb gan y Bwrdd Gwasanaethau Cyhoeddus i'r argyfwng natur (**arweinydd i'w gadarnhau**)
6. Adroddiad Blynyddol drafft 2020-21 y Bwrdd Gwasanaethau Cyhoeddus  
(**Lynne Richards**)
  7. UFA



**MINUTES OF PEMBROKESHIRE PUBLIC SERVICES BOARD**  
**Tuesday 22<sup>nd</sup> June 2021 at 10.00am (Microsoft Teams meeting)**

**Present:**

Tegryn Jones	Chief Executive, PCNPA (Chair)
Sue Leonard	Chief Officer, PAVS (Vice-Chair)
Dr Steven Jones (SPJ)	Director of Community Services, PCC
Iwan Thomas	Chief Executive Officer, PLANED
Dr Barry Walters	Principal, Pembrokeshire College
Supt. Anthony Evans	Dyfed Powys Police
Alyson Phillips	Pembrokeshire Partnership Manager, DWP
Kevin Jones	Assistant Chief Fire Officer, M&WW FRS
Andrea Winterton	Marine Service Manager, Operations, NRW
Philip Kloer	Executive Medical Director, Hywel Dda UHB (left 11.30pm)
Elaine Lorton	County Director, Pembrokeshire, Hywel Dda UHB (left 11.30am)
Mydrian Harries	Corporate Head for Prevention & Protection, MAWW FRS
Anna Bird	Head of Strategic Partnership Development, Hywel Dda UHB
Cllr. Elwyn Williams	Vice-Chair MAWW Fire Authority
Cllr. Cris Tomos	Pembrokeshire County Council
Nick Evans	Corporate Policy and Partnerships Manager, PCC
Diane Lockley	One Voice Wales

**Support/Secretariat**

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

**Apologies**

Jonathan Griffiths	Director of Social Care & Housing
Martyn Palfreman	Head of Regional Collaboration, WWCP
Sinead Henehan	Community Safety, Poverty & Regeneration Manager, PCC
Christine Harley	Head of Dyfed Powys Local Delivery Unit, HMPPS
Richard Brown	Interim Chief Executive, Pembrokeshire County Council
Ros Jervis	Director of Public Health, HDUHB

The meeting commenced at 10.05am

**1. Welcome and Apologies**

Introductions were made and apologies received from those listed above.

TJ noted that as mentioned in the previous meeting, there is yet to be a replacement representative from Welsh Government and he would write to them to highlight this.

## 2. Minutes of last meeting/Action Log

The minutes of the last meeting held on 27<sup>th</sup> April 2021 were confirmed as an accurate record.

### Action Log

Updates on actions agreed at the last meeting were as follows;

#### *Action 1 – Completed*

*Actions 2 & 3 – AW updated the PSB explaining that a meeting was conducted before PSB today. The ambition set out was to achieve carbon neutrality and to bring key representatives from PSB organisations together to look at this agenda. A bid has been submitted to the community renewal fund, which has been successful at county level and is with the UK government for a final decision, to conduct a series of workshops around climate adaptation. TJ added there is a huge amount of work being conducted and need to look at where the PSB fits in with this. A terms of reference is to be drawn up and further meetings will be held as required.*

TJ/AW

#### *Action 4 – On agenda*

#### *Action 5 – Completed*

#### *Action 6 – On agenda*

## 3. Well-being Assessment

NE provided an update on the Well-being Assessment. The Pembrokeshire Engagement and Co-Production Network has been re-established to conduct the local engagement, which will complement the regional work. Regional work is expected to increase over the summer in preparation for executing engagement activities. SL suggested that there may be a need to open the network up to additional outside organisations in order to reach the broader community and allowances have been made for this within the terms of reference for the group.

There is yet to be any feedback from CoProNet Wales on the unsuccessful bid by the regional PSB cluster for dedicated CoProNet support but they have offered all PSBs a form of support by conducting a forum. The Regional Well-being Coordinator, once in post, will provide valuable support and assistance with co-production and data analysis.

NE said that the data catalogue being produced by WG is a positive move as when producing the last well-being assessment, there were gaps in the data available meaning the decision and conclusions reached were less informed. NE stated that the three research briefings were good pieces of work containing complete and sound information that will assist PSBs in the Well-being Assessment production. The Future Trends report was published too late to be used in the previous Well-being Assessment so the estimated publication in July is welcome.

On the subject of the “Horizon” tool developed by WriteMedia, SPJ noted that the name Horizon is currently used as the title for an active project underway in South Wales and

therefore the name may need to be changed to eliminate confusion. NE agreed that the name needs to be addressed as the program needs a strong brand identity to be universally understood across the PSB as the intention is for it to become a valuable resource to all.

SPJ also requested that a demonstration of the tool by Writemedia be conducted to assist in how to use the tool. NE said that he will request this at the next regional meeting. SPJ also asked whether the data catalogue is going to be integrated into the program. There have been delays in the production of Horizon and no live version has been seen as of yet but NE said live data is to be fed into the program and the intention is for Horizon to be kept live continually, for use in future Well-being Assessments.

NE

In reference to the timeline included in the engagement plan, PK asked how much the timeline is likely to change with the delays encountered and also whether any project managers who worked on the previous assessment have been contacted to ask for feedback. NE said the original timescale was that the draft assessment would be available in the autumn and finalised in the winter, which allowed a sizable time buffer so the delay will not cause any issues. SL raised the point at the regional meeting that there is no need to rush the engagement as it is the most important stage of the assessment. Members of PSB bodies who were involved in the production of the previous assessment sit on the regional group and provide feedback in the working group. If a demonstration for the data catalogue is organised, attendees can also give feedback and identify any gaps in knowledge. NE requests support from all PSB members to identify and address weaknesses.

EL said it is important to remember this piece of work is a Well-being Assessment for the community to inform the PSB of their feelings and is not service provision consultation. The national intermediate care project is being conducted currently with the results to be published in November and there may be data gathered that could be used for the assessment. SL added the population needs assessment is also being run at the same time as the work for the assessment, and asked whether the two pieces of work are being dovetailed. Martyn Palfreman, (West Wales Care Partnership) was not on the call to answer the question but NE said that both pieces of work will complement each other.

#### **4. Action Plan progress updates**

##### Community Themes

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

There was no additional update in addition to the written update circulated.

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

IT informed the board that the CWBR project is now coming to an end. PLANED have put in a bid for funding to employ a Town and Community Council officer for Pembrokeshire to address the issues raised in the workshops that were conducted.

c) Pembrokeshire Sustainable Natural Capital Forum (Lead - Sue Leonard)

SL confirmed that a meeting about the forum has been held where it was discussed the role of the forum and the intention of relaunching it at an event later in the year. SL asked whether there was any further funding available from NRW and AW said that NRW has received no additional funding so an extension was not available this year.

Recruitment and Employment Transformation Framework

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

BW said that the workshop had been a positive and constructive meeting and there had been genuine concern among the attendees about the well-being of staff. The overarching conclusion had been that there was a need to review practices around hybrid models of working, including operational benefits, environmental issues and the impacts on mental health. BW and AP both reiterated how positive and productive the workshop was and agreed to circulate the report once it is completed. TJ added that in the programme for government that has recently been released, the WG has an aim for 30% of the workforce in Wales to work from home so this exercise may be key in facilitating this.

BW/AP

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

AP suggested there may be an extension to the Kickstart scheme but the PSB project has now come to a natural end. She will provide a final update at the next meeting.

SL raised the current issue of recruitment across Pembrokeshire and whether there was any action to address this as a PSB. AP and IT are currently conducting a transport working group, led by Rachel Moxey, due to the increasing number of vacancies that are not filled. The group is comprised of employers, employees, learners and teachers to give a broad spectrum view. AP will share the findings and ideas from the working group with the PSB for discussion around barriers and areas that the PSB may be able to support as this will be relevant to all bodies.

AP

SPJ said if the Kickstart scheme is extended, PCC would be very interested. The young person's guarantee was announced on 21<sup>st</sup> June by WG and he asked whether DWP had received any information. AP replied that nothing had been received to date but that she was anticipating the information soon. It was agreed that an item around employment challenges would be added to the agenda for the next meeting.

LR

**5. PSB Annual Report 2020-21**

LR provided an overview of the suggested structure of the PSB annual report and asked for feedback from the board. AB asked whether a section could be included on how the PSB has worked together during Covid. The draft report will be added to the agenda of the September PSB meeting for approval.

LR

**6. Hywel Dda Estates Mapping Project**

EL explained that the project started 18 months ago and ties in with the PSB project on hybrid working and also the project on Town and Community Councils. An evaluation

conducted by Aberystwyth University on integrated collaborative working found that having the space available appeared to be as important as the conversation around the topic. As the project is developing, HDUHB are looking to scope interest from PSB partners who would like to make use of the space in the three hubs identified in the paper, particularly Fishguard.

AE said that Fishguard Police station is increasingly not fit for purpose and would be interested in taking advantage of the space. KJ added that a similar project is currently active in Carmarthenshire, creating hubs in smaller localities and it could be of value to receive feedback from their experience. EL replied that the project is not looking to address the needs of communities at this point but that is to be further researched and she welcomed other contributors to share what pressures other bodies suffer with. SPJ said that PCC have a leisure centre in each of the 6 designated areas that could be utilised in this project as centres are busy during the evening and quieter during the day, which is something to be discussed. SL raised a concern that as the interest in creating hubs is increasing, there is beginning to be a hub of hubs forming but the development of “community access points” and promotion of collaborative working is positive. EL informed the board that an initial single pilot hub will be created to understand what the needs of the community are.

## **7. AOB**

CT said that the Enhancing Pembrokeshire Steering Group had approved a bid for a dedicated Town and Community Council support officer, to be funded from the Enhancing Pembrokeshire Fund. A final decision on the bid would be made by Cabinet on 28<sup>th</sup> June. He added that PCC are looking at increasing the second homes council tax, which will increase the revenue of the Enhancing Pembrokeshire Fund. SL suggested that the Enhancing Pembrokeshire fund should be strategically used for community led initiatives and is of particular interest now LEADER funding has ended. The use of other funding is key for replacing and retaining what LEADER provided.

In the programme for government, SPJ outlined two ideas set out within the document that could be of interest to the PSB;

1. A community bank which SPJ feels that the PSB should put in a bid to host. IT said he was happy to take on the discussions around the community bank.
2. The poverty agenda which looks to pilot universal income in two areas in Wales, one urban and one rural. SPJ proposes to apply for this due to the damning paper stating Pembrokeshire has the worst child poverty rates in the UK, to show that as a county we are “punchy and forward looking”. TJ seconded this idea.

The ideas were agreed on overall by PSB and SPJ will communicate with the board when required.

IT informed the PSB that PLANED have created a survey for the community response to Covid in Pembrokeshire. The survey is open until July and the results are expected to be available in September, which should be able to feed into the Well-being assessment. PLANED are going out into 7 communities to raise awareness of the survey to gather as much data as possible. Once the results are collated, the data will be circulated.

The meeting ended at 11.40 am.



**COFNODION BWRDD GWASANAETHAU CYHOEDDUS SIR BENFRO**

**Dydd Mawrth 22 Mehefin 2021 am 10:00am (Cyfarfod Timau  
Microsoft)**

**Yn bresennol:**

Tegryn Jones	Prif Weithredwr, APCAP (Cadeirydd)
Sue Leonard	Prif Swyddog, Cymdeithas Gwasanaethau Gwirfoddol Sir Benfro (Is-Gadeirydd)
Dr Steven Jones (SPJ)	Cyfarwyddwr Gwasanaethau Cymunedol, CSP
Iwan Thomas	Prif Weithredwr, PLANED
Dr Barry Walters	Pennaeth, Coleg Sir Benfro
Yr UA Anthony Evans	Heddlu Dyfed Powys
Alyson Phillips	Rheolwr Partneriaeth Sir Benfro, Yr Adran Gwaith a Phensiynau
Kevin Jones	Prif Swyddog Tân Cynorthwyol, GTACGC
Andrea Winterton	Rheolwr Gwasanaeth Morol, Gweithrediadau, CNC
Philip Kloer	Cyfarwyddwr Meddygol Gweithredol, BIPHDd (gadawodd am 11:30pm)
Elaine Lorton	Cyfarwyddwr Sirol, Sir Benfro, BIPHDd (gadawodd am 11.30am)
Mydrian Harries	Pennaeth Corfforaethol Atal a Gwarchod, GTACGC
Anna Bird	Pennaeth Datblygu Partneriaeth Strategol, BIPHDd
Y Cyngh. Elwyn Williams	Is-Gadeirydd Awdurdod Tân CGC
Y Cyngh. Cris Tomos	Cyngor Sir Penfro
Nick Evans	Rheolwr Polisi a Phartneriaethau Corfforaethol, CSP
Diane Lockley	Un Llais Cymru

**Cymorth/Ysgrifenyddiaeth**

Lynne Richards	Swyddog Partneriaethau Corfforaethol, CSP
Amy Richmond-Jones	Gwasanaeth Tân ac Achub CGC
Jemma Rees	Swyddog Cymorth Partneriaethau Corfforaethol, CSP

**Ymddiheuriadau**

Jonathan Griffiths	Cyfarwyddwr Gofal Cymdeithasol a Thai, CSP
Martyn Palfreman	Pennaeth Cydweithio Rhanbarthol, PGGC
Sinead Henehan	Rheolwr Diogelwch Cymunedol, Tlodi ac Adfywio, CSP
Christine Harley	Pennaeth Uned Gyflawni Leol Dyfed Powys, GPaChEM
Richard Brown	Prif Weithredwr Interim, CSP
Ros Jervis	Cyfarwyddwr Iechyd y Cyhoedd, BIPHDd

Dechreuodd y cyfarfod am 10:05am

**1. Croeso ac Ymddiheuriadau**

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

Nododd TJ, fel a grybwyllwyd yn y cyfarfod blaenorol, nad oes cynrychiolydd newydd o Lywodraeth Cymru eto ac y byddai'n ysgrifennu atynt i amlygu hyn.

## 2. Cofnodion y cyfarfod diwethaf/Log Gweithredu

Cadarnhawyd fod cofnodion y cyfarfod diwethaf a gynhaliwyd ar 27 Ebrill 2021 yn gywir.

