



## **AGENDA**

### **15<sup>th</sup> March 2022, 10.00am – Teams meeting**

1. Welcome and apologies
2. Minutes of last meeting / Action Log
3. Well-being Assessment for Pembrokeshire – approval and next steps (Nick Evans)
4. Supporting achieving official recognition of Mid & West Wales as a Living Wage region (Dafydd Llywelyn - Dyfed Powys Police and Crime Commissioner)
5. Poverty in Pembrokeshire update
6. PSB Climate Change Group update (Andrea Winterton)
7. AOB

**Date and time of next meeting:** 17<sup>th</sup> May 2022, 10.00am



## **AGENDA**

### **15 Mawrth 2022, 10am – Cyfarfod Teams**

1. Croeso ac ymddiheuriadau
2. Cofnodion y cyfarfod diwethaf / Cofnod camau gweithredu
3. Asesiad Llesiant ar gyfer Sir Benfro – cymeradwyo a'r camau nesaf (Nick Evans)
4. Cefnogi ennill cydnabyddiaeth swyddogol i Ganolbarth a Gorllewin Cymru fel rhanbarth Cyflog Byw (Dafydd Llywelyn – Comisiynydd Heddlu a Throseddu Dyfed–Powys)
5. Diweddariad ar dlodi yn Sir Benfro
6. Diweddariad gan Grŵp Newid Hinsawdd y Bwrdd Gwasanaethau Cyhoeddus (Andrea Winterton)
7. Unrhyw fater arall

**Dyddiad ac amser y cyfarfod nesaf:** 17 Mai 2022, 10am

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



**MINUTES OF PEMBROKESHIRE PUBLIC SERVICES BOARD**  
**Tuesday 25<sup>th</sup> January 2022 at 10.00am (Microsoft Teams meeting)**

**Present:**

Tegryn Jones	Chief Executive, PCNPA (Chair)
Sue Leonard	Chief Officer, PAVS (Vice-Chair) (From 11am)
Will Bramble	Chief Executive, PCC (left at 11.15am)
Dr Steven Jones (SPJ)	Director of Community Services, PCC
Anna Bird	Head of Strategic Partnership Development, Hywel Dda UHB
Cllr. Cris Tomos	Pembrokeshire County Council
Iwan Thomas	Chief Executive Officer, PLANED
Supt. Anthony Evans	Dyfed Powys Police
Andrea Winterton	Marine Service Manager, Operations, NRW
Claire Germain	Deputy Director for Local Government Transformation and Partnerships, Welsh Government
Mydrian Harries	Corporate Head for Prevention & Protection, MAWW FRS
Cllr. Elwyn Williams	Chair MAWW Fire Authority
Sue Denman	Together For Change
David Evans	Pembrokeshire College
Jo McCarthy	Deputy Director of Public Health, HDUHB
Darren Mutter	Head of Children's Services, PCC
James White	Head of Engagement, Performance and Community, PCC
Cllr. David Lloyd	Pembrokeshire County Council
Ieuan Rees	Pembrokeshire County Council

**Support/Secretariat**

Nick Evans	Corporate Policy and Partnerships Manager, PCC
Lynne Richards	Corporate Partnerships Officer, PCC
Carys Huntly	Regional Well-being Assessment Co-ordinator
Jemma Rees	Corporate Partnerships Support Officer, PCC
Amy Richmond-Jones	M&WW Fire & Rescue Service

**Apologies**

Dr Barry Walters	Principal, Pembrokeshire College
Anna Malloy	Port of Milford Haven
Philip Kloer	Executive Medical Director, Hywel Dda UHB
Christine Harley	Head of Dyfed Powys Local Delivery Unit, HMPPS
Gaynor Toft	Chief Housing Director, PCC
Diane Lockley	One Voice Wales
Maria Battle	Chair, Hywel Dda UHB
Rachel Moxey	Head of Economic Development and Regeneration, PCC
Andy Jones	Chief Executive, MHPA
Alison Perry	Director of Commissioning, Dyfed Powys Police
Ros Jervis	Director of Public Health, Hywel Dda UHB
Alyson Phillips	Partnerships Manager, DWP
Elaine Lorton	County Director, Pembrokeshire, Hywel Dda UHB

The meeting commenced at 10.05am.

## **1. Welcome and Apologies**

TJ introduced a number of new representatives to the board:

- JM, who is a substitute for RJ for the foreseeable due to illness
- MH who has taken up the role on the board after the retirement of Kevin Jones

Cllr. DL was attending the meeting as he had raised the notice of motion in 2021 that started the work on the agenda item of Child Poverty

Apologies were received from those listed above.

## **2. Minutes of last meeting/Action Log**

EW title is now Chair of MAWWF and requested this amendment in the minutes. The minutes of the last meeting held on 14<sup>th</sup> December 2021 were confirmed as an accurate record.

### Action Log

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

Action 1 is ongoing with the end of the well-being assessment public consultation phase on 21<sup>st</sup> February 2022. Partners were encouraged to share the Have Your Say page to their networks.

Action 2 is complete and the first of the climate adaptation strategy workshops was held on 20<sup>th</sup> January. AW thanked all who had attended and any partners who were unable to attend would be contacted. Surgeries focusing on four specific areas are in the process of being organised which are economy, infrastructure, environment and communities. AW asked that high-level representatives were sought for the final of the five workshops as there will be decision making discussion. Reports are to be produced after each workshop and will be available on request.

Action 3 and 4 – NE said that discussions on the Pembrokeshire 2040 project are continuing, where resources may be available internally and from PAVS networks. There was no support available from the Future Generations Office but CG offered to contact Academi Wales. SPJ asked whether the Future Trends Report was available and CG confirmed it had been published in December.

## **3. Poverty in Pembrokeshire (Presentation by Darren Mutter)**

A notice of motion was raised by DL in 2021 due to a report stating that Pembrokeshire had the highest rate of child poverty in Wales, which was then discussed at Council. DM was joined by JW who oversees the Children and Families grant allocation at PCC. Within the presentation, some data used was pre-pandemic and the situation may be worse than stated. The latest figures shows Pembrokeshire is has the fourth worst rate in Wales but this is not through an improving situation, it is a slower rate of worsening in comparison with other counties. Pembrokeshire now has its highest ever number of looked after children and DM added that the conditions that staff witness show that children in are

poverty. He emphasised that this work needs buy in from all services to address the issue.

DL added that when the statistic was released in May 2021, he was unable to walk away without creating action. A key area contributing to this high level of poverty is affordable housing. MH agreed and stated that there are strong links between poverty and house fires, for example due to substandard heating methods. MH queried whether there was a strong enough emphasis on tackling poverty in the WBA.

CT said that the problem will be exacerbated further with the imminent fuel price increase and the increase in inflation. There is potential to work with the community support network for publicising any help available and it was noted that Morrisons, Haverfordwest are offering £10 off a £20 basket of food for local people who are struggling.

SPJ said that the changes over the last 40 years have seen charity shops and food banks set up next to wealth management offices, and asked DM whether there had been any progress on the UBI bid. DM informed the board that the bid had been unsuccessful. CG offered to look into whether any rural areas had been awarded the UBI pilot. JMc said that reducing health inequality is a key area of work being undertaken by HDUHB.

IT suggested that from the lottery funded CWBR youth project, it would be powerful for Welsh Government and PCC to talk to the group of 16-24 year olds who have experienced poverty, describing the stark contrast of living in the most beautiful county in bleak conditions.

JW said that the education maintenance allowance was £30 per week 15 years ago for eligible learners, and has not increased since. However, there has been an increase in the amount available from the children and youth prevention grant and there has been a change in funding duration from 1 year to 3 years, which is a step forward.

WB stated that a plan must now be developed by identifying the direction of PSB work, assessing the level of involvement by the county and Welsh Government. The private sector, such as the large employers and key stakeholders, also need to be involved due to the scope of the work. CG offered to connect WG colleagues into the work, adding that there is a round table meeting on the cost of living rise in February on addressing the problem, which members may be invited to.

DM said that a list of wider officers have been collated and asked partners to nominate a lead officer to represent them at the meetings, which initially are expected to be held regularly while the work is formed. AB said that the use of local data is key, mapping the way forward. There is a huge opportunity in the WBA to create a 5-year plan and would be a significant starting point. WB agreed but said that this work need particular focus and perhaps forming a specific plan that links into the WBP and proposed that this topic becomes a standing item on the PSB agenda.

TJ summarised the actions discussed as:

- Add Child Poverty as a standing item on the PSB meeting agenda
- Child Poverty is to be integrated into the WBP during the development after the WBA
- PSB members are to nominate a lead officer to contribute to the whole county group
- DM to lead the project
- The presentation to be circulated to partners

#### **4. Co-Production Wales Update (Nick Evans)**

NE explained that the paper circulated in the agenda pack was from the original regional bid to Co-Pro Wales for support, which had been initially rejected, but the support has become available due to the successful PSB declining the offer. NE said that he was seeking PSB approval for the offer of support detailed within the paper. SPJ raised a query regarding governance detailed in the report on impact and decision-making, and NE replied that the principles of coproduction are that interactions must be meaningful, performing consultation first followed by the execution and actions. CH added that the public and bodies are equal partners under coproduction definitions.