### Log Gweithredu

Roedd diweddariadau ar gamau gweithredu y cytunwyd arnynt yn y cyfarfod diwethaf fel a ganlyn;

*Cam Gweithredu 1 – Wedi'i gwblhau*

*Camau Gweithredu 2 a 3 – Rhoddodd AW ddiweddariad i'r BGC gan egluro bod cyfarfod wedi'i gynnal cyn y BGC heddiw. Yr uchelgais a nodwyd oedd cyflawni niwtraliaeth carbon a dod â chynrychiolwyr allweddol o sefydliadau'r BGC ynghyd i fwrw golwg ar yr agenda hon. Mae cais wedi cael ei gyflwyno i'r gronfa adnewyddu cymunedol, sydd wedi bod yn llwyddiannus ar lefel y sir ac sydd gyda Llywodraeth y DU ar gyfer penderfyniad terfynol, i gynnal cyfres o weithdai ar addasu i'r newid yn yr hinsawdd. Ychwanegodd TJ fod peth wmbredd o waith yn cael ei wneud a bod angen edrych sut y mae'r BGC yn ffitio i mewn gyda hyn. Bydd amodau gorchwyl yn cael eu llunio a bydd cyfarfodydd pellach yn cael eu cynnal yn ôl yr angen.*

TJ/AW

*Cam Gweithredu 4 – Ar yr agenda*

*Cam Gweithredu 5 – Wedi'i gwblhau*

*Cam Gweithredu 6 – Ar yr agenda*

## 3. Asesiad Llesiant

Darparodd NE ddiweddariad ar yr Asesiad Llesiant. Mae Rhwydwaith Ymgysylltu a Chydgyngyrchu Sir Benfro wedi cael ei ail-sefydlu i gynnal yr ymgysylltiad lleol, a fydd yn ategu'r gwaith rhanbarthol. Mae disgwyl i waith rhanbarthol gynyddu dros yr haf yn barod ar gyfer cyflawni gweithgareddau ymgysylltu. Awgrymodd SL y gall fod angen agor y rhwydwaith i sefydliadau allanol ychwanegol er mwyn cyrraedd y gymuned ehangach ac fe ddarparwyd ar gyfer hyn o fewn amodau gorchwyl y grŵp.

Ni chafwyd unrhyw adborth eto gan Rhwydwaith Cydgyngyrchu Cymru ar y cais aflwyddiannus gan y clwstwr BGC rhanbarthol ar gyfer cymorth pwrpasol gan y Rhwydwaith Cydgyngyrchu ond maent wedi cynnig rhyw fath o gymorth i bob BGC trwy gynnal fforwm. Unwaith y bydd yn ei swydd bydd y Cydlynnydd Llesiant Rhanbarthol yn rhoi cymorth a chynhorthwy gwerthfawr gyda chydgyngyrchu a dadansoddi data.

Dywedodd NE fod y catalog data sy'n cael ei gynhyrchu gan Lywodraeth Cymru yn gam cadarnhaol oherwydd, wrth gynhyrchu'r asesiad llesiant diwethaf, roedd bylchau yn y data a oedd ar gael gan olygu bod y penderfyniadau a'r casgliadau y daethpwyd iddynt yn llai gwybodus. Dywedodd NE fod y tri phapur briffio ymchwil yn ddarnau da o waith a oedd yn cynnwys gwybodaeth gyflawn a chadarn a fydd yn cynorthwyo Byrddau Gwasanaethau Cyhoeddus i gynhyrchu'r Asesiad Llesiant. Roedd yr adroddiad Tueddiadau'r Dyfodol wedi cael ei gyhoeddi'n rhy hwyr i gael ei ddefnyddio yn yr Asesiad Llesiant blaenorol felly roedd y ffaith bod disgwyl iddo gael ei gyhoeddi ym mis Gorffennaf yn cael ei chroesawu.

Ar bwnc yr offeryn "Horizon" a ddatblygwyd gan WriteMedia, nododd SPJ fod yr enw Horizon yn cael ei ddefnyddio ar hyn o bryd fel y teitl ar gyfer prosiect gweithredol sy'n mynd rhagddo yn Ne Cymru ac felly y gallai fod angen newid yr enw i gael gwared ar unrhyw ddrwsych. Dywedodd NE ei fod yn cytuno bod angen rhoi sylw i'r enw gan bod angen i'r rhaglen fod â hunaniaeth gref fel brand sy'n cael ei ddeall yn gyffredinol ar draws y BGC gan mai'r bwriad yw y bydd yn dod yn adnodd gwerthfawr i bawb.

Gofynnodd SPJ hefyd am gael arddangosiad o'r offeryn gan Writemedia i gynorthwyo gyda sut i ddefnyddio'r offeryn. Dywedodd NE y byddai'n gofyn am hyn yn y cyfarfod rhanbarthol nesaf. Gofynnodd SPJ hefyd a yw'r catalog data'n mynd i gael ei integreiddio yn y rhaglen. Bu oedi wrth gynhyrchu Horizon ac nid oes fersiwn fyw wedi cael ei gweld hyd yma ond dywedodd NE y bydd data byw yn cael ei fwydo i mewn i'r rhaglen ac mai'r bwriad yw y bydd Horizon yn cael ei gadw'n fyw yn barhaus, i'w ddefnyddio mewn Asesiadau Llesiant yn y dyfodol.

NE

Gan gyfeirio at y llinell amser a oedd wedi'i chynnwys yn y cynllun ymgysylltu, gofynnodd PK faint y mae'r llinell amser yn debygol o newid gyda'r oedi a fu a gofynnodd hefyd a gysylltwyd ag unrhyw reolwyr prosiectau a weithiodd ar yr asesiad blaenorol i ofyn am adborth. Dywedodd NE mai'r raddfa amser wreiddiol oedd y byddai'r asesiad drafft ar gael yn yr hydref ac yn cael ei gwblhau yn y gaeaf, a oedd yn gadael llawer o amser wrth gefn fel na fydd yr oedi'n achosi unrhyw broblemau. Cododd SL y pwynt yn y cyfarfod rhanbarthol nad oes angen rhuthro'r ymarfer ymgysylltu gan mai hwn yw cam pwysicaf yr asesiad. Mae aelodau o'r BGC a oedd yn rhan o gynhyrchu'r asesiad blaenorol yn eistedd ar y grŵp rhanbarthol ac yn darparu adborth yn y gweithgor. Os trefnir arddangosiad ar gyfer y catalog data, gall y rhai a fydd yn bresennol roi adborth hefyd a nodi unrhyw fylchau mewn gwybodaeth. Mae NE yn gofyn am gymorth gan holl aelodau'r BGC i nodi unrhyw wendidau a mynd i'r afael â hwy.

Dywedodd EL ei bod yn bwysig cofio mai Asesiad Llesiant ar gyfer y gymuned i oleuo'r BGC ynghylch eu teimladau yw'r darn hwn o waith ac nid ymgynghoriad ynghylch darparu gwasanaethau. Mae'r prosiect gofal canolradd cenedlaethol yn cael ei gynnal ar hyn o bryd gyda'r canlyniadau'n cael eu cyhoeddi ym mis Tachwedd ac efallai y bydd data'n cael ei gasglu y gellir ei ddefnyddio ar gyfer yr asesiad. Ychwanegodd SL fod yr asesiad o anghenion y boblogaeth yn cael ei redeg ar yr un pryd â'r gwaith ar gyfer yr asesiad hefyd, a gofynnodd a yw'r ddau ddarn o waith yn cael eu cydblethu â'i gilydd. Nid oedd Martyn Palfreman (Partneriaeth Gofal Gorllewin Cymru) ar yr alwad i ateb y cwestiwn ond dywedodd NE y bydd y ddau ddarn o waith yn ategu ei gilydd.

#### **4. Diweddariadau ar gynnydd gyda Chynlluniau Gweithredu**

##### Themâu Cymunedol

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

Nid oedd diweddariad ychwanegol ar ben y diweddariad ysgrifenedig a gafodd ei gylochredeg.

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

Rhoddodd IT wybod i'r bwrdd bod y prosiect Llesiant a Chydnerthedd Cymunedol bellach yn tynnu at ei derfyn. Mae PLANED wedi cyflwyno cais am gyllid i gyflogi

swyddog Cynghorau Tref a Chymuned ar gyfer Sir Benfro i fynd i'r afael â'r materion a godwyd yn y gweithdai a gynhaliwyd.

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

Cadarnhaodd SL fod cyfarfod am y fforwm wedi cael ei gynnal lle trafodwyd rôl y fforwm a'r bwriad o'i ail-lansio mewn digwyddiad yn ddiweddarach yn y flwyddyn. Gofynnodd SL a oedd unrhyw gyllid pellach ar gael gan CNC a dywedodd AW nad yw CNC wedi cael unrhyw gyllid ychwanegol ac felly nad oedd estyniad ar gael eleni.

Fframwaith Trawsnewid Recriwtio a Chyflogaeth

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

Dywedodd BW fod y gweithdy wedi bod yn gyfarfod cadarnhaol ac adeiladol ac y bu pryder gwirioneddol ymhlith y rhai a oedd yn bresennol ynghylch llesiant staff. Y casgliad cyffredinol y daethpwyd iddo oedd bod angen adolygu arferion o ran modelau gweithio hybrid, gan gynnwys manteision gweithredol, materion amgylcheddol a'r effeithiau ar iechyd meddwl. Ailadroddodd BW ac AP pa mor gadarnhaol a chynhyrchiol oedd y gweithdy ac fe gytunon nhw i gylchredeg yr adroddiad unwaith y bydd wedi'i gwblhau. Ychwanegodd TJ fod y rhaglen lywodraethu a gyhoeddwyd yn ddiweddar yn cynnwys nod gan Lywodraeth Cymru y bydd 30% o'r gweithlu yng Nghymru'n gweithio gartref ac felly y gallai'r ymarfer hwn fod yn allweddol i hwyluso hyn.

BW/AP

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

Awgrymodd AP y gallai fod estyniad i'r cynllun Kickstart ond bod prosiect y BGC wedi dod i'w derfyn yn naturiol bellach. Bydd yn darparu diweddariad terfynol yn y cyfarfod nesaf.

Cododd SL fater cyfredol recriwtio ledled Sir Benfro a pha un a oedd unrhyw weithredu i fynd i'r afael â hyn fel BGC. Mae AP ac IT wrthi ar hyn o bryd yn cynnal gweithgor trafniadaeth, a arweinir gan Rachel Moxey, oherwydd nifer cynyddol y swyddi gwag sydd heb eu llenwi. Mae'r grŵp yn cynnwys cyflogwyr, cyflogeion, dysgwyr ac athrawon i roi barn sy'n cwmpasu sbectrwm eang. Bydd AP yn rhannu'r canfyddiadau a'r syniadau o'r gweithgor gyda'r BGC ar gyfer trafod rhwystrau a meysydd y gall y BGC gynorthwyo gyda hwy gan y bydd hyn yn berthnasol i'r holl gyrff.

AP

Dywedodd SPJ, os rhoddir estyniad ar y cynllun Kickstart, y byddai gan CSP ddiddordeb mawr. Cyhoeddwyd y Warrant i Bobl Ifanc ar 21 Mehefin gan Lywodraeth Cymru a gofynnodd a oedd yr Adran Gwaith a Phensiynau wedi cael unrhyw wybodaeth. Atebodd AP trwy ddweud nad oedd unrhyw beth wedi dod i law hyd yma ond ei bod hi'n disgwyl yr wybodaeth yn fuan. Cytunwyd y byddai eitem ynghylch heriau cyflogaeth yn cael ei hychwanegu at yr agenda ar gyfer y cyfarfod nesaf.

LR

## **5. Adroddiad Blynyddol y BGC 2020-21**

Darparodd LR drosolwg o strwythur awgrymedig adroddiad blynyddol y BGC a gofynnodd am adborth gan y bwrdd. Gofynnodd AB a ellid cynnwys adran ar y modd yr oedd y BGC wedi cydweithio yn ystod Covid. Bydd yr adroddiad drafft yn cael ei ychwanegu at agenda cyfarfod y BGC ym mis Medi i gael ei gymeradwyo.

LR

## 6. Prosiect Mapio Ystadau Hywel Dda

Eglurodd EL fod y prosiect wedi dechrau 18 mis yn ôl a'i fod yn cyd-fynd â phrosiect y BGC ar weithio hybrid a hefyd y prosiect ar Gynghorau Tref a Chymuned. Canfu gwerthusiad a gynhaliwyd gan Brifysgol Aberystwyth ar gydweithio integredig fod bod â'r lle ar gael i'w weld yr un mor bwysig â'r sgwrs ynghylch y pwnc. Wrth i'r prosiect ddatblygu, mae BIPHDd yn awyddus i ganfod faint o ddiddordeb sydd ymhlith partneriaid y BGC a hoffai ddefnyddio'r lle yn y tri hwb a enwir yn y papur, yn enwedig Abergwaun.

Dyweddodd AE fod Gorsaf Heddlu Abergwaun yn mynd yn fwyfwy anaddas ar gyfer y diben ac y byddai ganddo ddiddordeb mewn manteisio ar y lle. Ychwanegodd KJ fod prosiect tebyg yn weithredol yn Sir Gaerfyrddin ar hyn o bryd, i greu hybiau mewn ardaloedd llai ac y gallai fod o werth cael adborth o'u profiad hwy. Ymatebodd EL gan ddweud nad yw'r prosiect yn amcanu at ddiwallu anghenion cymunedau ar hyn o bryd ond y bwriedir ymchwilio ymhellach i hynny a dywedodd ei bod yn croesawu'r syniad bod cyfranwyr eraill yn rhannu pa bwysau y mae cyrff eraill yn eu dioddef. Dywedodd SPJ fod gan CSP ganolfan hamdden ym mhob un o'r 6 ardal ddynodedig y gellid eu defnyddio yn y prosiect hwn gan bod canolfannau'n brysur gyda'r nos ac yn dawelach yn ystod y dydd, sy'n rhywbeth i'w drafod. Cododd SL bryder, wrth i'r diddordeb mewn creu hybiau gynyddu, bod hwb o hybiau'n dechrau ymffurfio ond bod datblygu "pwyntiau mynediad cymunedol" a hybu cydweithio'n agweddau cadarnhaol. Rhoddodd EL wybod i'r bwrdd y bydd un hwb peilot yn cael ei greu i ddeall beth yw anghenion y gymuned.

## 7. Unrhyw Fater Arall

Dyweddodd CT fod Grŵp Llywio Gwella Sir Benfro wedi cymeradwyo cais am swyddog cymorth Cynghorau Tref a Chymuned pwrpasol, a fydd yn cael ei ariannu o Gronfa Gwella Sir Benfro. Byddai penderfyniad terfynol ar y cais yn cael ei wneud gan y Cabinet ar 28 Mehefin. Ychwanegodd fod CSP â'i fryd ar gynyddu'r dreth gyngor ar ail gartrefi, a fydd yn cynyddu refeniw Cronfa Gwella Sir Benfro. Awgrymodd SL y dylai Cronfa Gwella Sir Benfro gael ei defnyddio'n strategol ar gyfer mentrau a arweinir gan gymunedau a'i bod o ddiddordeb arbennig yn awr bod cyllid LEADER wedi dod i ben. Mae defnyddio cyllid arall yn allweddol i ddisodli a chadw'r hyn a ddarparwyd gan LEADER.