This support and new way of working would apply initially to a pilot project, where AB suggested that the child poverty work may be an appropriate piece of work. TJ asked why the PSB who were initially awarded the support declined and NE replied that there was a lack of resources available by the PSB to commit to the work.

The PSB approved taking up the offer of support from Co-pro Wales.

#### **5. Presentation on Together For Change (Sue Denman)**

A paper on the work of Together for Change was circulated in the agenda pack, and SD provided an overview of the organisation, explaining it is a cross sectional programme started by Solva Care with lottery funding, working closely with PAVS and PLANED to strengthen communities by facilitating their contribution to planning and services within the area.

The group are now looking at future work, both locally and regionally, detailed in a presentation. A key area of development is to build capacity by the filtering down of funding from WG to small groups within the community performing research. SL added that there is a big emphasis on research and evaluation in grants at a local level, utilising the real experiences of people to inform work. TfC development should reduce the need to use consultants for performing research in projects by investing at grassroots level. AB wanted to discuss with SD about producing a coproduction framework for local projects.

#### **6. Action Plan Progress Updates**

TJ said that as it is near the end of the WBP cycle, the projects are also coming to an end.

##### Community Themes

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

SL said there are no further updates and the funding agreements are yet to be confirmed.

##### Becoming a Carbon Neutral County

- b) Pembrokeshire Sustainable Natural Capital Forum (Sue Leonard)

SL said that this project has stalled due to Ged Davies leaving his post but hopes that once the capacity issues has been solved, the project can be taken forward and be readdressed in the next WBP.

### Recruitment and Employment Transformation Framework

- c) Raise awareness of schemes and initiatives to support employment and training (Alyson Phillips)

DE said that Pembrokeshire College are still running the Kickstart Scheme and the Employment Bureau that was piloted in the College is to be rolled out across all 12 colleges in Wales. The personal learning allowance remains available.

### Environmental and Climate Change Risk Assessment

- d) PSB Climate Change Group (Andrea Winterton)

AW informed the board that at the last meeting there was a conversation about training for carbon literacy, which resulted in the need to provide clarity on language and definitions to provide common understanding. There was discussion around the carbon adaptation strategy, the WBP, Pembrokeshire 2040 and potential future work.

- e) Work with colleagues from the Pembrokeshire Nature Partnership to co-ordinate a PSB response to the nature emergency (written update from Ant Rogers)

No further update was provided.

## **7. AOB**

There was no other business. TJ reminded partners to promote the public consultation for the Well-Being Assessment, which closes on 21<sup>st</sup> February.

The meeting ended at 11.45am.

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



**COFNODION BWRDD GWASANAETHAU CYHOEDDUS SIR PENFRO**  
**Dydd Mawrth 25 Ionawr 2022 10.00am (Cyfarfod Microsoft Teams)**

**Yn bresennol:**

Tegryn Jones, Prif Weithredwr, Awdurdod Parc Cenedlaethol Arfordir Penfro (Cadeirydd)  
Sue Leonard, Prif Swyddog, Cymdeithas Gwasanaethau Gwirfoddol Sir Benfro (Is-gadeirydd) (o 11am)

Will Bramble, Prif Weithredwr, Cyngor Sir Penfro (gadawodd am 11.15am)

Dr Steven Jones (SPJ), Cyfarwyddwr Gwasanaethau Cymunedol, Cyngor Sir Penfro

Anna Bird, Pennaeth Datblygu Partneriaethau Strategol, Bwrdd Iechyd Prifysgol Hywel Dda

Y Cynghorydd. Cris Tomos, Cyngor Sir Penfro

Iwan Thomas, Prif Weithredwr, PLANED

Yr Uwch-arolygydd Anthony Evans, Heddlu Dyfed Powys

Andrea Winterton, Rheolwr Gwasanaethau Morol, Gweithrediadau, Cyfoeth Naturiol Cymru

Claire Germain, Dirprwy Gyfarwyddwr Trawsnewid Llywodraeth Leol a Phartneriaethau, Llywodraeth Cymru

Mydrian Harries, Pennaeth Atal ac Amddiffyn Corfforaethol, Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru

Y Cynghorydd Elwyn Williams, Cadeirydd Awdurdod Tân Canolbarth a Gorllewin Cymru

Sue Denman, Gyda'n Gilydd dros Newid

David Evans, Coleg Sir Benfro

Jo McCarthy, Dirprwy Gyfarwyddwr Iechyd Cyhoeddus, Bwrdd Iechyd Prifysgol Hywel Dda

Darren Mutter, Pennaeth Gwasanaethau Plant, Cyngor Sir Penfro

James White, Pennaeth Ymgysylltu, Perfformiad a Chymuned, Cyngor Sir Penfro

Y Cynghorydd. David Lloyd, Cyngor Sir Penfro

Ieuan Rees, Cyngor Sir Penfro

**Cymorth/Ysgrifenyddiaeth**

Nick Evans, Rheolwr Polisi a Phartneriaethau Corfforaethol, Cyngor Sir Penfro

Lynne Richards, Swyddog Partneriaethau Corfforaethol, Cyngor Sir Penfro

Carys Huntly, Cydlynnydd Asesu Llesiant Rhanbarthol

Jemma Rees, Swyddog Cymorth Partneriaethau Corfforaethol, Cyngor Sir Penfro

Amy Richmond-Jones, Gwasanaeth Tân ac Achub

Canolbarth a Gorllewin Cymru

**Ymddiheuriadau**

Dr Barry Walters, Pennaeth Coleg Sir Benfro

Anna Malloy, Porthladd Aberdaugleddau

Philip Kloer, Cyfarwyddwr Meddygol Gweithredol, Bwrdd Iechyd Prifysgol Hywel Dda

Christine Harley, Pennaeth Uned Cyflawni Lleol Heddlu Dyfed Powys, HMPPS

Gaynor Toft, Prif Gyfarwyddwr Tai, Cyngor Sir Penfro

Diane Lockley, Un Llais Cymru

Maria Battle, Cadeirydd Bwrdd Iechyd Prifysgol Hywel Dda



Rachel Moxey, Pennaeth Datblygu Economaidd ac Adfywio, Cyngor Sir Penfro  
Andy Jones, Prif Weithredwr Awdurdod Porthladd Aberdaugleddau  
Alison Perry, Cyfarwyddwr Comisiynu, Heddlu Dyfed Powys  
Ros Jervis, Cyfarwyddwr Iechyd Cyhoeddus, Bwrdd Iechyd Prifysgol Hywel Dda  
Alyson Phillips, Rheolwr Partneriaethau, yr Adran Gwaith a Phensiynau  
Elaine Lorton, Cyfarwyddwr Sir Benfro, Bwrdd Iechyd Prifysgol Hywel Dda

Dechreuodd y cyfarfod am 10.05am

## 1. Croeso ac Ymddiheuriadau

Cyflwynodd TJ nifer o gynrychiolwyr newydd i'r bwrdd:

- JM sydd yn cymryd lle RJ oherwydd salwch ar gyfer y dyfodol agos.
- Y Cynghorydd DLI a gododd hysbysiad o gynnig yn 2021 a ddechreuodd y gwaith ar Dlodi Plant sef un o'r eitemau ar yr agenda
- MH sydd wedi cymryd y rôl ar y bwrdd yn dilyn ymddeoliad Kevin Jones

Derbynwyd ymddiheuriadau gan y rhai a restrir uchod

## 2. Cofnodion y cyfarfod diwethaf / Cofnod camau gweithredu

Cadeirydd Awdurdod Tân Canolbarth a Gorllewin Cymru yw teitl EW bellach, a gofynnodd i hyn gael ei nodi yn y cofnodion

Cadarnhawyd bod cofnodion y cyfarfod diwethaf a gynhaliwyd ar 14 Rhagfyr 2021 yn gofnod cywir.

### Cofnod Camau Gweithredu

Roedd y diweddariadau ar gamau a gytunwyd yn y cyfarfod diwethaf fel a ganlyn;

Mae Cam Gweithredu 1 yn parhau gyda diwedd y cam ymgynghoriad asesiad llesiant cyhoeddus ar 21 Chwefror 2022. Roedd partneriaid yn cael eu hannog i rannu'r tudalen Dweud eich Dweud i'w rhwydweithiau.

Mae Cam Gweithredu 2 wedi ei gwblhau a chafodd y gweithdy strategaeth addasu hinsawdd ei gynnal ar 20 Ionawr. Diolchodd AW i bawb oedd wedi mynychu a dywedodd y byddai'n cysylltu ag unrhyw bartneriaid nad oedd wedi gallu bod yn bresennol. Mae cymorthfeydd yn canolbwyntio ar bedwar maes penodol yn y broses o gael eu trefnu, sef economi, seilwaith, amgylchedd, a chymunedau. Gwnaeth AW gais i ddod o hyd i gynrychiolwyr lefel uwch ar gyfer y pum gweithdy olaf gan y byddai trafodaeth yn cael ei chynnal i ddod i benderfyniadau. Bydd adroddiadau yn cael eu llunio ar ôl pob gweithdy ac ar gael ar gais.