Yn y rhaglen lywodraethu, nododd SPJ ddau syniad a nodir yn y ddogfen a allai fod o ddiddordeb i'r BGC:

1. Banc cymunedol y dylai'r BGC gyflwyno cynnig i'w letya ym marn SPJ. Dywedodd IT ei fod yn hapus i ymgymryd â'r trafodaethau ynghylch y banc cymunedol.
2. Yr agenda dlodi sy'n amcanu at dreialu incwm sylfaenol mewn dwy ardal yng Nghymru, un drefol ac un wledig. Mae SPJ yn cynnig ymgeisio am hyn oherwydd y papur damniol sy'n nodi bod gan Sir Benfro y cyfraddau tlodi plant gwaethaf yn y DU, i ddangos fel sir ein bod yn "rymus ac yn flaengar". Fe eiliwyd y syniad hwn gan TJ.

Roedd y BGC yn gyffredinol yn cytuno â'r syniadau a bydd SPJ yn cyfathrebu gyda'r bwrdd pan fo angen.

Rhoddodd IT wybod i'r BGC fod PLANED wedi creu arolwg ar gyfer yr ymateb cymunedol i Covid yn Sir Benfro. Mae'r arolwg ar agor tan fis Gorffennaf ac mae

disgwyl i'r canlyniadau fod ar gael ym mis Medi, a ddylai olygu eu bod yn gallu bwydo i mewn i'r Asesiad Llesiant. Mae PLANED yn mynd allan i 7 cymuned i godi ymwybyddiaeth o'r arolwg i gasglu cymaint o ddata â phosibl. Unwaith y bydd y canlyniadau wedi'u coladu, bydd y data'n cael ei gylchredeg.

Daeth y cyfarfod i ben am 11:40 am.

DRAFFET

**ACTION LOG**  
**Pembrokeshire Public Services Board Meeting, Tuesday 22<sup>nd</sup> June 2021**  
**Teams Meeting**

<b>Present</b>	<p>Tegryn Jones                      Chief Executive, PCNPA (Chair)</p> <p>Sue Leonard                      Chief Officer, PAVS (Vice-Chair)</p> <p>Dr Steven Jones (SPJ)        Director of Community Services, PCC</p> <p>Iwan Thomas                      Chief Executive Officer, PLANED</p> <p>Dr Barry Walters                Principal, Pembrokeshire College</p> <p>Supt. Anthony Evans         Dyfed Powys Police</p> <p>Alyson Phillips                 Pembrokeshire Partnership Manager, DWP</p> <p>Kevin Jones                        Assistant Chief Fire Officer, M&amp;WW FRS</p> <p>Andrea Winterton               Marine Service Manager, Operations, NRW</p> <p>Philip Kloer                        Executive Medical Director, Hywel Dda UHB (left 11.30pm)</p> <p>Elaine Lorton                      County Director, Pembrokeshire, Hywel Dda UHB (left 11.30am)</p> <p>Mydrian Harries                Corporate Head for Prevention &amp; Protection, MAWW FRS</p> <p>Anna Bird                         Head of Strategic Partnership Development, Hywel Dda UHB</p> <p>Cllr. Elwyn Williams         Vice-Chair MAWW Fire Authority</p> <p>Cllr. Cris Tomos                 Pembrokeshire County Council</p> <p>Nick Evans                         Corporate Policy and Partnerships Manager, PCC</p> <p>Diane Lockley                    One Voice Wales</p> <p><u><i>Support/Secretariat</i></u></p> <p>Lynne Richards                 Corporate Partnerships Officer, PCC</p> <p>Amy Richmond-Jones         M&amp;WW Fire &amp; Rescue Service</p> <p>Jemma Rees                        Corporate Partnerships Support Officer, PCC</p>
<b>Apologies</b>	<p>Jonathan Griffiths                Director of Social Care &amp; Housing</p> <p>Martyn Palfreman                Head of Regional Collaboration, WWCP</p> <p>Sinead Henehan                 Community Safety, Poverty &amp; Regeneration Manager, PCC</p>

	Christine Harley Richard Brown Ros Jervis	Head of Dyfed Powys Local Delivery Unit, HMPPS Interim Chief Executive, Pembrokeshire County Council Director of Public Health, HDUHB		
<b>No.</b>	<b>Action</b>	<b>Owner</b>	<b>Target Date</b>	<b>Resolution</b>
1.	Terms of reference to be drawn up for the Climate Change PSB sub group and second meeting to be organised to discuss think paper produced by Pembrokeshire County Council.	TJ/AW	July 2021	Verbal update at meeting
2.	A demonstration of the "Horizon" tool produced by Writemedia for use in the Well-Being Assessment to be organised once live and available for use.	NE	asap	Verbal update at meeting
3.	The hybrid working report produced after the staff well-being workshop to be finalised and circulated to PSB partners	BW/AP	asap	In agenda pack
4.	Provide an update on employment challenges discussed at the transport working group	AP	Next meeting	Verbal update under Action Log
5.	Share the draft PSB Annual Report for feedback and approval at next meeting	LR	Next meeting	On agenda

**Pembrokeshire Public Services Board**  
**Bwrdd Gwasanaethau Cyhoeddus Sir Benfro**



**Item 4**

<b>DATE OF MEETING</b>	21 <sup>st</sup> September 2021
<b>REPORT TITLE</b>	Well-being Assessment
<b>STATUS</b>	For information
<b>PURPOSE</b>	To update the PSB on recent activity in relation to producing the next Well-being Assessment by May 2022
<b>RECOMMENDATION(S)</b>	That the PSB notes progress to date
<b>AUTHOR</b>	Nick Evans, Corporate Policy and Partnerships Manager, PCC

## **Well-being Assessment update**

### **Background**

Regular reports have been presented to the Public Services Board (PSB) on progress to produce the next Well-being Assessment which has to be published by May 2022. The following has previously been agreed:

1. The PSB endorsed the approach to working in partnership with regional colleagues in undertaking the Well-being Assessment.
2. A joint Methodology Framework and Joint Engagement Plan has been developed between Ceredigion, Carmarthenshire and Pembrokeshire PSBs. These documents outline the collective approach to undertaking the assessments and the engagement with citizens and stakeholders across the three PSB areas
3. The PSB granted permission to use Welsh Government's Regional PSB Support Grant for the recruitment of a Project Coordinator to assist with the preparation and production of the Well-being Assessment.

### **Current position**

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

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

Since the last report, the following progress has been made:

- The Regional Survey Group developed the Regional Well-being Survey based on feedback from PSB partners across Carmarthenshire, Ceredigion and Pembrokeshire. The survey went live w/b 9<sup>th</sup> August and will run for nine weeks until closing at the end of the first week in October. The survey will record key information on well-being in support of the assessment, and is running during September this time to ensure that responses can be received after the peak holiday season.
- Although the survey is available online, traditional print forms are available for completion, as is an easy read version, and the survey is also available in other languages such as Polish, Romanian and Arabic. For visually impaired residents, responses can also be taken over the phone by request.
- A toolkit for stakeholder engagement events has also been produced based on the regional version, and is been used by partner organisations to run well-being events across the county. These events provide an opportunity to explore well-being in a friendly and more open-ended manner, and consist of a video and PowerPoint presentation with discussion points focused around either the Well-being Goals or the four well-being themes of Economic, Social, Environmental and Cultural Well-being. The toolkit and PowerPoint presentation are both available on the PSB web pages.

- Pembrokeshire is also using Engagement HQ software, a web-based engagement platform, to record further responses from citizens. The site provides an attractive and accessible way to inform, involve and consult with the people of Pembrokeshire in engagement and consultation events and to put forward ideas and thoughts about what is important in terms of well-being.
- The PSB Engagement Group, which includes representatives from all PSB partner organisations, continues to have oversight of local engagement work. A number of partners have agreed to hold sessions with stakeholder groups they meet with regularly and this information can be found at Appendix 1
- Several partners have not yet identified any opportunities to engage with their stakeholders. These sessions are an important part of the engagement process and we would therefore encourage partners who have not yet committed to holding sessions to arrange bespoke sessions with their stakeholder groups as soon as possible
- The communications for the engagement were distributed during w/b 9<sup>th</sup> August and 16<sup>th</sup> August. This involved advertising the survey through partner websites, social media, Engagement HQ and through our networks of partners via email.
- The Regional Well-being Project Coordinator, funded by the Regional PSB Support Grant funding from Welsh Government commenced in post at the beginning of August and since then has been working across the three PSB areas to support the engagement activity and the general coordination of the assessments. The post is hosted by Ceredigion County Council on behalf of the three PSBs.
- The data analysis stage of the assessment is also now well underway. A Regional Data Group has been set up to take a collaborative approach to the data analysis by avoiding duplication and sharing expertise. The aim of the group is also to add value to the analysis by identifying regional well-being issues. All three PSBs are in the process of analysing the multitude of data sources available to support the assessment and have commenced the writing. This stage will be ongoing through to the completion of the draft assessments to be presented to the PSB in November.
- The Digital Information System (“Gorwel”) developed by Writemedia on behalf of the three PSB’s is now live and in testing. Currently the metrics, qualitative data, dashboards and reporting functions are live. Work will continue over the coming months to bring the remaining parts of the system online. The PSB/RPB Network requested a joint presentation in the autumn of 2021 on the system across the three PSB areas to official launch the system and demonstrate its features to all PSB partners. The system provides a central repository for all PSB members, stakeholders and citizens for the ongoing recording and analysis of data relating to well-being. Its aim is to support the production of the assessments by making the collation and analysis of quantitative and qualitative data quicker and easier.

- The latest timeline outlining the main deliverables of the assessment up to the publication date of March 2022 is included under Appendix 2.

## PEMBROKESHIRE WELL-BEING ASSESSMENT 2021-22 – ENGAGEMENT SESSION MAPPING

<b>PSB Member Organisation</b>	<b>Name of group / cohort you will be meeting with</b>	<b>When will the session/s take place? (month or specific date)</b>	<b>Where will the session/s take place? (geographical location or online)</b>	<b>How? (e.g. scheduled event, Zoom or other virtual meeting)</b>	<b>Contact</b>
<b>Natural Resources Wales</b>	NRW - SW and Marine Area Statement Stakeholder Contacts				Emma Taylor
<b>Hywel Dda University Health Board</b>					
<b>Pembrokeshire County Council</b>	County Councillors	1 <sup>st</sup> October 2021	Online	TBC	Lynne Richards / Nick Evans
	Safer Pembrokeshire Community Safety Partnership	27 <sup>th</sup> September 2021	Online	Virtual meeting	Sinead Henehan
	Pembrokeshire Nature Partnership	13 <sup>th</sup> September 2021	Online		Ant Rogers

PSB Member Organisation	Name of group / cohort you will be meeting with	When will the session/s take place? (month or specific date)	Where will the session/s take place? (geographical location or online)	How? (e.g. scheduled event, Zoom or other virtual meeting)	Contact
	Pembrokeshire Youth Assembly	19 <sup>th</sup> or 20 <sup>th</sup> October 2021	tbc		Nadine Farmer
	School Councils				
	Youth Clubs	September / October TBC	Youth clubs		
	Young Carers				
	Pembrokeshire Access Group	9 <sup>th</sup> September or 14 <sup>th</sup> October	In person meeting TBC	TBC	Jessica Hatchett
	Pembrokeshire Business Panel				
	Cultural Services Groups	<u>Possible:</u> <ul style="list-style-type: none"> <li>• Ancient Connections Community Projects</li> <li>• Scolton Manor Volunteer groups (e.g. Green Team, Steam Team, Pembs. Beekeepers Association)</li> </ul>			Siobhan McGovern  Mark Thomas
	Older Person's Strategy				

<b>PSB Member Organisation</b>	<b>Name of group / cohort you will be meeting with</b>	<b>When will the session/s take place? (month or specific date)</b>	<b>Where will the session/s take place? (geographical location or online)</b>	<b>How? (e.g. scheduled event, Zoom or other virtual meeting)</b>	<b>Contact</b>
	Partnership Board				
	Other Social Care groups TBC	Norman Industries plus additional employability projects (tbc)			Karen Davies
	Housing				
<b>MAWW Fire and Rescue Service</b>					
<b>Pembrokeshire College</b>	Pembrokeshire College: 16-19 students	September	Pembrokeshire College	Freshers Fair (if covid restrictions permit)	Charlie Royal
<b>Pembrokeshire Coast National Park Authority</b>	PCNPA: Lets Walk Pembrokeshire	Currently group is inactive but looking to re-engage September onwards	Unsure	Unsure	Hannah B / Graham Peake
	Sustainable Recreation Planning Group	Biannually - October	Online	Online	Hannah B

<b>PSB Member Organisation</b>	<b>Name of group / cohort you will be meeting with</b>	<b>When will the session/s take place? (month or specific date)</b>	<b>Where will the session/s take place? (geographical location or online)</b>	<b>How? (e.g. scheduled event, Zoom or other virtual meeting)</b>	<b>Contact</b>
	PCNPA Volunteer Forum	TBC	Online and face to face	TBC	Rebecca E
	Pathways Volunteers	TBC	TBC	Face to Face	Tom Moses/ Iggleden
	PCNPA Youth Committee	Fortnightly meetings	Online and Face to Face	Scheduled	Tom Moses
	Youth Rangers	Monthly- 3 <sup>rd</sup> /31 <sup>st</sup> July & 4 <sup>th</sup> September	Skrinkle Meadows & Castlemartin Range	TBC	Tom Moses
	Roots to Recovery project (PCNPA/Mind Pembrokeshire) Experiences for all	July/August	Online and Face to Face	TBC	Graham Peake
	Work with groups including Hafal, VC Gallery, Youth Service,	June/ July/ September	TBC	Face to face	Tom Moses

<b>PSB Member Organisation</b>	<b>Name of group / cohort you will be meeting with</b>	<b>When will the session/s take place? (month or specific date)</b>	<b>Where will the session/s take place? (geographical location or online)</b>	<b>How? (e.g. scheduled event, Zoom or other virtual meeting)</b>	<b>Contact</b>
	Mind Pembrokeshire				
	Bespoke PCNPA workshop bringing together different cohorts and perspectives (TBC)	TBC	TBC	Blended, online and face to face	All
<b>Department for Work and Pensions</b>					
<b>Port of Milford Haven</b>					
<b>Pembrokeshire Association of Voluntary Services</b>	Pembrokeshire Older people Network	28 <sup>th</sup> September 10am	Online	Teams	SB
	Pembrokeshire Carers provider forum	9 <sup>th</sup> September 10am	Online	Teams	SB

<b>PSB Member Organisation</b>	<b>Name of group / cohort you will be meeting with</b>	<b>When will the session/s take place? (month or specific date)</b>	<b>Where will the session/s take place? (geographical location or online)</b>	<b>How? (e.g. scheduled event, Zoom or other virtual meeting)</b>	<b>Contact</b>
	Pembrokeshire Day opportunities provider forum	20 <sup>th</sup> September 10am	Online	Teams	SB
	Pembrokeshire bereavement forum	16 <sup>th</sup> September	Online	Teams	SB
	Pembrokeshire dementia provider forum	15 <sup>th</sup> September	Online	Zoom	CE
	Pembrokeshire living with dementia forum	6 <sup>th</sup> August, 3 <sup>rd</sup> September, 1 <sup>st</sup> October	Online	Zoom	CE
	Pembrokeshire children and families network	13 <sup>th</sup> September 2pm	Online	Zoom	SH
	Pembrokeshire arts and health network	25 <sup>th</sup> September	Online	Zoom	SH / Span Arts