Cam Gweithredu 3 a 4 - Dywedodd NE fod trafodaethau ar brosiect Sir Penfro 2040 yn parhau, ac esboniodd y gallai adnoddau fod ar gael yn fewnol a thrwy rwydweithiau Cymdeithas Gwasanaethau Gwirfoddol Sir Benfro. Nid oedd unrhyw gymorth ar gael gan Swyddfa Cenedlaethau'r Dyfodol ond cynigodd CG gysylltu ag Academi Cymru. Gofynnodd SPJ a oedd Adroddiad Tueddiadau'r Dyfodol ar gael a chadarnhaodd CG ei fod wedi cael ei gyhoeddi ym mis Rhagfyr.

## 3. Tlodi yn Sir Benfro (Cyflwyniad gan Darren Mutter)

Cafodd hysbysiad o gynnig ei godi gan DLI yn 2021 yn sgil adroddiad yn datgan fod gan Sir Benfro'r gyfradd uchaf o dlodi plant yng Nghymru, a chafodd y mater ei drafod ar y pryd yn y fforwm bolisi. Ymunodd JW gyda DM. Mae JW yn goruchwyllo dyraniad y grant plant yng Nghyngor Sir Penfro. Yn ystod y cyflwyniad, defnyddiwyd rhywfaint o ddata yn ymwneud â'r cyfnod cyn y pandemig ac felly mae'n bosibl bod y sefyllfa yn waeth na'r hyn a nodwyd. Mae'r ffigyrau diweddaraf yn dangos bod Sir Benfro yn y pedwerydd safle o ran tlodi plant yng Nghymru ond nid yw hyn yn arwydd bod y sefyllfa yn gwella, yn hytrach mae'r sefyllfa yn gwaethgu yn arafach o'i chymharu â siroedd eraill. Mae nifer y plant sy'n derbyn gofal wedi cyrraedd ei lefel uchaf erioed yn Sir Benfro ac ychwanegodd fod staff yn gweld bod plant yn byw mewn tlodi. Pwysleisiodd DM fod angen i'r holl wasanaethau gyfrannu at y gwaith hwn er mwyn mynd i'r afael â'r mater.

Ychwanegodd DLI, pan ddatgelwyd yr ystadegau ym mis Mai 2021, nad oedd yn medru cerdded i ffwrdd heb ddechrau gweithredu. Maes allweddol sydd yn cyfrannu at y lefel uchel hwn o dlodi yw tai fforddiadwy. Cytunodd MH a dywedodd fod cysylltiadau cryf rhwng tlodi a thanau mewn tai, er enghraifft oherwydd dulliau gwresogi ansafonol. Holodd MH a oedd pwyslais digon cryf yn cael ei roi ar drechu tlodi yn y WBA.

Dywedodd CT y byddai'r broblem yn mynd yn waeth oherwydd y cynnydd sydd ar fin digwydd ym mhreis tanwydd a'r cynnydd mewn chwyddiant. Mae cyfle i weithio gyda'r rhwydwaith cymorth cymunedol i hyrwyddo unrhyw gymorth sydd ar gael, er enghraifft, Morrisons Hwlfordd yn cynnig £10 i ffwrdd o bris basged o fwyd sydd werth £20 i bobl sy'n cael trafferth cael deupen llinyn ynghyd.

Dywedodd SPJ fod y newidiadau dros y 40 mlynedd diwethaf wedi gweld siopau elusen a banciau bwyd yn cael eu sefydlu ar bwys swyddfeydd rheoli cyfoeth, a gofynnodd i DM a oedd unrhyw ddatblygiadau o ran y bid UBI. Dywedodd DM wrth y bwrdd fod y bid wedi bod yn aflwyddiannus. Cynigodd CG edrych i weld a oedd unrhyw ardaloedd gwledig wedi cael eu dewis ar gyfer cynllun peilot UBI. Dywedodd JMc fod lleihau anghydraddoldeb iechyd yn un o feysydd gwaith allweddol Bwrdd Iechyd Prifysgol Hywel Dda.

Awgrymodd IT y byddai'n gam pwysig iawn petai Llywodraeth Cymru a Chyngor Sir Penfro yn siarad â grŵp o bobl 16-24 oed sydd wedi byw mewn tlodi, o'r prosiect ieuencid CWBR a ariennir gan gronfa'r loteri, a'u clywed yn disgrifio'r gwrthgyferbyniad llwyr o fyw yn y sir brydferthaf mewn amodau mor llwm.

Dywedodd JW fod y lwfans cynnal addysg yn £30 yr wythnos i ddysgwyr cymwys 15 mlynedd yn ôl ac nid yw wedi cynyddu ers hynny. Mae cynnydd wedi bod yn y swm sydd ar gael gan y grant plant ac ataliaeth ieuencid ac mae newid wedi bod yn y cyfnod cyllido o 1 blwyddyn i 3 blynedd, sydd yn gam ymlaen.

Dywedodd WB fod angen datblygu cynllun yn awr i nodi cyfeiriad gwaith y bwrdd gwasanaethau cyhoeddus, ac asesu lefel ymgysylltiad y sir a Llywodraeth Cymru. Mae angen i'r sector preifat, fel y cyflogwyr mawr a'r rhanddeiliaid allweddol, gymryd rhan hefyd oherwydd cwmpas eang y gwaith. Cynigodd CG gysylltu â chydweithwyr Llywodraeth Cymru er mwyn iddynt gyfrannu at y gwaith, ac ychwanegodd fod cyfarfod yn cael ei gynnal ym mis Chwefror i fynd i'r afael â phroblem y cynnydd yng nghostau byw, ac y gallai aelodau dderbyn gwahoddiad hefyd o bosibl.

Dywedodd DM fod rhestr ehangach o swyddogion wedi cael ei llunio a oedd yn gofyn i bartneriaid enwebu swyddog arweinïol i'w cynrychioli yn y cyfarfodydd, y disgwylir iddynt gael eu cynnal yn rheolaidd wrth i'r gwaith ddatblygu. Dywedodd AB fod defnyddio data lleol yn allweddol, er mwyn mapio'r ffordd ymlaen. Mae cyfle anferth yn yr WBA i greu

cynllun pum mlynedd a byddai hyn yn fan cychwyn arwyddocaol. Cytunodd WB ond dywedodd fod angen canolbwyntio'n benodol ar y gwaith hwn, ac efallai byddai ffurfio cynllun penodol sy'n cysylltu â'r WBP, a chynigodd fod y pwnc yn dod yn eitem sefydlog ar agenda'r bwrdd gwasanaethau cyhoeddus.

Cyflwynodd TJ grynodeb o'r camau a drafodwyd:

- Cynnwys Tlodi Plant fel eitem sefydlog ar agenda'r bwrdd gwasanaethau cyhoeddus
- Mae Tlodi Plant i gael ei gynnwys yn yr WBP yn ystod y datblygiad ar ôl yr WBA
- Mae aelodau'r bwrdd gwasanaethau cyhoeddus i enwebu swyddog arweiniol i gyfrannu i'r grŵp sirol cyfan.
- DM i arwain y prosiect
- Y cyflwyniad i gael ei gylchredeg i bartneriaid.

#### **4. Diweddariad Cydgynhyrchu Cymru (Nick Evans)**

Esboniodd NE fod y papur a gafodd ei ddosbarthu ym mhecyn yr agenda wedi dod o'r cynnig gwreiddiol i Rwydwaith Cyd-gynhyrchu Cymru ar gyfer cymorth a gafodd ei wrthod yn y lle cyntaf, ond mae'r cymorth bellach ar gael yn awr gan fod y bwrdd gwasanaethau cyhoeddus llwyddiannus wedi gwrthod y cynnig. Mae NE yn edrych am gymeradwyaeth y bwrdd gwasanaethau cyhoeddus i'r cynnig am gymorth a nodir yn y papur. Holodd SPJ ynglŷn â'r manylion llywodraethu a nodir yn yr adroddiad ar effaith a'r broses benderfyniadau, ac atebodd NE mai egwyddorion cyd-gynhyrchu yw bod yn rhaid i'r rhyngweithio fod yn ystyrlon, gan ymgynghori yn gyntaf cyn gweithredu. Ychwanegodd CH fod y cyhoedd a'r cyrff yn bartneriaid cyfartal yn unol â'r diffiniad o gyd-gynhyrchu.

Byddai'r cymorth a'r ffordd newydd o weithio yn berthnasol yn y lle cyntaf i brosiect peilot, ac awgrymodd AB y gallai'r gwaith ar dlodi plant fod yn ddarn o waith priodol. Gofynnodd TJ pam roedd y bwrdd gwasanaethau cyhoeddus, a dderbyniodd y cymorth i ddechrau, wedi ei wrthod, ac atebodd NE fod diffyg adnoddau yn y bwrdd gwasanaethau cyhoeddus yn ffactor.

Cymeradwyodd y bwrdd gwasanaethau cyhoeddus dderbyn y cymorth.