<b>PSB Member Organisation</b>	<b>Name of group / cohort you will be meeting with</b>	<b>When will the session/s take place? (month or specific date)</b>	<b>Where will the session/s take place? (geographical location or online)</b>	<b>How? (e.g. scheduled event, Zoom or other virtual meeting)</b>	<b>Contact</b>
	Pembrokeshire carers voice forum	TBH (End September/October)	Online	Teams	SB
	Pembrokeshire LD strategy partnership board	6 <sup>th</sup> September	Online	Teams	PCC/SB
	PCSN	19 <sup>th</sup> August	Online	Zoom	NG
	Pembrokeshire community buildings forum	28 <sup>th</sup> September 6.30pm	Online	Zoom	LC
<b>Dyfed Powys Police</b>	PCC Youth Forum	September and October	Police HQ Carmarthen or online	Zoom / face to face	Ifan Gruffudd
	PCC Victims Forum	Autumn (TBC)	Online	Online	"
	General public – Police Precept	November / December	Online survey	Online survey	"
	General Public – Police and	Autumn	Virtual	TBC	"

PSB Member Organisation	Name of group / cohort you will be meeting with	When will the session/s take place? (month or specific date)	Where will the session/s take place? (geographical location or online)	How? (e.g. scheduled event, Zoom or other virtual meeting)	Contact
	Crime Plan Priorities				
<b>PLANED</b>					

**Other organisations**

- Pembrokeshire Sea Scouts
- Pembrokeshire People First

## Appendix 2 – Well-being Assessment Timeline

# Timeline

ASSESSMENT OF LOCAL WELL-BEING



**PROJECT UPDATE**21<sup>st</sup> September 2021

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

<b>Project:</b>	<b>Build links with relevant groups to support delivery of the Communities themed workstreams</b>
<b>Lead Partner and Responsible Officer:</b>	Sue Leonard, Pembrokeshire Association of Voluntary Services Iwan Thomas, PLANED
<b>Overview of Project activity:</b>	The Together for Change (TfC) programme has been successful in obtaining National Lottery funding for two co-ordinator/research posts. Links will be made with the TfC programme to support delivery on the Communities themed elements of the Plan. Research outcomes will contribute to the development of robust datasets on the new system being developed by the RPB/PSBs as part of the ongoing wellbeing assessment. Through this work, the Pembrokeshire Engagement & Co-production Network will be re-convened making use of the new Engagement HQ software that is being introduced by PCC and the Connect Pembrokeshire platform to engage more effectively with citizens and communities around the well-being assessment and plan.
<b>What has gone well?</b>	<ul style="list-style-type: none"> <li>• A 10-Point Plan has been developed by TfC and signed off by strategic partners. A series of meetings have been held with senior personnel and elected members.</li> <li>• Members of the TfC team have been trained in using the <b>Qualitative Impact Protocol</b> research method (QuIP) and the Causal Map application. Work has taken place with Swansea University around the analysis and coding of data.</li> <li>• The TfC project <i>Ready to Go</i> is working with 2 pilot communities – Llangwm and Llanrhian. Using the Solva Care Toolkit as a starting point, the project provides mentoring to community projects that wish to grow and develop.</li> <li>• Partners have actively engaged in the filming of one-to-one interviews that will form a series of <i>Talking Heads</i> demonstrating support for the 10-Point Plan</li> </ul>

	<ul style="list-style-type: none"> <li>• Running events to build knowledge &amp; skills and to share learning – events in the last period have included Circles of Support and R&amp;D methodologies</li> <li>• PAVS continues to work with the informal community support groups that make up the Pembrokeshire Community Support Network (PCSN) and to roll out the Connect Pembrokeshire platform – the Above &amp; Beyond Awards have been launched and participatory budgeting work is ongoing in Saundersfoot</li> <li>• PCC, PLANED and PAVS have supported a series of on-line events for town &amp; community councils in Pembrokeshire and continue to offer their support for this work</li> <li>• Two posts have been funded to support development work with town &amp; community councils (One Voice Wales/PLANED) and employer supported volunteering (PCC/PAVS) – successfully recruited</li> <li>• Funding has been secured to appoint a Community Hub Manager – a recruitment exercise has been undertaken – interviews are scheduled to take place on 27th September</li> <li>• Strong support from PSB partners for the re-formed Pembrokeshire Engagement &amp; Co-production Network – ongoing work to support the Wellbeing Assessment</li> <li>• Pembrokeshire involvement in national conversations and strategic partnerships around creating resourceful and resilient communities and building a national community movement</li> <li>• Meetings have been held with Welsh Government Ministers to promote community-led action and the development of active, resourceful, connected, and sustainable communities</li> <li>• Attending national meetings around resourceful communities (SCW), national community leadership (WCVA), and establishing a community movement (Building Communities Trust)</li> </ul>
<p><b>Have there been any issues/barriers?</b></p>	<ul style="list-style-type: none"> <li>- Some delays to meetings due to other commitments/priorities and increased workloads of key people in other organisations</li> <li>- Lack of time and capacity to finalise work started under the <b>Volunteering for Pembrokeshire</b> programme, specifically the Volunteering for Pembrokeshire strategy, the Community Fund and PCSN pathways</li> <li>- Lack of response from Town &amp; Community Councils to the Solva Care Toolkit, which was distributed in hard copy to all T&amp;CCs</li> </ul>

<p><b>Priorities for next reporting period</b></p>	<ul style="list-style-type: none"> <li>- Complete video editing of <i>Talking Heads</i> and share with partners for review</li> <li>- Complete Case Study 1 QuIP research and undertake analysis</li> <li>- Host ABCD Cymru Jamboree (8th October)</li> <li>- Continue to work with Hugh Irwin Associates to further develop the Framework for Community Resourcefulness on behalf of Social Care Wales</li> <li>- Complete work on the Volunteering Strategy</li> <li>- Recruit the OVW Officer and forge closer links with town &amp; community councils</li> <li>- Encourage participation in the Wellbeing Assessment engagement</li> <li>- Establish the Pembrokeshire Engagement &amp; Co-Production Network as a practitioner network with a wider membership and remit</li> <li>- Promote the refreshed Pride in Pembrokeshire award scheme</li> <li>- Further develop ideas for the future of <i>Together for Change</i> as a third sector-led research &amp; development organisation, focusing on action research, learning through experience and listening to the voice of the individual – influencing policy &amp; practice and sharing learning across Wales</li> </ul>
<p><b>Priorities agreed at last meeting 22/06/21</b></p>	<ul style="list-style-type: none"> <li>- TfC will have further meetings with senior personnel from strategic partners to consider the practicalities of implementing the Plan's objectives throughout organisations</li> <li>- TfC will start to look at how to disseminate the 10-Point Plan to communities through a variety of methods, in order to gather knowledge on what they would like for their communities by partners working differently and with them</li> <li>- Following the successful pilot of TfC's QuIP research study, it will be rolled out in communities</li> <li>- TfC's <i>Ready to Go</i> project will continue to work with communities and will be evaluated</li> <li>- Investigate local-area-level developments to see which one works best</li> </ul>

	<ul style="list-style-type: none"> <li>- Appoint new posts to support town &amp; community councils and employer-supported volunteering</li> <li>- Finalise and launch the <b>Volunteering for Pembrokeshire</b> strategy and brand, and complete all work that was started under this programme of work, including pathways/packages of support for PCSN groups</li> <li>- Work with the Pembrokeshire Engagement &amp; Co-production Network to engage as many people as possible in conversations/surveys about wellbeing as part of the Wellbeing Assessment work being carried out regionally as required by the Wellbeing of Future Generations Act</li> </ul>
<p><b>Progress on priorities agreed at last meeting 22/06/21</b></p>	<ul style="list-style-type: none"> <li>- A <b>10-Point Plan</b> has been developed by TfC and signed off by strategic partners. A series of meetings have been held with senior personnel and elected members. Awareness raising and engagement with communities on the 10-Point Plan has been slow but opportunities have been used online where possible, including at the TfC Forum events – Nature and Wellbeing , R&amp;D.</li> <li>- The <b>Talking Heads</b> filming has been completed and editing is now being undertaken. Plans are underway to find the best way of engaging to highlight roles and responsibilities in relation to the delivery of the 10-Point Plan. Meetings have been held with HDUHB on the social model of health, food, and procurement. To inform strategies, a review was published of wellbeing surveys and circulated.</li> <li>- Data collection for the <b>QuIP study</b> is underway in Haverfordwest and Llangwm is to follow. Community assets have been mapped at parish level and funding is being sought to consider the feasibility of creating an online planning and engagement tool.</li> <li>- The TfC project <b>Ready to Go</b> is working with 2 pilot communities – Llangwm and Llanrhian. Using the Solva Care Toolkit as a starting point, the project provides mentoring to community projects that wish to grow and develop. <i>Ready to Go</i> has also reached out to Town &amp; Community Councils by providing copies of the Solva Care Toolkit and to provide more ‘light-touch’ support. The latter has not had a good response. Links between <i>Ready to Go</i> and Cardi Care in Ceredigion will enable two contrasting approaches to mentoring to be compared.</li> <li>- TfC is part of a consortium with Hugh Irwin Associates commissioned by Social Care Wales to test the draft <b>Community Resourcefulness Framework</b> through its practical implementation in different communities – Pembrokeshire and TfC are increasingly being recognised as leaders in community-led practice</li> </ul>

- The **Volunteering Development Officer** (Employer Supported Volunteering) has now been appointed and will start in post on 11<sup>th</sup> October. The **One Voice Wales Officer** post (to be hosted at PLANED) is being recruited.
- Work is still ongoing to complete the **Volunteering Strategy** and associated activity under the Welsh Government funded Volunteering for Pembrokeshire programme
- A second meeting of the **Pembrokeshire Engagement & Co-production Network** took place on Thursday 5<sup>th</sup> August chaired by Sue Leonard (PAVS/PSB Vice Chair). It was agreed to consider this Network as a sub-group of the PSB with a specific focus on carrying out the Wellbeing Assessment, and then widen out membership to create an Engagement & Co-production practitioner network.
- The Regional Engagement Working Group has published the **Wellbeing Assessment survey and citizen engagement toolkit** and all PSB partners are engaged in encouraging completion of the survey and running wellbeing engagement sessions with staff, community members, and stakeholders/members.

**PROJECT UPDATE**21<sup>st</sup> September 2021

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

<b>Project:</b>	<b>Build stronger links with Town and Community Councils</b>
<b>Lead Partner and Responsible Officer:</b>	Iwan Thomas, PLANED
<b>Overview of Project activity:</b>	The FG Commissioner's response to the Pembrokeshire Well-being Assessment when it was published in 2017 highlighted the lack of an individual community focus. It is proposed to build relationships between the PSB and town & community councils through One Voice Wales and projects such as the Community Well-being and Resilience (CWBR) Project led by PLANED to build our awareness of the different opportunities and challenges that our communities face.
<b>What has gone well?</b>	<p>The CWBR project has now completed, with a final evaluation undertaken and shared widely. Lessons learnt from the project have been shared with partners represented by the project working group. Resources produced including templates, guides, and other documentation are also freely available to support future working with communities, and particularly Town &amp; Community Councils. Examples of outputs include:</p> <ol style="list-style-type: none"> <li>1) <a href="https://www.planed.org.uk/wp-content/uploads/2021/07/TCC-Training-Part-1-Community-Leadership-Module-Example.pdf">https://www.planed.org.uk/wp-content/uploads/2021/07/TCC-Training-Part-1-Community-Leadership-Module-Example.pdf</a></li> <li>2) <a href="https://www.planed.org.uk/wp-content/uploads/2021/08/CWBR-Final-Project-Report-ENG.pdf">https://www.planed.org.uk/wp-content/uploads/2021/08/CWBR-Final-Project-Report-ENG.pdf</a></li> <li>3) <a href="https://www.planed.org.uk/wp-content/uploads/2021/08/Youth-Engagement-Toolkit-for-Town-and-Community-Councils-2-Copy.pdf">https://www.planed.org.uk/wp-content/uploads/2021/08/Youth-Engagement-Toolkit-for-Town-and-Community-Councils-2-Copy.pdf</a></li> <li>4) <a href="https://www.planed.org.uk/wp-content/uploads/2021/07/ENG-CWBRs-Youth-Engagement-Guide-for-Community-Groups.pdf">https://www.planed.org.uk/wp-content/uploads/2021/07/ENG-CWBRs-Youth-Engagement-Guide-for-Community-Groups.pdf</a></li> </ol> <p>During January – April, monthly zoom meetings were held led by PCC, PAVS and PLANED with Town &amp; Community Councils, with further support from One Voice Wales. Resulting from these discussions, a Job Description was pulled together by PLANED, and taken up by One Voice Wales, as part of an application for an initial one year</p>

	<p>funded post to support T&amp;CC's in Pembrokeshire through the Enhancing Pembrokeshire Fund.</p> <p>The post will be advertised shortly, and the successful candidate will be employed by One Voice Wales, and physically based within PLANED, but working extensively across the county with T&amp;CC's.</p>
<b>Have there been any issues/barriers?</b>	<p>Previous barriers to the CWBR project prior to its conclusion have been recorded and noted. Current issues around meetings via zoom or in-person continue, and are well documented. Support for councils continues through various partner organisations</p>
<b>Priorities for next reporting period</b>	<p>Recruitment and appointment of the new post holder to support Town &amp; Community Councils</p>
<b>Priorities agreed on at last meeting 22/06/21</b>	
<b>Progress on priorities agreed at last meeting 22/06/21</b>	



# Main Findings



'Pembrokeshire Communities COVID Response Survey 2021'



## Who?

**30%** from within the SA62 postcode

**58%** were from rural areas

**68%** were in work

**54%** routinely volunteered to groups, projects and events

**24%** of respondents to the easy read survey were volunteering

**47%** were between the ages of 25 and 55

**70%** of respondents were female

**52%** of respondents to the easy read survey were under the age of 25

**84%** of respondents to the shorter easy read survey were male

**70%** were home owners

**88%** owned a car

**21%** owned a bike

**53%** of respondents to the easy read survey used a car for their transport needs

**14%** of respondents to the easy read survey used public transport



## Local Democracy

**33%** thought they had a strong community council

**36%** of respondents to the easy read survey, thought they had a strong community council

**41%** had not been in contact with their local community councillor on any issue

**56%** of respondents to the easy read survey had not been in contact with their local community councillor on any issue