#### **5. Cyflwyniad ar Gynllun Gyda'n Gilydd dros Newid (Sue Denman)**

Roed papur ar waith Gyda'n gilydd dros Newid wedi cael ei ddosbathu yn y pecyn agenda, a rhoddodd SD drosolwg o'r sefydliad, gan esbonio ei fod yn rhaglen trawstoriad wedi cael ei ddechrau gan Gofal Solfach gyda chyllid o'r gronfa loteri, yn gweithio'n agos gyda PAVS a PLANED i atgyfnerthu cymunedau drwy hwyluso eu cyfraniad i gynllunio a gwasanaethau o fewn yr ardal.

Mae'r grŵp yn awr yn edrych ar waith yn y dyfodol, yn lleol ac yn rhanbarthol, a rhoddwyd manylion pellach mewn cyflwyniad. Un maes datblygu allweddol yw adeiladu gallu drwy hidlo'r cyllid oddi wrth Lywodraeth Cymru i grwpiau bach o fewn y gymuned sy'n gwneud gwaith ymchwil. Ychwanegodd SL fod pwyslais mawr ar ymchwil a gwerthuso mewn grantiau ar lefel lleol, gan ddefnyddio gwir brofiadau pobl i lywio'r gwaith. Dylai datblygiad TFC leihau'r angen i ddefnyddio ymgynghorwyr ar gyfer gwaith ymchwil mewn prosiectau drwy fuddsoddi ar lefel llawr gwlad. Roedd AB yn dymuno trafod gyda SD y posibilrwydd o gynhyrchu fframwaith cyd-gynhyrchu ar gyfer prosiectau lleol.

## 6. Diweddariadau ar gynnydd y Cynllun Gweithredu

Dywedodd TJ ei fod yn dod i ddiwedd y cylch WBP, a bod y prosiectau hefyd yn dod i ben.

### Themâu Cymunedol

- a) Creu cysylltiadau â grwpiau perthnasol i gefnogi'r gwaith o gyflwyno'r ffrydiau gwaith ar thema cymunedau (Sue Leonard / Iwan Thomas)

Dywedodd SL nad oedd unrhyw ddiweddariadau pellach a bod y cytundebau cyllid eto i gael eu cadarnhau.

### Dod yn Sir Carbon Niwtral

- b) Fforwm Cyfalaf Naturiol Cynaliadwy Sir Benfro (Sue Leonard)

Dywedodd SL fod y prosiect wedi dod i stop ers i Ged Davies adael ei swydd, ond roedd yn gobeithio unwaith y byddai'r materion capasiti yn cael eu datrys, yna gallai'r prosiect fynd yn ei flaen a chael ei drafod yn y WBP nesaf.

### Fframwaith Trawsnewid Recriwtio a Chyflogaeth

- c) Codi ymwybyddiaeth o gynlluniau a mentrau i gefnogi cyflogaeth a hyfforddiant (Alyson Phillips)

Dywedodd DE fod Coleg Penfro yn dal i redeg Cynllun Kickstart a bod y biwro cyflogaeth a gafodd ei dreialu gan Goleg Penfro i gael ei ehangu ar draws y 12 coleg yng Nghymru. Mae'r lwfans dysgu personol ar gael o hyd.

### Asesiad Risg Amgylcheddol a Newid yn yr Hinsawdd

- d) Grŵp Newid yn yr Hinsawdd y Bwrdd Gwasanaethau Cyhoeddus (Andrea Winterton)

Yn y cyfarfod diwethaf dywedodd AW wrth y bwrdd fod sgwrs wedi cael ei chynnal am hyfforddiant llythrennedd carbon, ac roedd hyn wedi arwain at yr angen i ddarparu eglurder o ran iaith a diffiniadau i sicrhau dealltwriaeth gyffredinol. Cynhaliwyd trafodaeth am y strategaeth addasu carbon, yr WBP, Sir Benfro 2040 a gwaith posibl yn y dyfodol.

- e) Cydweithio â chydweithwyr o Bartneriaeth Natur Sir Benfro i gydlyn ymateb gan y Bwrdd Gwasanaethau Cyhoeddus i'r argyfwng natur (diweddariad ysgrifenedig gan Ant Rogers)

Ni ddarparwyd unrhyw ddiweddariad arall

## 7. UFA

Nid oedd unrhyw fater arall. Atgoffodd TJ y partneriaid i hyrwyddo'r ymgynghoriad cyhoeddus ar gyfer Asesiad Llesiant, sydd yn dod i ben ar 21 Chwefror.

Daeth y cyfarfod i ben am 11.45am.

**ACTION LOG**  
**Pembrokeshire Public Services Board Meeting, Tuesday 25<sup>th</sup> January 2022**  
**Teams Meeting**

<b>Present</b>	Tegryn Jones	Chief Executive, PCNPA (Chair)
	Sue Leonard	Chief Officer, PAVS (Vice-Chair) (From 11am)
	Will Bramble	Chief Executive, PCC (left at 11.15am)
	Dr Steven Jones (SPJ)	Director of Community Services, PCC
	Anna Bird	Head of Strategic Partnership Development, Hywel Dda UHB
	Cllr. Cris Tomos	Pembrokeshire County Council
	Iwan Thomas	Chief Executive Officer, PLANED
	Supt. Anthony Evans	Dyfed Powys Police
	Andrea Winterton	Marine Service Manager, Operations, NRW
	Claire Germain	Deputy Director for Local Government Transformation and Partnerships, Welsh Government
	Mydrian Harries	Corporate Head for Prevention & Protection, MAWW FRS
	Cllr. Elwyn Williams	Chair MAWW Fire Authority
	Sue Denman	Together For Change
	David Evans	Pembrokeshire College
	Jo McCarthy	Deputy Director of Public Health, HDUHB
	Darren Mutter	Head of Children's Services, PCC
	James White	Head of Engagement, Performance and Community, PCC
	Cllr. David Lloyd	Pembrokeshire County Council
	Ieuan Rees	Pembrokeshire County Council
	<u><i>Support/Secretariat</i></u>	
	Nick Evans	Corporate Policy and Partnerships Manager, PCC
	Lynne Richards	Corporate Partnerships Officer, PCC
	Carys Huntly	Regional Well-being Assessment Co-ordinator
	Jemma Rees	Corporate Partnerships Support Officer, PCC
	Amy Richmond-Jones	M&WW Fire & Rescue Service

Apologies	Dr Barry Walters	Principal, Pembrokeshire College			
	Anna Malloy	Port of Milford Haven			
	Philip Kloer	Executive Medical Director, Hywel Dda UHB			
	Christine Harley	Head of Dyfed Powys Local Delivery Unit, HMPPS			
	Gaynor Toft	Chief Housing Director, PCC			
	Diane Lockley	One Voice Wales			
	Maria Battle	Chair, Hywel Dda UHB			
	Rachel Moxey	Head of Economic Development and Regeneration, PCC			
	Andy Jones	Chief Executive, MHPA			
	Alison Perry	Director of Commissioning, Dyfed Powys Police			
	Ros Jervis	Director of Public Health, Hywel Dda UHB			
	Alyson Phillips	Partnerships Manager, DWP			
	Elaine Lorton	County Director, Pembrokeshire, Hywel Dda UHB			
No.	Action	Owner	Target Date	Resolution	
1.	CG to look into whether there is any support available from Academi Wales for the Pembrokeshire 2040 work and liaise with NE	CG	asap	Complete	
2.	CG to look into whether any rural areas had been awarded the Universal Basic Income Pilot	CG	Next Meeting	Update outstanding	
3.	Child Poverty to be added as a standing item on the PSB agenda	LR	Next Meeting	Complete	
4.	PSB members to nominate a lead officer to contribute to the child poverty whole county group	All	Asap	Update outstanding	
5.	The presentation produced by DM to be circulated to partners	JR	Asap	Circulated	
6.	Inform Co-pro Wales of PSB approval of the offer of support	NE	Following meeting	Complete	



**Item 3**

<b>DATE OF MEETING</b>	15 March 2022
<b>REPORT TITLE</b>	<b>Well-being Assessment for Pembrokeshire – approval and next steps</b>
<b>STATUS</b>	For decision
<b>PURPOSE</b>	To approve a final version of the Well-being Assessment for publication.
<b>RECOMMENDATION(S)</b>	That the PSB approves a final version of the Well-being Assessment, subject to the amendments highlighted to the attached final draft version of the document, and any other amendments agreed at the meeting.
<b>AUTHOR</b>	Nick Evans, Corporate Policy and Partnerships Manager, PCC

## **Well-being Assessment for Pembrokeshire – approval and next steps**

### **Introduction**

At its last meeting on 14 December 2021, the PSB approved a draft version of the Well-being Assessment for Pembrokeshire to go out to statutory public consultation. The consultation ended on 21 February 2022. All responses have been carefully considered and various amendments and additions have been made to strengthen the assessment in response to the comments which have been received.