**36%** were aware of the activities of their community council

**45%** of respondents to the easy read survey were aware of the activities of their community council

**42%** would like to feel better connected and a part of their local community



## Second Home and Demography

**47%** felt there were growing numbers of holiday and second homes within their communities

**48%** felt there were growing numbers of new people moving into their areas and communities

**39%** felt there is an ageing population and more older than younger within the communities



## COVID & Community HUB

**44%** were aware of the Community Hub and how to access it

**22%** of respondents to the easy read survey were aware of the Community Hub and how to access it



## COVID & Community Information

**48%** did think that they were kept well informed locally of their community response to COVID

**60%** of respondents to the easy read survey did think they had enough information about COVID locally



## COVID & Community Support Priorities

**52%** did think their community had a coordinated response to COVID

**32%** also highlighted 'digital connectivity' as a concern for support within their local community during lockdown

**75%** wanted to see continued use and promotion and local shops & services after lockdown

**68%** wanted to see continued community support for more vulnerable residents and neighbours

**59%** wanted to see continued use and promotion of local supply chains and providers

### Largest concerns for support within local communities:

**57%** addressing isolation issues

**55%** food supplies

**47%** supporting local shops



## COVID Vaccinations & Lockdowns

**93%** had received, or intended to have, a COVID vaccination

**61%** of respondents to the easy read survey had already received the COVID vaccination

**73%** would support a further local lockdown if necessary

**57%** would support a further national lockdown if necessary

**38%** of respondents to the easy read survey would support another lockdown



COLEG Sir Benfro  
Pembrokeshire COLLEGE



GIG CYMRU  
NHS WALES  
Bwrdd Iechyd Prifysgol  
Hywel Dda  
University Health Board



Children and Young People's Rights Office  
Swyddfa Hawliau Plant a Phobl Ifanc



For further details please contact PLANED at [information@planed.org.uk](mailto:information@planed.org.uk)  
01834 860 965

**PROJECT UPDATE**21<sup>st</sup> September 2021

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

<b>Project:</b>	<b>Pembrokeshire Sustainable Natural Capital Forum</b>
<b>Lead Partner and Responsible Officer:</b>	Pembrokeshire Association of Voluntary Services, <i>Sue Leonard</i>
<b>Overview of Project activity:</b>	<p>This project will help deliver the Wellbeing plan project <i>Environmental and Climate Change Risk Assessment</i> with the aim to produce an Environmental and Climate Change Risk Assessment and develop appropriate measures in response, by bringing organisations and individuals together to help address the risks identified in the Environmental &amp; Climate Change Risk Assessment already carried out.</p> <p>It will also help deliver the Wellbeing plan project <i>Becoming a Carbon Neutral County</i> which will work towards a Carbon Neutral and environmentally balanced County with a long term aim to become carbon positive. It will do this by supporting members to seek green solutions to increase the resilience of ecosystems and resilience to climate change.</p> <p>NRW funding allowed PAVS to employ a part-time officer (15hs/wk) for the period 1<sup>st</sup> January 2021 to 31<sup>st</sup> March 2021 to progress the development of a Pembrokeshire Sustainable Natural Capital Forum (PSNCF). PAVS has agreed to continue to fund officer time from core reserves to progress this important element of work.</p> <p>Work to bring together the PSNCF started in 2019 in response to a funding opportunity presented by the Heritage Horizon Awards (Heritage Lottery Fund). PAVS currently holds a mailing list of around 55 individuals, organisations and partnerships who have registered an interest in being part of the Forum.</p>

	<p>The officer (Ged Davies) continues to develop project plans and future funding proposals around four areas of work that were developed as part of the Expression of Interest submitted to the Heritage Horizon Awards:</p> <ul style="list-style-type: none"> <li>• <b>Green Fuse</b> - igniting mass participation by creating inclusive opportunities for people to get involved in nature-based activities</li> <li>• <b>Green Infrastructure</b> – implementing a range of projects drawn from the Pembrokeshire Towns: Green Infrastructure Action Plan (commissioned by PCC and PCNPA), augmented by suggestions from community groups</li> <li>• <b>Green Pembrokeshire</b> – developing landscape scale habitat management schemes; together with promoting regenerative provisioning activities (eg sustainable agriculture)</li> <li>• <b>Sowing the Seeds</b> – a small grants scheme designed to stimulate creative ideas and champion innovation around nature’s contribution to people</li> </ul> <p>The EOI was ultimately unsuccessful but, based on feedback from recent conversations with partners, the themes present a useful framework for shaping future work and collaborative funding applications.</p> <p>The Welsh Government Programme for Government has set out 10 wellbeing objectives, three of which are relevant to the PSNCF, namely:</p> <ul style="list-style-type: none"> <li>• Embed our response to climate and nature emergency in everything we do</li> <li>• Build a stronger, greener economy as we make maximum progress to decarbonising,</li> <li>• Build an economy based on the principle of fair work, sustainability and industry and services of the future.</li> </ul>
<p><b>What has gone well?</b></p>	<ul style="list-style-type: none"> <li>• Commitment from members of the Steering Group to the PSNCF</li> <li>• Developing ideas for future projects and a work programme</li> </ul>

<p><b>Have there been any issues/barriers?</b></p>	<p>Lack of time to be able to take forward the work programme – more capacity is needed to develop the ideas further and capitalise on the opportunities to bring further investment into Pembrokeshire to address the nature and climate change crisis</p> <p>To avoid potential duplication, further work package development is on hold pending the development of a strategy/action plan by the Climate Change Environmental Risk Assessment (CCERA) group, and the announcement of successful funding bids under the UK Community Renewal Fund</p>
<p><b>Priorities for next reporting period</b></p>	<ul style="list-style-type: none"> <li>• Work with Forum members to shape a response to the Wellbeing Assessment and encourage individual members to complete the online survey</li> <li>• Develop plans for a wider Forum meeting/launch to include an audit/update from groups and key individuals about what is currently happening in the County – invite Forum members to contribute ideas for the event</li> <li>• Make use of the Connect platform to report Forum action and share information/ideas</li> <li>• Continue to contribute to the work of the CCERA group – need to agree a set of actions based on learning from the Netherwood report, LEADER-funded programmes, and community-led initiatives, such as those supported through the PLANED Valuing the Environment programme in previous years</li> <li>• Support the delivery of UK Community Renewal Fund bids (if approved) linked to addressing the nature and climate change crisis</li> <li>• Agree level of secretariat support for the PSNCF that might be available via the PSB</li> </ul>
<p><b>Priorities agreed at last meeting 22/06/21</b></p>	<ul style="list-style-type: none"> <li>• Hold inaugural meeting of the PSNCF Steering Group and implement decisions/actions arising</li> <li>• Maintain support for the CCERA Task and Finish group</li> </ul>

**Progress on priorities agreed  
at last meeting 22/06/21**

- The inaugural meeting of the PSNCF Steering Group took place on 17<sup>th</sup> June – membership includes PAVS, PLANED, Pembrokeshire Coastal Forum, NRW, Pembrokeshire Nature Partnership/PCNPA. The meeting considered its terms of reference and identified future actions
- Ged Davies (currently employed by PAVS on a freelance basis in connection with the PSNCF work) has contributed to the work of the CCERA task & finish group

**PROJECT UPDATE**21<sup>st</sup> September 2021**WORKSTREAM: Recruitment and Employment Transformation Framework**

<b>Project:</b>	<b>Develop a shared approach to staff well-being across PSB partner organisations</b>
<b>Lead Partner and Responsible Officer:</b>	David Evans, Pembrokeshire College Alyson Phillips, DWP
<b>Overview of Project activity:</b>	Now more than ever the issue of staff well-being is at the forefront of many organisations' concerns. With this in mind, it is proposed that PSB organisations come together to share lessons learnt and best practice around how they are supporting the well-being of staff who are working from home, are furloughed or who at risk of redundancy and to share thoughts around how new staff will be supported going forward, including incorporating virtual employment support.
<b>What has gone well?</b>	Workshop was a very constructive session.
<b>Have there been any issues/barriers?</b>	Finding a time and date that all PSB representatives could attend was a challenge so we went with the date with the highest number of positive responses. This does mean that some organisations have not input into the report.
<b>Priorities for next reporting period</b>	Workstream activity complete.
<b>Priorities agreed on at last meeting 22/06/21</b>	Workshop set up post 27/4 as it was agreed that there were important lessons that could be learnt
<b>Progress on priorities agreed at last meeting 22/06/21</b>	Workshop delivered and report produced which is included with these papers. Completed.

Pembrokeshire Public Services Board  
Bwrdd Gwasanaethau Cyhoeddus Sir Benfro



# GWEITHDY LLES WELLBEING WORKSHOP

8FED MEHEFIN | JUNE 8TH | 2021



GIG  
CYMRU  
NHS  
WALES



*'Datblygu dull ar y cyd at les staff ar draws sefydliadau partner BGCSB'*

*'Developing a shared approach to staff wellbeing across PSB partner organisations'*



fe wnaeth y BGC gydnabod bod arfer da yn digwydd o fewn y sefydliadau a gynrychiolwyd ar y Bwrdd o ran cefnogi staff drwy'r pandemig a chyfnodau cloi. O ganlyniad, cynhaliwyd gweithdy ddydd Mawrth 8 Mehefin lle roedd modd cynrychioli'r sefydliadau canlynol:

- Adran Gwaith a Phensiynau
- Tân ac Achub y Canolbarth a'r Gorllewin
- Cyngor Sir Penfro
- Hywel Dda: GIG
- Awdurdod Porthladd Aberdaugleddau
- Coleg Sir Benfro
- Arfordir Sir Benfro
- Cymdeithas Gwasanaethau Gwirfoddol Sir Benfro

Pwrpas y gweithdy oedd trafod y gweithgareddau canlynol ar gyfer pob sefydliad:

- Pa arfer da mewn perthynas â chymorth iechyd meddwl, ydych chi wedi'i ddarparu ar gyfer gweithwyr fel sefydliad?
- Fel sefydliad, pa wersi ydych chi wedi'u dysgu, o brofiadau dros y 12 mis diwethaf?

Roedd y sesiwn yn hynod ddiddorol a rhyngweithiol, gan ysgogi llawer o drafod ac roedd yn amlwg bod cryn feddwl wedi bod wrth baratoi pob cyflwyniad. Tynnwyd sylw at y ffaith bod rhai o aelod-sefydliadau BGCSB a oedd yn cymryd rhan yn y gweithdy yn gymhleth iawn eu natur a'u strwythur. Yn ddiddorol fodd bynnag, roedd yn ymddangos bod digon o drawsnewid o arfer da.

Mae'r canlynol yn crynhoi cynnwys y gweithdy ac rydym yn ddiolchgar am yr amser, yr ymdrech a'r mewnbwn gan y rhai a oedd yn gallu bod yn bresennol ac am ymdrechion hwylusydd y gweithdy, Steph Tindall.



# Pa arfer da mewn perthynas â chymorth iechyd meddwl ydych chi wedi'i ddarparu ar gyfer gweithwyr fel sefydliad?



Porthladd  
Aberdaugleddau

- Mynediad i sesiynau cwnsela allanol wyneb yn wyneb.
- Llinell Cymorth 24/7 i Weithwyr 24/7.
- Ychwanegwyd iechyd meddwl a lles fel eitem sefydlog ar yr agenda ym mhob cyfarfod wythnosol Rheoli Covid-19.
- Galwadau lles yn ystod cyfnodau clo.
- Cyngor ac arweiniad i reolwyr.
- Grwpiau Lles ac Adloniant Cymdeithasol dan arweiniad gweithwyr gan roi ffocws penodol ar iechyd meddwl a lles trwy ystod o weithgareddau a digwyddiadau.
- Ychwanegwyd Iechyd Meddwl at gyfrifiad y gofrestr risg ar gyfer asesu'r effaith ar weithwyr ar gyfer pob senario risg.



- Blog wythnosol gan y Pennaeth, yn rhoi gwybodaeth hanfodol a newyddion cymunedol y Coleg, yn ogystal â chyswilt personol lle bo angen.
- Dau arolwg Iechyd a Lles gyda rheolwyr yn mynd ar drywydd materion yn codi.
- Disgwyliad corfforaethol bod rheolwyr yn cyfathrebu'n gefnogol ac yn rheolaidd gyda'r holl staff.
- Cefnogaeth bersonol i unigolion gan yr adran Adnoddau Dynol.
- Cofrestru am ddim i staff i wasanaeth cymorth a chwmsela ar-lein [www.togetherall.org](http://www.togetherall.org).
- Mentoriaid Cymheiriaid Iechyd Meddwl yn y Gweithle gyda hyfforddiant Hafal.
- Rheolwyr yn cwblhau hyfforddiant Cymorth Cyntaf Iechyd Meddwl.
- Blog lles misol a chyngor wythnosol ("Wellbeing Wednesday") yn cysylltu â safle lles arlein staff y Coleg.
- Asesiadau DSE a lansio system Cyfarpar Arddangos ar-lein gyda 3 cham hunangymorth.
- Canllawiau penodol yr Adran Adnoddau Dynol a HSE ar weithio gartref dan amgylchiadau Covid.
- Hwb Gweithio Gartref i staff (Addysgu a Dysgu), ochr yn ochr â chymorth helaeth ar gyfer sefyllfaoedd addysgu digynsail.
- Sicrwydd i staff nad oedd systemau a phrosesau hanfodol sy'n effeithio ar ddysgwyr (fel atgyfeirio diogelu a chymorth) yn cael eu peryglu mewn unrhyw ffordd, a fyddai'n cynyddu lefelau straen mewn perthynas â phryder am eu dysgwyr.
- Amser coffi rhithwir, rhith-gymdeithasu a mentrau swyddfeydd rhithwir.
- Gweithgareddau llesiant rheolaidd yn cael eu cynnig, fel sesiynau ffitrwydd 6 wythnos hyd at y Nadolig gan dîm ffitrwydd y Coleg.
- Rhaglen lles tair wythnos drwy gydol ail ran y flwyddyn: 40 awr o weithgareddau lles (bob wythnos), felly pryd bynnag roedd aelod o staff yn rhydd, roedd rhywbeth ar gael.



- Roedd PAVS yn ddigon ffodus i beidio â gorfod rhoi unrhyw weithwyr ar ffyrlo a chadw'r holl staff ar oriau llawn a'u talu trwy gydol yr argyfwng cyfan.
- Galluogodd PAVS yr holl staff i wneud eu gwaith gartref.
- Oherwydd llai o oriau golau dydd yn ystod yr hydref/gaeaf, anogwyd yr holl staff i gymryd seibiannau hirach yng nghanol y dydd i fynd allan am dro ac ati.
- Mae rhai staff wedi bod yn llawer prysurach nag arfer, gan weithio oriau hirach oherwydd natur gwaith 'PAVS'.
- Estynnwyd cau dros y Nadolig o wythnos i bythefnos i sicrhau bod staff yn cael seibiant llwyr.
- Mae'r angen am reolwr llinell/cefnogaeth cymheiriaid wedi bod yn uwch nag erioed.
- Sefydlwyd grŵp sgwrs-negeseua ar gyfer staff yn unig.
- CAREDIGRWYDD oedd ein prif arwyddair wrth drin staff a defnyddwyr gwasanaeth fel ei gilydd.
- Cyflogodd PAVS 'Wirfoddolwr Gwrando' y gallai gweithwyr siarad â nhw am eu pryderon NAD oedd yn gysylltiedig â gwaith.