**Amendments to the consultation version of the document are highlighted in the attached final draft of the assessment, with red text indicating additions and strikethroughs indicating deletions.**

### **Consultation responses**

In summary:

- Meetings have been held with statutory partners to agree final amendments to the assessment, and the document has been amended in response to the feedback provided by statutory partners where appropriate.
- **Appendix A** highlights comments received via the response form or through email from individuals and key stakeholder or community groups. Also included is the PSB's response to these specific comments.
- **Appendix B** highlights comments received in response to the survey hosted on the Engagement HQ system. Also included is the PSB's response to these specific comments.
- Formal response letters have been received from Welsh Government and the Future Generations Commissioner for Wales. These are attached at **Appendix C & D**. The feedback received from these statutory consultees was broadly very positive and constructive suggestions were made for improving the final version. The immediate areas for strengthening the assessment have been incorporated into the final draft.
- The Council's Partnerships Panel (which is designated with the statutory responsibility to scrutinise the work of the PSB) considered the consultation version of the assessment at its meeting on 2 February 2022.

The Panel endorsed the work of the PSB on its Well-being Assessment to date and indicated broad support for its findings and the priorities identified in the document. The Panel asked to feedback to the PSB the importance of particular issues such as the need to continue to strengthen collaborative working, the importance of the local economy (specifically in respect of supporting young people to live and work in the county), opportunities presented to bolster the economy through remote working, and the need to support local businesses and producers.

### **Next steps**

Subject to the PSB's approval, the Well-being Assessment can formally be published (once any final amendments have been incorporated and Welsh translation of the document has



been completed), though any publicity or communications will be held off until after the local government elections in May.

It is important to stress that the final version of the Well-being Assessment can only be seen as presenting a picture at a precise moment in time. In order to address this moving forward, the PSB will be aware of the development of the 'Gorwel' ('Horizon') digital information system, which will central to ensuring that the information through which the PSB determines its decisions is as live and up to date as possible.

Testing on the system is currently being finalised with the metrics, qualitative data, dashboards and reporting functions operational. Work will continue over the coming months to make the system fully operational and a joint presentation across the three PSB areas to officially launch the system will be arranged in due course. 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 assessment in the future by making the collation and analysis of quantitative and qualitative data quicker, easier and available in real time.

### **Moving from Well-being Assessment to Well-being Plan**

Once the Well-being Assessment process is completed, the PSB can begin its work to develop the next Well-being Plan, which needs to be published May 2023. Partners will recall that in December 2021, the PSB agreed to produce a "Pembrokeshire 2040" vision for the county and the PSB's requirement to develop its Well-being Objectives which will form the basis of the Well-being Plan aligns naturally to this work. If delivered successfully, the long term vision can provide the overarching framework and direction for the PSB's forward planning and for its constituent partners.

While thinking around this is still emerging, it is envisaged that a series of workshops or focus groups will be held with a broad range of key stakeholder and community groups in the county. At these, the key findings from the Well-being Assessment will be considered in conjunction with futures thinking and scenario planning exercises to begin to build a collective picture of the type of place Pembrokeshire we want to be over a 15-20 year time horizon in terms of certain themes highlighted through the assessment (e.g. health and well-being; economy/regeneration; climate and nature emergency; communities etc). This will provide the foundation on which the Well-being Plan and future PSB activity can be built.

The Council intends to use this process to support the development of a new 5 year Corporate Strategy, and will be using a similar methodology internally, through engagement with senior officers through its Extended Leadership Group. PSB partners may wish to consider if doing something similar within their own organisations might support the overall work to develop the collective "Pembrokeshire 2040" vision.

A broad indicative timeline of activity up to May 2023 is set out below, outlining the various statutory requirements which have to be met to develop the Well-being Plan.

<b>March</b>	<b>PSB meeting</b> - Well-being Assessment approved
<b>April</b>	Well-being Assessment published
<b>April - June</b>	Key stakeholder and community group workshops to develop "Pembrokeshire 2040" vision and develop Well-being Objectives; supplemented by broader citizen engagement activities
<b>May 17<sup>th</sup></b>	<b>PSB meeting</b> – agree draft Well-being Objectives

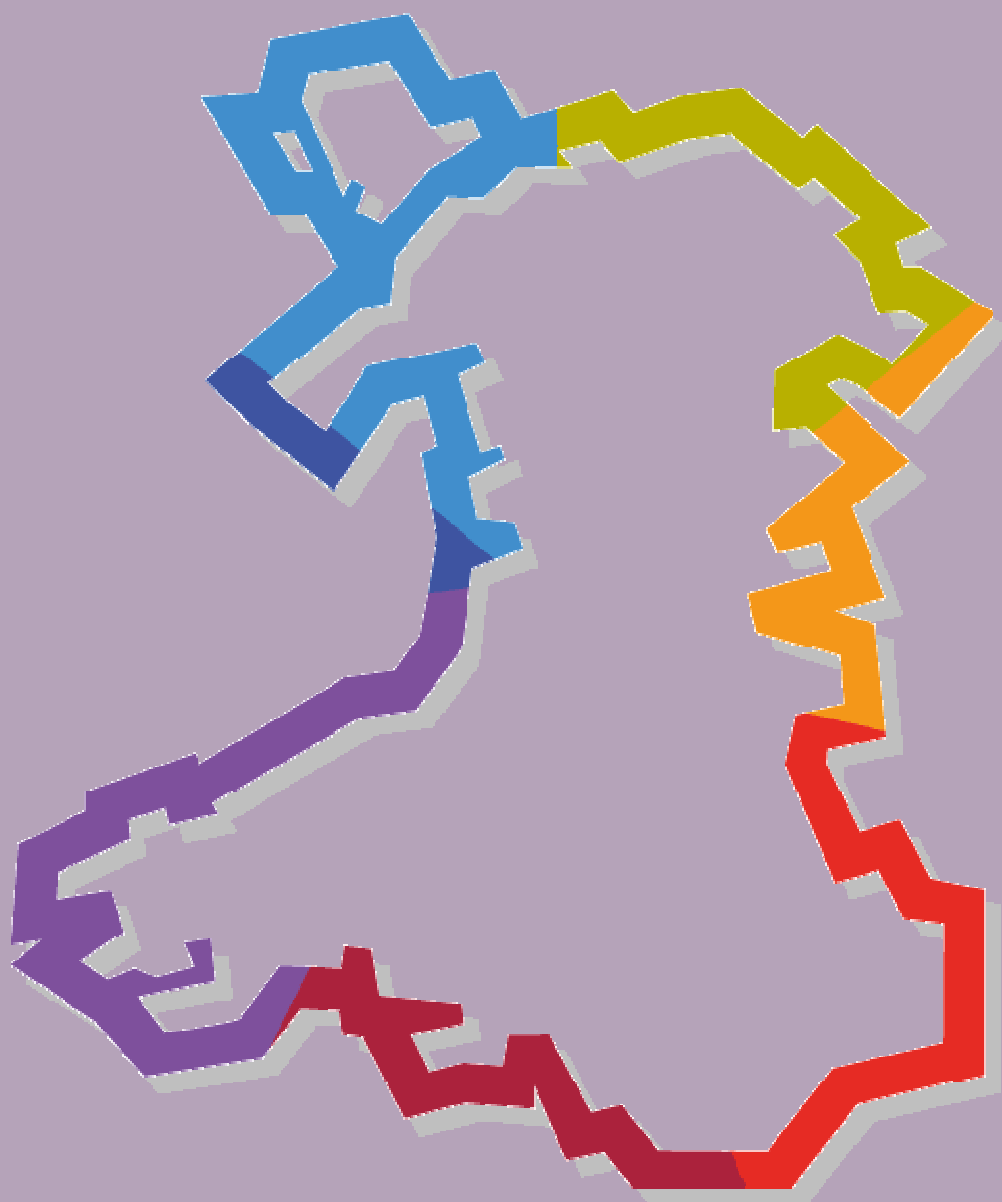
<b>July 19<sup>th</sup></b>	<b>PSB meeting</b> – agree Well-being Objectives; begin to develop thinking around short, medium and long term priorities
<b>Aug</b>	Seek FG Commissioner advice on how to take steps to meet Well-being Objectives (statutory requirement - 14 week period to respond)
<b>Aug-Oct</b>	Further engagement to determine the priorities to sit under Well-being Objectives; Identify PSB leads for each priority and develop detailed action plans and delivery arrangements
<b>Sept-Nov</b>	Drafting of Well-being Plan
<b>Oct</b>	FG Commissioner provides written advice following culmination of 14-week period
<b>Nov 22<sup>nd</sup></b>	<b>PSB meeting</b> – agree draft Well-being Plan; confirm PSB leads for each priority and develop detailed action plans and delivery arrangements
<b>Dec-Feb</b>	12-week statutory consultation period on draft Well-being Plan
<b>Jan-Feb</b>	During consultation phase, Partnerships Panel meeting to consider draft Well-being Plan
<b>Feb</b>	Revise Well-being Plan as appropriate in view of comments received to the consultation
<b>Feb</b>	<b>PSB meeting</b> – final draft version of Well-being plan agreed
<b>Mar - Apr</b>	Final draft version signed-off separately by statutory partners:  Pembrokeshire County Council Hywel Dda University Health Board Mid & West Wales Fire & Rescue Services Natural Resources Wales  Any other PSB partner (optional)
<b>Late Apr</b>	<b>PSB meeting</b> - Final Well-being Plan agreed
<b>May</b>	Partnerships Overview and Scrutiny Committee considers final version of Well-being Plan
<b>May</b>	Well-being Plan published



# Pembrokeshire

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## Well-being Assessment





**Contact Us:** By Telephone: By Email:

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Status: **Final Version**

Approved by PSB: **15/03/22**

Publication date: **May 2022**

An **Easy Read Version** of this document is available upon request from Pembrokeshire County Council. **Mae'r eitem hon ar gael yn Gymraeg hefyd / This item is also available in Welsh**



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# FOREWORD

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I am delighted to introduce the second Well-being Assessment for Pembrokeshire produced by Pembrokeshire's Public Services Board (PSB).

Pembrokeshire's PSB is a statutory partnership established through requirements set out in the Well-being of Future Generations (Wales) Act. The Act requires that key public and third sector organisations in each local authority area come together and form a PSB and work collaboratively to improve the economic, environmental, social and cultural well-being of its area and the communities which comprise the area.

The Well-being Assessment looks at the key issues for people and communities in Pembrokeshire, across all facets of well-being, through analysis of key data, information sources and research, engagement with citizens and stakeholders, and consideration of future trends.

The PSB is required to produce its next Well-being Plan by May 2023. The Well-being Assessment is a crucial part of this process in that it provides the evidence base which enables the PSB to identify, prioritise and agree the objectives for the next Well-being Plan, and the actions we think we should take to improve well-being in Pembrokeshire.

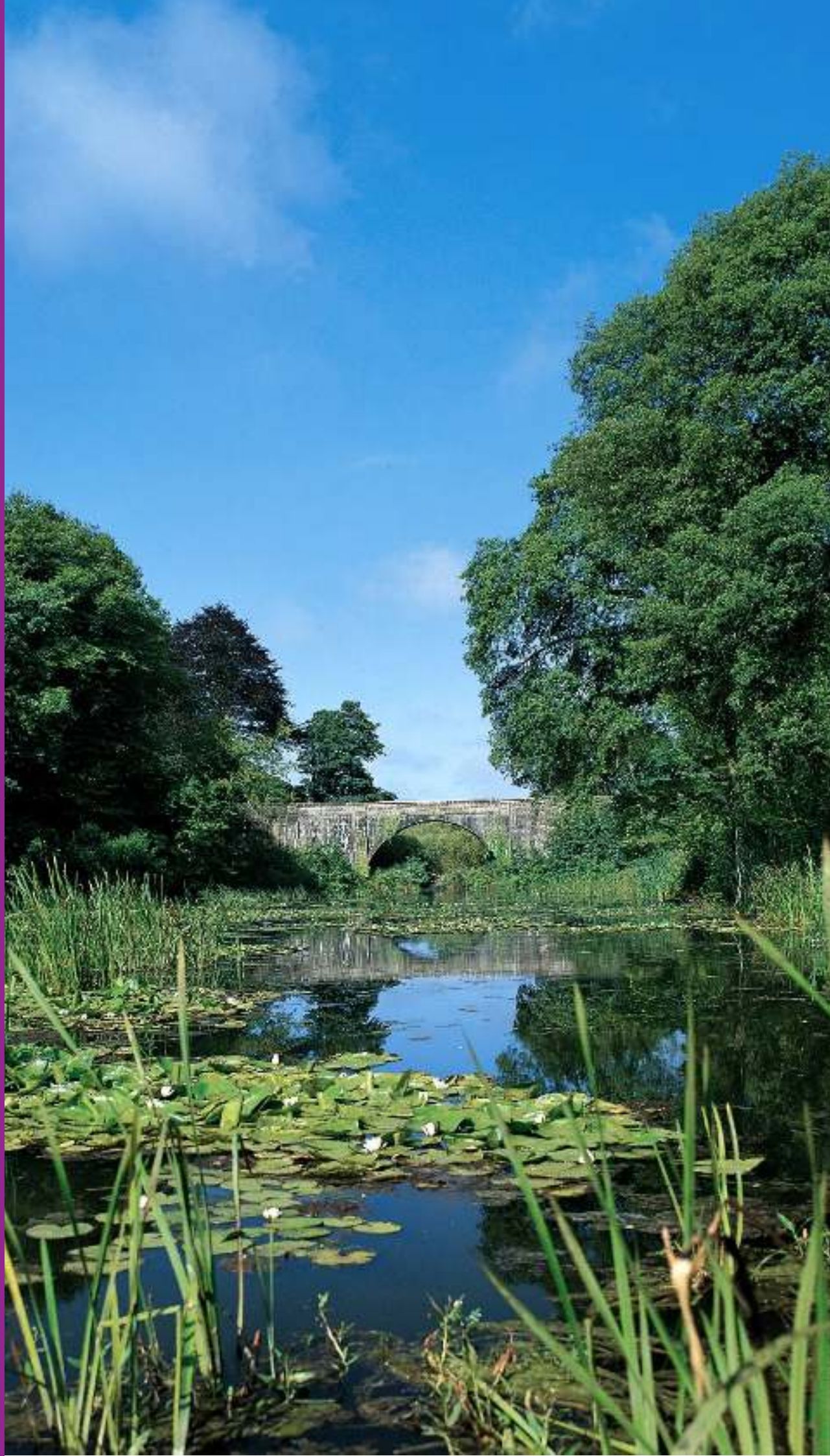
If you would like more information about the Well-being Assessment, Well-being Plan or more generally about PSB working, please contact Nick Evans, Corporate Policy and Partnerships Manager at [nicholas.evans@pembrokeshire.gov.uk](mailto:nicholas.evans@pembrokeshire.gov.uk) or visit the Pembrokeshire PSB web pages here: [Public Services Board - Pembrokeshire County Council](#)

Tegryn Jones

**Chair of Pembrokeshire Public Services Board**

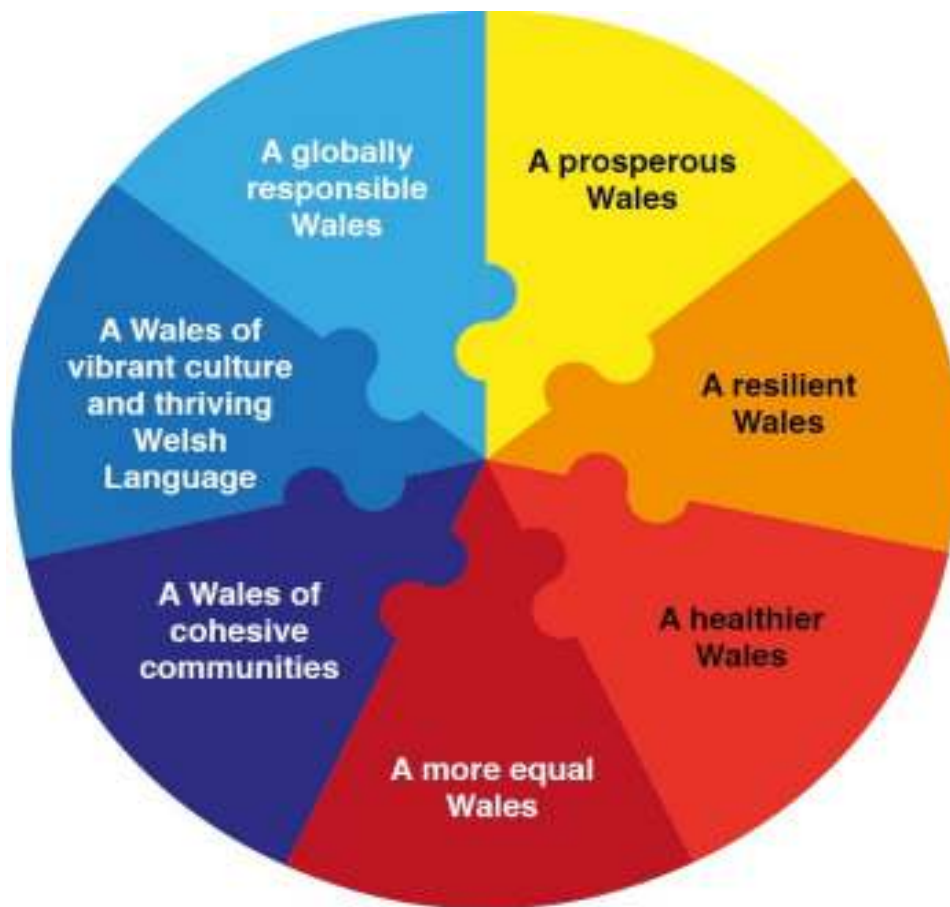


# INTRODUCTION



## Well-being of Future Generations (Wales) Act

The Well-being of Future Generations (Wales) Act 2015 is Welsh Government's flagship legislation designed to make Wales a better place to live. The Act establishes **7 national Well-being Goals** which set out the vision for what Wales aspires to look like now and in the future.