- Cyfathrebu effeithiol, amserol gan ddefnyddio gwahanol gyfryngau.
- Gweithio hyblyg lle bynnag y bo modd.
- Fframweithiau cyfarfodydd Rheoli Llinell mewn perthynas â lles a llacio cyfyngiadau cyfnodau clo.
- Canllawiau i reolwyr llinell mewn perthynas â chydweithwyr agored i niwed.
- Hunangyfeirio at lechyd Galwedigaethol.
- Hyrwyddo EAP yn amlach.



- Recriwtio Nyrs Iechyd Galwedigaethol Newydd i ganolbwyntio ar Iechyd Meddwl.
- Adolygiad o strategaeth Iechyd Meddwl yn cynnwys: polisi, datblygu adnoddau (canllawiau rheolwyr ar gyfer cyflyrau iechyd cyffredin gan gynnwys iechyd meddwl), datblygu mewnrwyd gyda dolen newydd "cael help nawr", logo iechyd meddwl newydd.
- Arolwg Lles Staff.
- Iechyd a Lles yn eitem sefydlog ar agendâu cyfarfodydd cyfarwyddiaethau ac adrannau.
- Hybu iechyd; gweithgaredd hyrwyddo wythnosol a misol a rennir trwy'r fewnrwyd, sgysiau blwch offer, e-byst, cylchlythyrau, hyrwyddwyr iechyd ac ati.
- Canllawiau Iechyd a Lles cynhwysfawr ar gyfer gweithwyr a rheolwyr (Iechyd Corfforol, Iechyd Meddwl a Chyngor Cyffredinol ac arweiniad).
- Hyrwyddo menter TTC / Rhestr wirio diwedd dydd.
- Hyrwyddo modiwlau e-ddysgu iechyd meddwl.
- Cydweithio - ymgyrch gwella bywydau (ffeithlun enfys).
- Gweithio cydweithredol e.e. Mind Sir Benfro - Peilot WAP gyda rheolwyr.
- Dychwelyd i'r gwaith - cyngor, arweiniad a chefnogaeth unigol ar ôl gwarchod a'r cyfnod clo gan ddefnyddio asesiad risg Gweithlu Cymru Gyfan a sgorio bregusrwydd COVID-19 Cynghorydd Meddygon Awdurdod Lleol (Alama).
- Cysylltu â Charedigrwydd, hyrwyddo ethos "yn hyn gyda'n gilydd".
- Annog cyfathrebu traws-dîm a rhannu syniadau iechyd a lles cadarnhaol.



- Proses Werthuso/Goruchwyllo Ddiwygiedig a elwir bellach yn Adolygiad Gwaith a Lles i annog trafodaeth agored ar iechyd corfforol a meddyliol.
- Cyngor Lles misol trwy Gylchlythyr Staff wedi'i gefnogi gan gyngor y Rhaglen Cymorth i Weithwyr ar iechyd corfforol a iechyd meddwl yn ystod pandemig.
- Mwy o 'gyfranogiad' staff a rheolwyr mewn Rheoli/Asesu Risg i leihau ofn a rhoi perchnogaeth bersonol i staff.
- Cyfranogiad staff wrth ddrafftio Polisi Gweithio Hyblyg newydd i gefnogi gwell cydbwysedd rhwng bywyd a gwaith.
- Datblygu hyfforddiant peilot 'adeiladu gwytnwch', gan ddefnyddio holiadur Seicometrig MTQ a rhaglen hyfforddi ategol.
- Cyfathrebu a sicrwydd cryfach ar y Rhaglen Cymorth i Weithwyr.
- Cyflwyno 'Gwasanaeth Gwranddo' i staff gan roi clust uniongyrchol i Aelodau'r Pwyllgor.
- Datblygu canllawiau i Reolwr ar gydnabod a delio â straen.



Mae ein Gwasanaeth Lles Seicolegol Staff yn darparu gwasanaeth bwrdd iechyd cyfan sy'n hygyrch i'r holl staff sy'n ymdrin â dulliau rhagweithiol, ataliol a systemig tuag at les yn ogystal ag adeiladu adnoddau ac ymyriadau a chymorth seicolegol lle bo angen.

- Mewnbyn i raglenni datblygu Arweinyddiaeth
- Ymgynghoriadau un-i-un i reolwyr ar faterion lles yn y gwaith
- Aseidiadau tîm, cefnogaeth a sesiynau wedi'u teilwra
- Cyngor/cymorth (i reolwyr a staff) ynghylch Aseidiadau Risg Straen
- Gweithdai, gweminarau a chyrsgiau
- Codi ymwybyddiaeth a hyrwyddo adnoddau
- Mannau ar gyfer Gwranddo
- Hunan-atgyfeirio i Apwyntiadau Adnoddau a Chwrsela Cyfrinachol
- Rhaglen ecotherapi ar gyfer staff
- Mynediad i EAP gydag ystod o wasanaethau
- Cydweithio â phartneriaid ar ystod o brosiectau ymchwil



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- Gan ganolbwyntio ar les, mae'r Adran Gwaith a Phensiynau wedi ychwanegu canllawiau ar weithio gartref e.e. cael yr holl offer sydd eu hangen, cadw mewn cysylltiad â chydweithwyr, trafodaethau rheolaidd â rheolwyr, cael mynediad at wasanaethau a chefnogaeth ee:
  - Fideo cymorth Iechyd a Lles
  - Cwrsela ar unwaith os oes angen
  - Cyllid iach, meddwl a chorff
  - Sut i adnabod arwyddion gorweithio
  - Rheoli newid a dychwelyd i'r gweithle trwy gynnal sesiynau fel a ganlyn i'r holl staff ymuno â nhw:
    - Materion cynllunio llwyddiant - oedolion yn ailddiffinio'r normal newydd - 'Educating Matters' (mapio dychwelyd yn eu meddyliau eu hunain)
    - Bod yn Arweinydd Hyderus Lles
    - Gorbryder niwroamrywiol/cronig - goresgyn gorbryder ail-ddychwelyd i'r gweithle
    - Blinder a Gorweithio
    - Oedi, Myfyrio, Ymlaen
    - Rhyngweithiadau cymdeithasol ac ail-grwpio: ailddysgu ac addasu i fod gyda'n gilydd wrth dychwelyd i ffyrdd newydd o fyw a gweithio - 'Educating Matters'
    - Adeiladu Lles ar ôl y Cyfnod Clo
    - Cydnabod a rheoli eich gorbryder wrth i'r gweithle ailagor: sesiwn wedi'i theilwra ar gyfer cydweithwyr sydd wedi gweithio ar y safle trwy gydol y pandemig
    - Hylendid Cwsg
    - Mae ffiniau'n bwysig - adeiladu a chynnal cydbwysedd bywyd a gwaith wrth dychwelyd i'r normal newydd - 'Educating Matters'
    - Cynnal Sgyrsiau Cefnogol



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- Cyfathrebu a Holi ac Ateb yn hyrwyddo undod a gwell lles.
- Penodi Cynorthwywyr Cymorth Cyntaf Iechyd Meddwl.
- Gall gweithio hyblyg yn y cartref fod yn llwyddiannus os caiff ei gefnogi'n gywir.
- Mae iechyd meddwl yn effeithio ar bawb!



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- Mae gwahanol elfennau o les bob amser wedi'u cynllunio a'u darparu gan amrywiol adrannau fel datblygu staff, Adnoddau Dynol, y tîm ffitrwydd a lechyd, Diogelwch a'r Amgylchedd. Wrth i ni fyfyrio ar ba mor effeithiol y bu ein gweithredoedd yn ystod y pandemig, gallwn weld y gallai dull mwy cydgysylltiedig fod wedi cael effaith bellach, rhywbeth yr ydym yn ei ddatblygu wrth benodi Swyddog Iechyd a Lles yn y Gwaith yn ddiweddar, wedi'i lleoli yn yr adran Adnoddau Dynol.
- Roedd pawb yn cael trafferth gyda'r amgylchiadau unigryw roeddem yn eu hwynebu. Felly rydym yn falch iawn o bopeth yr oeddem yn gallu ei gyflawni a'r gefnogaeth a gynigiwyd i'n staff a'n dysgwyr.
- I gael mwy o feddylfryd 'gallu gwneud!' cyn-Covid, yn aml iawn byddai rhwystrau wedi ein hatal rhag archwilio, gweithredu neu fynd â syniad newydd ymhellach, ond mae'r llynedd wedi ein dysgu i lynu wrtho ychydig yn hirach, edrych ychydig yn agosach, bod ychydig yn fwy arloesol a chanfod datrysiad!



- Bod yr 'amhosib' mewn gwirionedd yn bosib - gallai gwaith pawb gael ei wneud o gartref i raddau helaeth iawn.
- Mae'n rhy hawdd gweithio gormod o oriau a pheidio â chymryd seibiannau.
- I fod yn GAREDIG.



- Gwerth dulliau cyfathrebu amgen.
- Yr angen i ddatblygu strategaeth lles.
- Yr angen i asesu anghenion hyfforddi TGCh ac adolygu darpariaeth caledwedd a breintiau mynediad o bell.
- Cyflwyno gweithdrefn rheoli a chofnodi amser agored, tryloyw a ffurfiol ar gyfer. gweithio hyblyg ac o bell.



- Pwysigrwydd systemau a chymorth TG.
- Pwysigrwydd hunanofal a myfyrio.
- Buddion rhannu arfer gorau yn fewnol ac yn allanol.
- Pwysigrwydd cyfathrebu.
- Pa mor ymaddasol ydyn ni fel sefydliad.



- Gwerth gwrando ar staff yn fwy gweithredol a'u cynnwys yn y manylion, gan sicrhau diweddariadau a chyfathrebu o ansawdd da.
- Deall ac asesu anghenion a gofynion 'unigol' a pheidio â thrin staff fel grŵp.
- Gwerth hyblygrwydd i gefnogi cydbwysedd gwaith/byw a chynyddu morâl staff. Mae'r gwersi hyn wedi helpu i newid meddylfryd rhai o'n rheolwyr.
- Sicrhau bod rheolwyr yn gweithredu fel modelau rôl da i ofal iechyd meddwl da.



- Gwerth dull myfyriol ystyriol.
- Yr angen am hyblygrwydd o fewn gallu digonol.
- Gwerthfawrogi mynediad cyflym i staff i'r gwasanaeth.
- Yr angen i gynnig ystod o wasanaethau i ddiwallu anghenion amrywiol.
- Pwysigrwydd ymgysylltu parhaus â staff ar gyfer adborth ac asesu anghenion.
- Pwysigrwydd gwerthfawrogi amrywiaeth profiad a galluogi staff a thimau i greu ffyrdd newydd o gysylltu, cefnogi rhyngweithiadau cymdeithasol.
- Pwysigrwydd gwrando'n astud a chreu cyfleoedd i hyn ddigwydd.
- Yr effaith ar staff o ran blinder cymhleth a'r angen nawr am waith parhaus o amgylch diwylliant i fynd i'r afael ag adferiad fel proses barhaus sydd wedi'i mewnosod â dylunio systemau.
- Pwysigrwydd arweinyddiaeth weladwy a thosturiol.
- Mae angen i ni gael y pethau sylfaenol yn iawn - amodau gwaith a chyfleusterau.



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- Mae Adran Gwaith a Phensiynau fel Adran Llywodraeth Genedlaethol, wedi cael adnoddau i allu cael gafael ar gymorth i'w filoedd o staff, a'i gefnogi a'i ariannu.
- Efallai na fyddai rhai busnesau a sefydliadau llai wedi gallu gwneud hyn; a allai adnoddau allweddol lle bo hynny'n bosibl fod ar gael i eraill fel rhan o'r gweithgaredd hwn?

## Y FFORDD YMLAEN

Y ddwy brif elfen ar gyfer y ffordd ymlaen gan bob sefydliad oedd:

1. Ein bod yn gallu gwneud yr hyn a allai ymddangos yn amhosibl ar yr olwg gyntaf;
2. Bod angen adolygu arferion gwaith, o fewn model math hybrid/hyblyg o weithio ar y safle a gweithio gartref; gyda lles yng nghanol cynlluniau gweithredol o'r fath.



The PSB recognised that there was good practice taking place within the organisations that were represented on the Board in terms of supporting staff through the pandemic and periods of lockdown. As a consequence, a workshop was held on Tuesday 8th June where the following organisations were able to be represented:

- Department for Work and Pensions
- Mid and West Fire and Rescue
- Pembrokeshire County Council
- Hywel Dda: NHS
- Milford Haven Port Authority
- Pembrokeshire College
- Pembrokeshire Coast
- Pembrokeshire Association of Voluntary Services

The purpose of the workshop was to discuss the following activities for each organisation:

What good practice in relation to mental health support, have you provided for employees as an organisation?

As an organisation, what lessons have you learned, from experiences over the last 12 months?

The session was extremely interesting and interactive, stimulating much discussion and it was evident that considerable thought had gone into the preparation of each presentation. It was pointed out that some of the PSB member organisations that were participating in the workshop were extremely complex in nature and structure. Interestingly however, there appeared to be plenty of crossover of good practice.

The following summarises the workshop contents and we are grateful for the time, effort and input from those who were able to attend and for the efforts of the workshop facilitator, Steph Tindall.

**Dr Barry Walters**  
Principal  
Pembrokeshire College

**Alyson Phillips**  
Partnership Manager Pembrokeshire  
Department for Work and Pensions  
Work and Health Services

# Q1

## What good practice in relation to mental health support, have you provided for employees as an organisation?



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- Access to face to face external counselling sessions
- 24/7 Employee Assistance line
- Mental health & wellbeing added as a standing agenda item on all weekly Covid 19 Mgt meetings
- Wellbeing calls during lockdowns
- Advice & guidance to managers
- Employee led Wellbeing and Social Entertainment groups putting a particular focus on mental health and wellbeing through a range of activities and events
- Mental Health added to risk register calculation for assessing impact on employees for all risk scenarios



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- Weekly blog from the Principal, giving essential information and College community news, as well as personal contact where necessary
- Two Health and Wellbeing surveys with intensive management follow up
- Corporate expectation that managers maintained supportive communications with all staff regularly
- Personal HR support for individuals
- Free registration for staff to an online support and counselling service [www.togetherall.org](http://www.togetherall.org)
- Mental Health Workplace Peer Mentors with Hafal training
- Managers completing Mental Health First Aid training
- Monthly wellbeing blog and weekly top tip (Wellbeing Wednesday) linking to an online College staff wellbeing site
- DSE assessments and launch of an online Display Equipment system with 3 self-help stages
- HR and HSE Covid specific homeworking guidance
- Working from Home HUB for staff (Teaching and Learning), alongside extensive support for unprecedented teaching situations
- Reassurance for staff that essential systems and processes affecting learners (such as safeguarding and support referrals) were not in any way compromised, which would increase stress levels in relation to concern for their learners
- Virtual coffee time, virtual socials and virtual office initiatives
- Ongoing wellbeing activities on offer, such as a 6-week fitness countdown to Christmas (workouts from our College fitness team)
- Three wellbeing weeks throughout the second part of the year: 40 hours of wellbeing activities (each week), so whenever a staff member was free, there was something on offer



- PAVS were fortunate enough not to have to furlough any employees and to keep all staff on full hours and pay throughout the whole crisis;
- PAVS enabled all staff to do their jobs from home;
- To manage the lack of daylight hours during the Autumn/Winter - all staff were encouraged to take longer breaks in the middle of the day to get out for a walk etc;
- Some staff have been much busier than normal, working longer hours due to the nature of PAVS' work;
- Christmas closure was extended from one week to two weeks to ensure staff took a complete break;
- The need for line manager/peer support has been at an all time high;
- Messenger chat group set up for staff only;
- KINDNESS has been our watchword in the treatment of staff and service users alike;
- PAVS engaged a 'Listening Volunteer' with whom employees could talk about their worries and concerns that were NOT related to work.