National Well-being Goal	Description
<b>A PROSPEROUS WALES</b>	An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing



	people to take advantage of the wealth generated through securing decent work.
<b>A RESILIENT WALES</b>	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).
<b>A HEALTHIER WALES</b>	A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.
<b>A MORE EQUAL WALES</b>	A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).
<b>A WALES OF COHESIVE COMMUNITIES</b>	Attractive, viable, safe and well-connected communities.
<b>A WALES OF VIBRANT CULTURE AND THRIVING WELSH LANGUAGE</b>	A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
<b>A GLOBALLY RESPONSIBLE WALES</b>	A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

## Public Services Board (PSB)

The Well-being of Future Generations Act requires that a PSB is established in each local authority area. As required under the Act, Pembrokeshire's PSB brings together

key organisations to work collectively to improve the economic, environmental, social and cultural well-being of people and communities in the county.

While the focus of Pembrokeshire PSB's work is local, the national Well-being Goals provide the overarching framework for its work. By aligning local activity with these Goals, the PSB can make a contribution to improving the well-being of Wales as a whole.






Pembrokeshire's PSB is comprised of senior representatives from the following organisations and sectors:

- |  |  |
|--|--|
| <ul style="list-style-type: none"><li>• Pembrokeshire County Council</li><li>• Mid and West Wales Fire and Rescue Service</li><li>• Pembrokeshire Coast National Park Authority</li><li>• Pembrokeshire Association of Voluntary Services</li><li>• PLANED</li><li>• Public Health Wales</li><li>• Job Centre Plus</li><li>• Town and Community Councils</li></ul> | <ul style="list-style-type: none"><li>• Hywel Dda University Health Board</li><li>• Natural Resources Wales</li><li>• Dyfed-Powys Police</li><li>• Port of Milford Haven</li><li>• Pembrokeshire College</li><li>• Police and Crime Commissioner</li><li>• National Probation Service</li><li>• Welsh Government</li></ul> |
|--|--|

## Sustainable Development

Sustainable development is the underlying key principle of the Well-being of Future Generations Act. One of the simplest ways of thinking about what this means in practice is that we should always look to work in ways which ensure that the needs of present generations are met without compromising the ability of future generations to meet their future needs.

A key feature of this approach is to demonstrate a commitment to what is known as 'the 5 ways of working' - also known as the 'Sustainable Development principle' - in all of the PSB's work, as set out below.

	<b>Long term</b>	The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs
	<b>Integration</b>	Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies
	<b>Involvement</b>	The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves
	<b>Collaboration</b>	Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives
	<b>Prevention</b>	How acting to prevent problems occurring or getting worse may help public bodies meet their objectives

## What is the Well-being Assessment?

Put simply, the PSB is required to do three things under the Well-being of Future Generations Act:

- Produce a Well-being Assessment (once every 5 years)
- Produce a Well-being Plan (once every 5 years), which should set out Well-being Objectives and the actions the PSB will take to achieve them
- Produce an Annual Plan reporting on progress made to meet its Well-being Objectives

This is the second Well-being Assessment produced by the PSB since the introduction of the Act. Its purpose is to provide a clear picture of what matters to people in terms of individual and community well-being, considered through a broad lens of economic, environmental, social and cultural factors. It is informed by data, research and evidence gathering, from listening to people and stakeholders, and

through consideration of future trends and the things which we can realistically project might happen tomorrow, which we need to start planning for today.

In short, the Well-being Assessment is the evidence base for the Well-being Plan. This makes it an extremely important and valuable document, as this is the starting point for the PSB in identifying and determining what it will do over the next 5 years to improve the well-being of people and communities in the county.

## Producing the Well-being Assessment

### General methodology

The Well-being Assessment has been produced through a collaborative approach at both a local and regional level. As was the case with the first assessment in 2017, Pembrokeshire's PSB has worked closely with colleagues in Carmarthenshire and Ceredigion PSBs to plan and prepare the assessments in order to share resources and expertise, build capacity, and to provide a broadly consistent approach across the region, which is beneficial given the number of partners who are represented on more than one PSB.

The regional Public Services Board/Regional Partnership Board (RPB) Lead Officers Network provided oversight of the process on behalf of the respective PSBs and the RPB, and planned and co-ordinated work to ensure a thorough and comprehensive approach towards producing the assessments. This involved establishing a number of sub-groups consisting of key stakeholders and experts to oversee specific elements of activity, such as:

- the Joint Methodology Sub Group
- the Regional Engagement Group & Survey Sub-Group
- the Regional Data Analysis & Writing Group

A Regional Joint Methodology Framework was developed to set out the general principles which would underpin the production of the assessments across the three counties. More information on this can be found at Appendix 1.

Similarly, a Regional Engagement and Consultation Framework was produced to establish a common approach to undertaking engagement and consultation at a regional level. More information on this can be found at Appendix 2.

While the common regional approach has proved valuable in establishing consistent principles and reducing duplication, it is still incumbent on each PSB to produce its own individual assessment and therefore flexibility is built into the process to ensure the specific local needs of PSBs can be met.

As an example of this, a Pembrokeshire PSB Engagement Group has been established to plan and deliver activities at a local level. This group is Chaired by the vice-chair of the PSB and has strong representation from the third sector and other key stakeholders.

## How is the assessment structured?

We have amended our approach following feedback we received from producing our first Well-being Assessment. At that time, we provided a brief synopsis of the broad themes of well-being, with the main body of the document focussed on individual life stages, and how different facets of well-being influenced an individual's sense of well-being depending on where they were on their life journey. We then explored in a separate section the issue of future trends and what things will likely influence well-being looking ~~on~~ **at** a longer-term horizon.

Some of the feedback we received commented that this did not present the information in a fully integrated manner and that by focussing solely on life stages there was an insufficient focus on some of the broader population or community impacts of macro issues such as the environment, climate change, health and the economy and how these, and other issues, cut across all life stages and therefore need to be considered as such.

Having reflected on these comments we have decided to present our information in a more integrated way this time in an attempt to provide a fuller, more informed picture of how elements of well-being can be considered at a whole population, community and individual level. To this end, we present the information as follows:

### 1. Contextual / scene-setting information

- Pembrokeshire ~~'the place'~~ **in context**
- The impact of Covid-19
- Poverty as a cross-cutting issue

These opening sections set the context for the assessment.

The first of these provides an understanding of 'place' and establishes the broad demographic and population profile and characteristics of the county.

The second of these recognises the impact the Covid-19 pandemic has had at a broad level in the county. The world is a very different place to what it looked like when we produced our first Well-being Assessment five years ago, and the pandemic has fundamentally changed the way we think, work, operate and plan for the future. It would be remiss not to highlight the impact this has had as we are, at the time of writing, still very much living in a Covid-19 world and will continue to do so for the foreseeable future.

The third section provides a spotlight on poverty in Pembrokeshire at a broad level. It has become apparent that the issue of poverty is more concerning than perhaps we have previously recognised and our understanding of poverty in Pembrokeshire is becoming more developed. Poverty is a clear cross-cutting issue and the seriousness of the current situation demands a specific focus. This section draws out some of the key messages, which has prompted a re-think in our approach towards addressing the challenges presented by poverty, to the extent that we think it is too important an issue to wait until the production of our next Well-being Plan in 2023 to take action. Work is already underway to identify what the PSB can do collectively to tackle some of these issues with the intention that ~~and to this end~~ the PSB meeting ~~scheduled for~~ ~~held on~~ January 25 2022 ~~will have~~ ~~had~~ a specific focus on poverty. ~~We will update this assessment in the final version to take account of those discussions.~~ ~~The PSB agreed the need to set up a multi-agency working group to see how partners in Pembrokeshire can work better together to tackle the issue of poverty in the county.~~

## 2. Exploration of 'big themes'

As we move into the main body of the assessment, each section has a primary focus on a 'big theme' issue, with consideration of the whole population or community, but also draws out the particular impacts as we see them for certain life stages as appropriate. This level of analysis is more useful or applicable for some themes than others. Each section also incorporates the views of people received from our survey and engagement work as relevant to the theme, and also ~~included~~ ~~includes~~

consideration of any future trends or projections that we are aware of as it relates to a particular theme.

The 'big themes' we have focussed on are:

- Health **and Social Care**
- Economy
- Housing
- Environment and climate change
- Education and learning
- Safe, cohesive and ~~resilient~~ **resourceful** communities
- Culture and leisure

## Defining Community Areas

The Act requires the PSB to define specific community areas in Pembrokeshire as it is important we try to understand not only what well-being means to Pembrokeshire people as a whole but also to particular communities in Pembrokeshire. The PSB has flexibility to determine what these community areas should be though guidance suggests that they should be larger than ward level but not too large to render any community level analysis meaningless.

For our first assessment, we adopted a pragmatic approach and identified 3 broad "Community Areas" based on a statistical geography known as Upper Super Output Areas (USOAs). Purely for the purposes of that exercise we named these 'Mid & North Pembrokeshire', 'Mid & West Pembrokeshire' and 'South Pembrokeshire'. At the time we noted that the process had proved challenging, as in less populated, more rural areas such as Pembrokeshire the underlying factors influencing well-being are often commonly shared across the area as a whole. The approach was useful in understanding some strong cultural and linguistic differences across the three areas but lacked the more granular understanding of some of the differences which might be identified through analysis at a lower level geography.