# Q1

## What good practice in relation to mental health support, have you provided for employees as an organisation?



- Effective, timely communication using different media
- Flexible and agile working wherever possible
- Line Management meeting frameworks in relation to wellbeing and unlock
- Guidance for line managers in relation to vulnerable colleagues
- Self-referral to Occupational Health
- More frequent promotion of EAP



- Recruitment of New Occupational Health Nurse – to focus on Mental Health
- Review of MH strategy including; policy, resources development ( manager guides for common health conditions including mental health), intranet development with new “get help now” link, new mental health logo
- Staff Wellbeing Survey
- Health & Wellbeing standing agenda item on directorate and department meetings
- Health promotion; weekly and monthly promotions, shared via intranet, tool box talks, emails, newsletters, health champions etc.
- Comprehensive H&W guidance for employees and managers (Physical Health, Mental Health & General Advice and guidance)
- Promoted TTC initiative / End of day checklist
- eLearning mental health modules promoted
- Working together – improving lives campaign (rainbow infographic)
- Collaborative working e.g. Mind Pembrokeshire – WAP pilot with managers
- Return to work - post shield, post lockdown individual advice, guidance and support utilising the All Wales Workforce risk assessment and Association of Local Authority Medical Adviser (Alama) COVID-19 vulnerability scoring
- Connect to Kindness, “in this together” ethos promoted
- Encouraged cross team communication and sharing of positive health and wellbeing ideas



- Revised Appraisal/Supervision process – now called Work & Wellbeing Review to encourage open discussion on physical and mental health.
- Monthly Wellbeing advice through Staff Newsletter supported by Employee Assistance Programme advice on physical and mental health during pandemic.
- Greater ‘involvement’ of staff and managers in Risk Management/ Assessment to reduce fear and give staff personal ownership.
- Staff involvement in drafting new Flexible Working Policy to support better work/life balance.
- Developed pilot ‘building resilience’ training, utilising MTQ Psychometric questionnaire and supporting coaching programme.
- Strengthened communication and collateral on Employee Assistance Programme
- Introduced a ‘Listening Service’ providing staff with direct ear to Committee Members.
- Developed Manager guidelines on recognising and dealing with stress.

# Q1

## What good practice in relation to mental health support, have you provided for employees as an organisation?



Our Staff Psychological Wellbeing Service provides a health board wide service accessible to all staff covering proactive, preventative and systemic approaches to wellbeing as well as resource building and interventions and psychological support where needed.

- Input into Leadership development programmes
- One to one consultations for managers on wellbeing at work issues
- Team assessments, support and tailored sessions
- Advice/support (for managers and staff) around Stress Risk Assessments
- Workshops, webinars and courses
- Awareness raising and resource promotion
- Spaces For Listening
- Self referral to confidential Resource Appointments and Counselling
- Ecotherapy programme for staff
- Access to an EAP with a range of services
- Partnership working on a range of research projects



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- Focussing on Wellbeing, DWP has added guidance on working from home e.g. having all the equipment needed, keeping in touch with colleagues, regular discussions with managers, having access to services and support e.g:
  - Health & Wellbeing support video
  - Immediate counselling if needed
  - Healthy finances, mind and body
  - How to spot the signs of burnout
  - Managing change and returning to the workplace by putting on sessions as follows for all staff to join:
    - Success planning matters – adults re-defining the new normal – Educating Matters (mapping out return in own mind)
    - Being a Wellbeing Confident Leader
    - Neurodiverse/chronic anxiety - overcoming re-entry anxiety to the workplace
    - Fatigue & Burnout
    - Neurodiverse/chronic anxiety - overcoming re-entry anxiety to the workplace
    - Pause, Reflect, Take Forward
    - Social interactions and re-grouping : re-learning and adjusting to being together as we return to new ways of living and working – Educating Matters
    - Building Wellbeing after Lockdown
    - Acknowledging and controlling your anxiety as the workplace re-opens: bespoke session for colleagues who've worked on-site throughout the pandemic.
    - Sleep Hygiene
    - Boundaries matter – building and maintaining work life balance as we return to a new normal – Educating Matters
    - Social interactions and re-grouping : re-learning and adjusting to being together as we return to new ways of living and working – Educating Matters
    - Having Supportive Conversations
    - Success planning matters – adults re-defining the new normal – Educating Matters (mapping out return in own mind)

# Q2 *As an organisation, what lessons have you learned, from experiences over the last 12 months?*



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- Communications & Q&A's promote togetherness and improved wellbeing
- Mental Health First Aiders to be appointed
- Flexible and home based working can be successful if supported correctly
- Mental health impacts everyone!



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- Different elements of wellbeing have always been designed and delivered by various depts, such as staff development, HR, the fitness team and HSE. As we reflect on how effective our actions have been during the pandemic, we can see that a more coordinated approach might have had further impact, something we are taking forward in the recent appointment of a Health & Wellbeing at Work Officer, based in HR
- Everyone struggled with the unique circumstances we faced, so we are very proud of everything we were able to achieve and the support we offered to our staff and learners
- To have more of a 'can do' mindset! Pre-Covid, very often barriers would have stopped us from exploring, implementing or taking a new idea further, but this last year has taught us to stick with it a little longer, look a little closer, be a little more innovative and a solution can be found!



- That the 'un-do-able' is in fact do-able – everyone's job could be done from home in the main;
- It is too easy to work too many hours and not take breaks;
- To be KIND



- The value of alternative methods of communication
- The need to develop a wellbeing strategy
- The need to assess ICT training needs and review hardware provision and remote access privileges
- To introduce an open, transparent and formalised time management and recording procedure for agile and remote working



- Importance of IT systems and support
- Importance of self care and reflection
- Benefits of sharing best practice internally and externally
- Importance of communication
- How adaptive we are as an organisation

# Q2

*As an organisation, what lessons have you learned, from experiences over the last 12 months?*



- The value of listening to staff more actively and involving them in the detail, ensuring good quality updates and communication.
- Understanding and assessing 'individual' needs and requirements and not treating staff as a group.
- The value of flexibility to support work/live balance and increase staff morale. These lessons have helped change the mind-set of some of our managers.
- Ensuring managers act as good role models to good mental health care.



- The value of a considered, reflective approach
- The need for flexibility within adequate capacity
- Rapid access for staff to the service is highly valued
- The need to offer a range of services to meet diverse needs
- The importance of ongoing engagement with staff for feedback and needs assessment
- The importance of valuing diversity of experience and enabling staff and teams to create new ways of connecting, supporting social interactions
- The importance of deep listening and creating opportunities for this to happen
- The impact on staff in terms of complex fatigue and the need now for ongoing work around culture to address recovery as an ongoing process embedded with systems design
- The importance of visible and compassionate leadership
- We need to get the basics right – working conditions and facilities



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- DWP as a National Government Department, has had resources to be able to access, support and fund help for its thousands of staff.
- Some smaller businesses and organisations may not have been able to do this; key resources where possible could be made available to others as part of this activity?

## THE WAY FORWARD

The two main elements for the way forward from all organisations were:

1. That we can do what at first might seem impossible;
2. A need to review working practices, within a hybrid / agile type model of both onsite and homeworking solutions; with wellbeing at the centre of such operational plans.

# Public Services Board Briefing Paper September 2021: Nature Emergency



On June 30th 2021, the Senedd declared a nature emergency and called for statutory targets to be set to halt and reverse the decline in biodiversity in what has been described as a landmark moment. The Senedd is one of the first parliaments in the world to declare such an emergency. This declaration puts action for nature on a par with climate change in terms of urgency and significance. The motion can be viewed here:

<https://record.senedd.wales/Motion/7725>

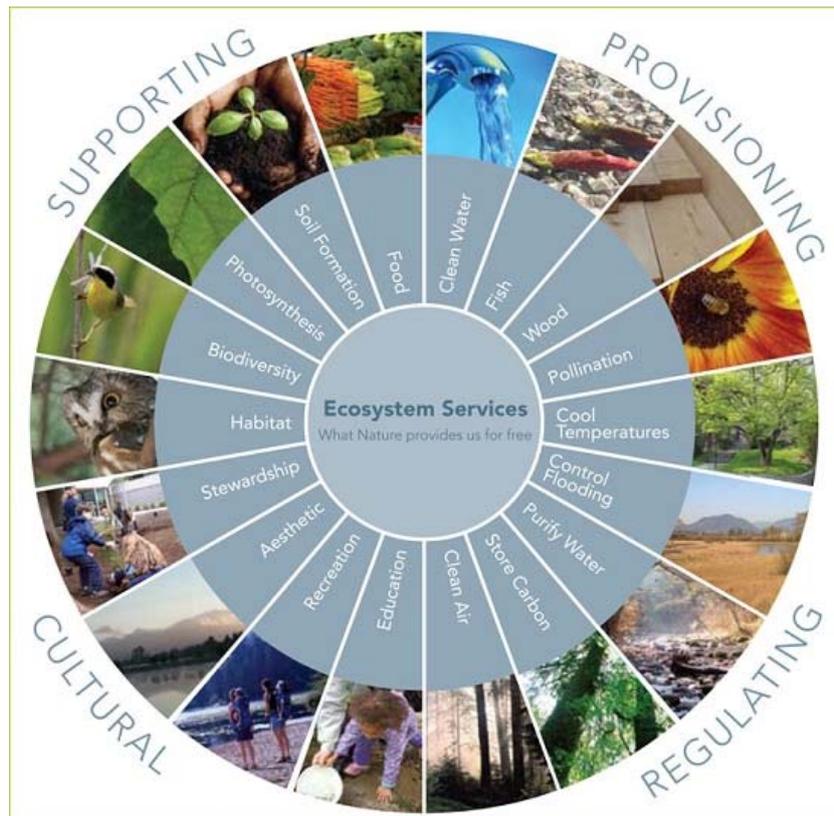
This follows recent international research showing the fragility of many of our ecosystems with more than a million species at risk of extinction due to pressures including habitat loss, pollution, invasive non-native species and climate change. Headlines from the State of Nature (Wales) report 2019 include:

- 8% of species in Wales threatened with extinction from the UK (in addition to the catastrophic losses of the last few decades)
- 41% of species in the UK have declined
- 30% of species in Wales are now found in fewer places
- 88% of Welsh land is managed for agriculture
- About 10 new invasive non-native species establish in the UK every year
- 57% of UK waters have had their seabed habitats physically disturbed by bottom contact fishing gear
- And importantly, whilst time donated to nature conservation by volunteers has gone up by 46% since 2000 (a metric of public support), public sector spending on biodiversity as a proportion of GDP has fallen by 42% since 2008

The full reports are available here: <https://nbn.org.uk/stateofnature2019/reports/>

The higher plant conservation charity 'Plantlife' estimate that 97% of flower rich meadows have been lost in the last century <https://www.plantlife.org.uk/uk/our-work/campaigning-change/meadows>

Healthy, functioning and resilient ecosystems provide services to society and the economy such as pollination of crops, storage of carbon, regulation of flooding and water purification. The effects of biodiversity loss are already seen in the functioning of ecosystems and continued habitat and species loss therefore threatens the ability of these systems to provide essential services now and for future generations.



The Wellbeing of Future Generations (Wales) Act 2015 enshrines the principle of sustainability in law in public life and provides the legislative driver for the establishment of the Public Services Boards (PSBs). Whilst healthy, functioning ecosystems support society across all seven of the wellbeing goals, it is the 'resilience' goal which most directly applies in the context of the nature emergency. It envisages: ***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 (for example climate change).***

The proposal is that the Pembrokeshire PSB mandate the existing delivery mechanism of the Pembrokeshire Nature Partnership to lead on their response to the nature emergency, rather than setting up a new group. Many PSB members are already members of the Partnership. The main means of coordinating action locally is the Nature Recovery Action Plan for Pembrokeshire. Part 1 sets the strategic context and outlines action themes aligned to Welsh Government policy (available here: <https://www.pembrokeshire.gov.uk/biodiversity/pembrokeshire-nature-partnership-plans-and-guidance> ). Part 2 will consist of a set of themed action plans, one of which will be for public bodies.

For further information, contact:

**Anthony Rogers**

Biodiversity Implementation Officer

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**Pembrokeshire Public Services Board**  
**Bwrdd Gwasanaethau Cyhoeddus Sir Benfro**



**Item 6**

<b>DATE OF MEETING</b>	21 <sup>st</sup> September 2021
<b>REPORT TITLE</b>	Pembrokeshire Public Services Board Annual Report 2020-21
<b>STATUS</b>	For information/decision
<b>PURPOSE</b>	To provide the PSB with a final draft version of the Annual Report for 2020-21.
<b>RECOMMENDATION(S)</b>	That the PSB approves the 2020-21 Annual Report prior to submission to the office of the Future Generations Commissioner.

**Pembrokeshire Public Services Board**  
**Bwrdd Gwasanaethau Cyhoeddus Sir Benfro**



# **ANNUAL REPORT 2020-21**



## **Introduction**

Welcome to Pembrokeshire Public Services Board's (PSB) annual report for 2020-21, where we highlight the steps taken to meet the objectives set out in our Well-being Plan for Pembrokeshire.

The report outlines the work PSB partners have been delivering to meet our collective 'well-being duty' to improve the economic, environmental, cultural and social well-being of people and communities in Pembrokeshire, now and in the future. This involves working differently and focusing on areas where working in partnership can have the greatest impact and where our collective influence adds value above and beyond what we already do as individual organisations.

The last 12 months have been difficult for individuals, for communities and for organisations that deliver services to the public, as we have responded to the challenges caused by the Covid pandemic and worked together to overcome its effects on our lives. The pandemic has inevitably had an effect on the work of the PSB and reduced the capacity of some partners to commit as much time to the partnership as they may have in the past, which is reflected in the work that has taken place over the last year. At the same time, the relationships that have been built over a number of years of PSB working have enabled partners to work together in new and different ways to meet these challenges head on and support Pembrokeshire towards its recovery.

We are now well into the process of developing our next Well-being Assessment which will be the backbone of our next Well-being Plan and, as always, we remain committed to working together collaboratively as partners within Pembrokeshire and regionally as we move towards what will hopefully be a period of sustained recovery.

As ever I am grateful to my colleagues on the Board for their continued commitment towards improving the well-being of people and communities in the County.

A handwritten signature in black ink, appearing to read 'T. D. Jones', with a stylized flourish at the end.

**Tegryn Jones**  
**Chair of Pembrokeshire Public Services Board**

## **PSB partnership working throughout the pandemic**

Throughout the last twelve months PSB partners have worked together in a variety of ways to tackle the challenges that the pandemic has created and to continue to deliver services to our communities. Some examples of this are;

### Pembrokeshire Community Hub

In late March 2020 the Pembrokeshire Community Hub was established, a partnership between Pembrokeshire County Council, Pembrokeshire Association of Voluntary Services (PAVS), Hywel Dda University Health Board, and Delta Wellbeing. The Hub provided a one-stop shop for people who were shielding or self-isolating, or those experiencing other issues who needed some additional support with things such as shopping or collecting prescriptions. The Hub was established from the position that community groups know their own communities best, and so the role of the Hub was to provide a central point through which support to communities could be co-ordinated.

### Induction programme for volunteers and new staff

Pembrokeshire College worked with Hywel Dda UHB in putting together their induction programme for volunteers and recruits. They offered the Merlin Theatre as well as two other rooms where presentations and induction sessions were livestreamed from the theatre, ensuring all involved could maintain social distancing whilst participating in sessions. These Inductions went on for several weeks and several hundred volunteers went through the process.

### Support for the vaccination programme

Mid and West Wales Fire Service provided support to Hywel Dda UHB in facilitating immunisation programmes at Bro Cerwyn and South Pembrokeshire Hospitals in October 2020, as well as assisting with the flu vaccination programme at GP surgeries in Haverfordwest, Neyland and Johnston Surgery and Narberth Surgery; also in October 2020.

### Unlocking Pembrokeshire meetings

These multi agency meetings were set up with the objective of working together to manage the summer increase in demand for all agencies and ensure Pembrokeshire was a safe place for residents and visitors alike. The frequency of meetings and commitment of partners delivered quick, real time solutions to issues that arose. Meetings were jointly Chaired by Dyfed Powys Police and Pembrokeshire County Council and several additional PSB partners were involved, including Pembrokeshire Coast National Park, Mid and West Wales Fire Service, Port of Milford Haven and Hywel Dda UHB.

## Renewed focus – revised action plans

In mid-2020 in light of the pressures placed on partners by the pandemic response, it was agreed to 'pause' the current workstream projects and instead focus on re-shaping the work of the PSB towards recovery over the next 12 to 18 months. At around the same time Natural Resources Wales made funding available for all PSBs to support the delivery of Well-being Plan priorities around the environment and climate change, to which bids were submitted for funding for two projects, both of which were successful. The revised action plans were as follows;

<b>Workstream</b>	Becoming a carbon neutral county
<b>Project</b>	Review of activity helping to make Pembrokeshire carbon neutral
<b>Overview</b>	
<p>The project was a desk based review funded by NRW and was undertaken by consultants. The aim was to determine and record the current actions/activities being undertaken by 10 PSB member organisations to address the challenges of climate change, reduce their net carbon status and more widely, map any community or partnership work being undertaken to assist the county to become carbon neutral.</p>	
<b>Activity</b>	
<p>Work undertaken included:</p> <ul style="list-style-type: none"> <li>• Review of partner web sites and publically available information for work relating to climate change;</li> <li>• A questionnaire was sent to 10 PSB member organisations</li> <li>• A focus group was held to discuss findings</li> <li>• A draft report was produced with 20 recommendations</li> </ul>	
<b>Outcomes</b>	
<p>The report produced will feed into high level PSB partner discussions that have recently commenced around the climate change, carbon reduction and climate adaptation agendas with the aim of producing a climate change strategy for Pembrokeshire.</p>	

<b>Workstream</b>	Environmental and Climate Change Risk Assessment / Becoming a Carbon Neutral County
<b>Project</b>	Pembrokeshire sustainable natural capital forum
<b>Overview</b>	
<p>This project is targeted at two Wellbeing plan workstreams - <i>Environmental and Climate Change Risk Assessment</i> and <i>Becoming a Carbon Neutral County</i>. The aim was to bring organisations and individuals together to develop a Pembrokeshire Sustainable Natural Capital Forum and employ an individual to work with partners to develop project plans and future funding proposals around four themes:</p>	
<p><b>Green Fuse</b> - igniting mass participation by creating inclusive opportunities for people to get involved in nature-based activities</p>	

<p><b>Green Infrastructure</b> – implementing a range of projects drawn from Pembrokeshire Towns</p> <p><b>Green Pembrokeshire</b> – developing landscape scale habitat management and promoting regenerative provisioning activities (e.g. sustainable agriculture).</p> <p><b>Sowing the Seeds</b> – a small grants scheme designed to stimulate creative ideas and champion innovation around nature’s contribution to people</p>
<p><b>Activity</b></p> <p>An initial steering group meeting has been held and a framework for the Heritage Lottery Bid developed which is pending steering group approval.</p>
<p><b>Outcomes</b></p> <p>Although this was one of the two NRW funded projects, PAVS as the lead organisation has made a commitment to funding this work for a further 12 months.</p>

<b>Workstream</b>	Community Participation / Understanding Our Communities / Meaningful Community Engagement
<b>Project</b>	Build links with relevant groups to support delivery of the Communities themed workstreams
<p><b>Overview</b></p> <p>Links were made with the local lottery funded Together for Change programme to support delivery on the Communities themed elements of the Plan. Research outcomes from this programme will contribute to the development of robust community level datasets for the new system being developed regionally by the PSBs/RPB. As part of this work, the Pembrokeshire Engagement &amp; Co-production Network was re-established, whose focus will be on engaging more effectively with citizens and communities around the next Well-being Assessment and subsequent Well-being Plan.</p>	
<p><b>Activity</b></p> <p>The Pembrokeshire Engagement and Co-production Network has been established and has met to begin planning engagement activity for the Well-being Assessment.</p>	
<p><b>Outcomes</b></p>	

<b>Workstream</b>	Community Participation / Understanding Our Communities / Meaningful Community Engagement
<b>Project</b>	Build stronger links with town and community councils
<p><b>Overview</b></p> <p>The aim of this project was to build relationships between the PSB and town and community councils through One Voice Wales and projects such as the Community Well-being and Resilience (CWBR) Project led by PLANED, to build our awareness of the different opportunities and challenges that our communities face.</p>	
<p><b>Activity</b></p> <p>The CWBR project has worked in partnership to support Town &amp; Community Councils in 12 communities. Additional outcomes were;</p>	

- Recommendations from the CWBR reports being used to inform the creation of a community befriending service and to successfully obtain funding for improvements to community sports changing facilities; water fountains; and computer resources
  - CWBR as a project supporting the recruitment of a Youth Representative for Pembroke Dock Town Council
  - Developed and designed a Youth Engagement Toolkit for all T&CC's
- Digital T&CC interactive map created and freely made available

In addition, monthly evening meetings were held by PCC in partnership with PAVS and PLANED between January and April 2021 with town and community councils to consider ways in which we can work together better and more effectively.

**Outcomes**

There has been a positive response from the town and community councils to this initiative, and a dedicated support officer role has been established to continue the work going forward.

<b>Workstream</b>	Recruitment and Employment Transformation Framework
<b>Project</b>	Raise awareness of schemes and initiatives to support employment and training
<b>Overview</b>	
The focus of this project was for the PSB to take an active role in promoting the Welsh Government's <u>Personal Learning Account</u> Scheme and and the <u>Kickstart</u> Scheme launched in the Autumn of 2020, plus any other schemes, and to take advantage of them wherever possible.	
<b>Activity</b>	
Two of the three Gateway Organisations in Pembrokeshire for the Kickstart Scheme are PSB members (Pembrokeshire College and Pembrokeshire County Council). In addition, several PSB member organisations have made use of the scheme, including Pembrokeshire County Council and Pembrokeshire Coast National Park Authority.	
<b>Outcomes</b>	
The number of Kickstart opportunities in Pembrokeshire rose from 211 in April 2021 to 453 in June 2021, with the number of starts on the scheme rising from 28 in April 2021 to 132 in June 2021. One young person in Pembrokeshire who was successful in taking up a place on the scheme stated that " <i>being unemployed since graduation my mental health had really taken a dip, I started to wonder if things would ever improve for me work wise but I applied for a Kickstart job vacancy and went for interview and was offered a job with more money and responsibility that the one I'd applied for, they clearly saw something in me which increased my confidence, I've been doing the job now for 2 weeks and I'm really</i>	

*enjoying everything about being in work and being part of a team, this opportunity has made such a difference to me".*

<b>Workstream</b>	Recruitment and Employment Transformation Framework
<b>Project</b>	Develop a shared approach to staff well-being across PSB partner organisations
<b>Overview</b>	
<p>The purpose of this project was to bring together PSB organisations to share lessons learnt and best practice around how they support the well-being of staff who are working from home, are furloughed or who at risk of redundancy and also to share thoughts around how new staff will be supported going forward, including incorporating virtual employment support.</p>	
<b>Activity</b>	
<p>The culmination of this project was a workshop for PSB member HR professionals attended by eight PSB organisations. The purpose of the workshop was to discuss what support had been provided for employees around good practice in relation to mental health, lessons learnt over the last 12 months and changes to the way organisations might operate going forward.</p> <p>Some of the key activities taking place across PSB member organisations included;</p> <ul style="list-style-type: none"> <li>• Provision of counselling services to staff (including self-referral mechanisms)</li> <li>• Well-being calls throughout lockdown</li> <li>• Advice and guidance for managers</li> <li>• Intranet pages set up to gain access to immediate support</li> <li>• Well-being champions and mentors</li> <li>• Setting of clear work/home boundaries;</li> <li>• Allocated 'no meetings allowed' days;</li> <li>• Social media networks for peer support</li> <li>• Review of related strategies and policies</li> </ul>	
<b>Outcomes</b>	
<p>All partners involved acknowledged that the experience of Covid has taught us that we can do what first might seem impossible and also that there is a need to review working practices, within a hybrid / agile type model of both onsite and homeworking solutions, with wellbeing at the centre of such operational plans.</p>	

The willingness of PSB partners to continue to work towards meeting the objectives laid out in our Well-being Plan during an exceptionally difficult and challenging 12 months, and to take opportunities to build on this work in the longer term, demonstrates their commitment to the partnership and the people of Pembrokeshire.

## **Pride in Pembrokeshire**

Following submission of a bid led by PAVS, Pembrokeshire was awarded just over £240,000 from the Welsh Government Coronavirus Recovery Grant for Volunteering 2020-21. As part of the Volunteering for Pembrokeshire programme supported by this funding, the PSB took the opportunity to evaluate its Pride in Pembrokeshire award programme. Pride in Pembrokeshire was placed on hold in early 2020 due to the Covid-19 outbreak and it was therefore deemed timely to reflect on progress to date and to identify whether any improvements could be made to make the award stronger and more sustainable for the future.

Pride in Pembrokeshire is a Public Services Board (PSB) led initiative started in 2017 to recognise and celebrate the volunteers, community groups and organisations whose work improves the economic, social, cultural and environmental well-being of people and communities in Pembrokeshire. The aim of the PSB in sponsoring the award is to raise the awareness and profile of groups which demonstrate a commitment to building stronger, sustainable communities, and whose work makes a clear contribution to the national well-being goals set out in the Well-being of Future Generations Act, thus improving the overall well-being of people and communities in Pembrokeshire.

The evaluation determined that the Pride in Pembrokeshire award has delivered on its purpose of recognising and promoting the excellent work which the many voluntary community groups deliver across the County to support well-being. In terms of improvement, the following changes were agreed;

- Applicants will now be asked to identify which of the four priorities in the Well-being Plan they feel that their project aligns most closely to
- The application form was updated to include a short guidance section, highlighting that the purpose of the award is to celebrate and support volunteers in community groups and organisations who add value to the work of statutory services or who support their communities
- Finally, it was determined that there is a lack of recognition of applicants who are not successful in winning the award but continue to do good work within Pembrokeshire. These applicants will be listed in future PSB annual reports to congratulate them on their work and to provide continuing exposure for the groups

The award will be re-started in the Summer of 2021 once it has been re-branded and re-advertised and once changes have been made to the application process.

## **Annual Regional PSB-RPB Event**

In November 2020 Ceredigion hosted the annual regional PSB-RPB event. These annual events are held every year and provide an opportunity to share information and best practice around areas that are relevant to all PSB partners in Pembrokeshire, Carmarthenshire and Ceredigion and those who sit on the Regional Partnership Board under the West Wales Care Partnership.

Due to Covid restrictions the 2020 event was a virtual one, however, it was well attended and partners were provided with a number of relevant updates and presentations on the following;

- *Digital software updates – a presentation on the regional data sharing platform being developed and a presentation on Engagement HQ software*
- *RPB working together – an RPB perspective*
- *Hywel Dda University Health Board Strategic Priorities and links to the PSB*
- *Social and Green Solutions for Health*
- *Local Resilience Forum and the Response to Covid-19*
- *Update from the Dyfed Powys Police and Crime Commissioner*

The next regional event is due to take place later in 2021, providing there is sufficient time and resources to go ahead whilst work continues on developing the Well-being Assessment.

## **Planning for the next Well-being Assessment 2022**

Work is now well underway to develop the Well-being Assessment on which the next Pembrokeshire Well-being Plan will be based.

Once again we are working regionally with our partners in Carmarthenshire and Ceredigion PSBs, as well as with the RPB, to ensure there is a shared and consistent approach to engagement, data collection and analysis, and to make best use of our resources.

A survey will once again be utilised alongside an engagement toolkit and stakeholder events and plans are in place to hold further engagement events once the initial draft version of the assessment is produced, in order to gain further feedback on the findings. Although some restrictions may remain in place due to Covid, we aim to reach as wide an audience as possible using the expertise of members of the Pembrokeshire Engagement and Co-production Network. This group consists largely of PSB member representatives but allows for wider representation to ensure we can make links where we need to. A mapping exercise is currently underway to determine where we can tap into planned partner engagement and where there may be gaps in access to certain groups that we need to address.

## **Looking forward**

The impact of the Covid-19 pandemic on public services continues to put a considerable strain on the resources of all PSB partners and the effects will continue to be seen for some years to come. Although the PSB continued to meet during 2020-21, the focus of partners was, understandably, mainly on their own areas of work. Even so, as outlined in this report, there were several areas where the relationships formed through working as PSB partners led to more efficient working relationships outside the remit of the PSB in responding to the challenges created by the pandemic. This has revealed opportunities for us to work differently together in the future and to remove some of the red tape that has bound us in the past.

The response of local groups in supporting their local communities has been unprecedented throughout the last 12 months and has demonstrated how communities can be supported to work together with each other and with public services to find new solutions to problems. The PSB's role in the recovery phase will continue to involve building on some of the excellent examples of partnership and community led working seen over the last few months.

As we look ahead to producing the next Well-being Plan the role of the PSB must continue to evolve post-pandemic towards a focus on what really matters for the well-being of individuals and communities in the future.