We committed to reviewing the approach as part of the first assessment and feedback we received emphasised the need to look at things differently. Accordingly the PSB has explored a number of potential candidate geographies to see which might be most useful based on the data that is available. While no one solution is

perfect, the PSB agreed that on balance the most useful community geography to use is that of Mid Layer Super Output Areas (MSOAs).

Using this approach, there are 16 community areas in Pembrokeshire as highlighted on the map below in blue. There are benefits to using MSOAs in that they are designed to have reasonably consistent population totals, which in the case of Pembrokeshire usually equates to around 7,000 people. This consistency in population size reduces unwanted statistical effects that result from geographies with varied population sizes such as Town and Community Councils.

Notwithstanding this, there remain some disadvantages, with Haverfordwest split into north and south, Milford split between the town itself and Milford West, Hubberston and Hakin, and Pembroke town being split in two with each part incorporated into a broader area, which includes some peripheral villages. The table below the map shows which towns or villages comprise each MSOA.





	FriendlyNm	Survey area	
W02000126	Northeast Pembrokeshire	North Pembrokeshire	Boncath Cilgerran Clydau Crymych Eglwyswrw Manordeifi Nevern St. Dogmaels
W02000127	Fishguard Area	North Pembrokeshire	Cwm Gwaun Dinas Cross Fishguard and Goodwick Newport Pencaer Puncheston Sceddau
W02000128	Northwest Pembrokeshire	North Pembrokeshire	Brawdy Haycastle Letterston Llanrhian Mathry Solva St. David's and the Cathedral Close Wolfscastle
W02000129	East Pembrokeshire	Rural and south coast	Ambleston Clynderwen Llandissilio West Maenclochog Mynachlog-Ddu New Moat Rudbaxton Spittal Wiston Uzmaston, Boulston and Slebech
W02000130	Haverfordwest North	Main town	Haverfordwest (pt)
W02000131	Haverfordwest South & Merlin's Bridge	Main town	Haverfordwest (pt) Merlin's Bridge
W02000132	Narberth Area	Rural and south coast	Lampeter Velfrey Llanddewi Velfrey Llawhaden Martletwy

			Narberth Templeton
W02000133	West Pembrokeshire	Rural and south coast	Camrose Dale Herbrandston Johnston Marloes and St. Brides Nolton and Roch St. Ishmael's The Havens Tiers Cross Walwyn's Castle
W02000134	Neyland Area	Rural and south coast	Burton Freystrop Hook Llangwm Llanstadwell Neyland Rosemarket
W02000135	Milford Haven East	Main town	Milford Haven (pt)
W02000136	Saundersfoot / Kilgetty Area	Rural and south coast	Amroth East Williamston Jeffreyston Kilgetty/Begelly Saundersfoot
W02000137	Milford Haven West	Main town	Milford Haven (pt)
W02000138	Pembroke Dock	Main town	Pembroke Dock
W02000139	Pembroke East & Carew	Split 50/50 Main town and Rural and south coast	Carew Cosheston Lamphey Manorbier Pembroke (pt)
W02000140	Pembroke West & Angle Peninsula	Split 50/50 Main town and Rural and south coast	Angle Hundleton Pembroke (pt) Stackpole and Castlemartin
W02000141	Tenby Area	Rural and south coast	Penally St. Florence St. Mary Out Liberty Tenby

Throughout the assessment, these profiles have been used as Pembrokeshire's 'community areas' where the relevant data is available to support our understanding of the strengths and differences between areas within the county. It should be noted that data sets built on other geographies (be they regional, county or lower level) are used at various stages throughout the assessment to supplement this approach where data is not currently available at a MSOA level or where it makes more sense to present the data using a different profile.

**As we develop our approach we will look to build more detailed information around our** ~~We are in the process of developing a separate report on the MSOA profiles, which we will include in the final assessment.~~

## Data and evidence gathering

Pembrokeshire's PSB worked with colleagues in Carmarthenshire and Ceredigion as part of the Regional Data Analysis and Writing group to understand well-being in the three counties. A wide range of local, regional and national sources were considered. PSB partners have also sourced and made available local level data to support our understanding of specific themes.

By working collaboratively across the West Wales region, we have also been able to identify cross-boundary well-being issues across the three PSB areas, such as climate change, child poverty and housing affordability. The identification of these regional issues will support regional well-being planning across West Wales following publication of the assessments in 2022.

It is worth highlighting some caveats when considering the data we have collected and used. The outcomes from the 2021 census will likely not be available until the middle of next year and therefore there are times when we are relying on census information from 2011. Such findings can only be seen as broadly indicative given the time which has lapsed since those figures were released.

The Covid-19 pandemic also presents some issues in terms of our understanding of data. Recent datasets reflect a particular moment in time and it is not yet clear the extent to which the pandemic has distorted these figures and whether we can expect these to be transitory or if they reflect deeper underlying factors. Similarly many

datasets 'lag' with the reporting period often relating to a period of a number of years preceding the release of data. In such cases it is difficult to say with certainty what impact Covid will have had in terms of a contemporary position, other than to say its impact will generally have resulted in a situation having become worse.

## Engagement and consultation

The views of our citizens and stakeholders are central to developing our understanding of well-being and what really matters to people. They hold equal, if not more, weight with the datasets we have available, as they reflect the lived experiences of people in the county and provide greater nuance and context than that simply offered through quantitative analysis of data.

In preparation for the engagement, workshops were held with regional PSB partners in May and June to explore their ideas on how to conduct the engagement and the actual content of the regional Well-being Survey and stakeholder events. The engagement activities were developed based on these views, some examples of which were the desire to include more open-ended questions in the Well-being Survey, run the Well-being Survey in September after the summer holidays and conduct a specific schools survey to record responses from younger people.

In line with the agreed joint methodology, engagement was undertaken in the following ways:

- A joint regional engagement survey was developed and made available via partner website, and in hard copy format. As well as being available in English and Welsh, the survey was translated into Arabic, Polish, Romanian and Easy Read
- The survey was structured around the seven Well-being Goals. We asked four key questions under each goal: three key things; looking ahead what concerns you most; what would you consider doing to address the goal, and what support might you need to do this
- A separate, joint regional young people's engagement survey was also developed
- In addition to the joint regional engagement survey, an virtual ideas white board was set up at [www.haveyoursay.pembrokeshire.gov.uk](http://www.haveyoursay.pembrokeshire.gov.uk)

- A joint regional engagement session toolkit, which could be used either for facilitated sessions or for self-run sessions with / by local groups was developed


Information was sent directly to Town and Community Council clerks, Council Members and made available to employees via the Intranet and direct email. It was also shared with those on the Council's 'Have your say' and MyAccount databases.

The Council's communications team issued two press releases to the local media on the 1st and 30th September. This information was also shared on partners' social media sites and in various partner newsletters and publications.

A summary report of all engagement activity can be found at Appendix 3 and a full detailed **report** is available electronically on request. Key headline findings from all of the engagement activity has been incorporated into relevant sections as appropriate.

## Application of Sustainable Development Principle

As set out earlier, the PSB is required to apply the sustainable development principle to our planning and decision-making and we have adhered to the five ways of working throughout the delivery of this assessment. The table below provides examples of how and where this has been done, and how we will continue to do so.

 <p><b>Long term</b></p>	<ul style="list-style-type: none"> <li>• Forward planning undertaken by the well-established Regional PSB/RPB lead officers network</li> <li>• Development and roll-out of 'Gorwel' – this is a bespoke data information repository which has been commissioned by the 3 PSB's and is currently in the testing stage. In time this will support our understanding of gaps in our knowledge and data over the longer term</li> <li>• Horizon Scanning Training – will support the 3 PSBs with a greater understanding of future trends and projections and how to adequately plan for these</li> </ul>
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### **Integration**

- Well-being Survey – included questions on futures thinking based around the 7 national well-being goals
- Structure of the assessment supports an integrated understanding of how issues affect people at a population, community and individual level; including consideration of future trends
- Planned collective 'visioning' session for PSB partners looking at what kind of place we want Pembrokeshire to be in the year 2040; will support greater integration and alignment between the PSB's objectives and the objectives of individual partner organisations, creating a sense of shared purpose and direction



### **Involvement**

- Opportunities for the broad involvement of citizens and stakeholders in the development of this work through various routes
- Establishment of Pembrokeshire Engagement Network
- Plans to re-establish the Pembrokeshire Co-production Network to support the development of the Well-being Plan
- Ongoing citizen engagement across the region currently being explored through the RPB, work which PSBs are contributing to so as to ensure that engagement becomes a built-in, continuous process rather than a one-off set-piece event



### **Collaboration**

- Assessment process planned and delivered through a strong collaborative approach at both a local and regional level, involving many key partners and stakeholders, including the RPB
- Development of regional well-being survey across PSB partners
- Collaboration with the RPB and Hywel Dda Health Board in the design of the survey to ensure questions included to support production of Population Assessment; removing duplication and creating closer alignment



## Prevention

- Regional Well-being Co-ordinator in post to work across the 3 PSB areas supporting work to produce the assessment, utilising WG PSB funding
- Outcomes from assessment point to number of potential areas where preventative work can be undertaken, to be taken forward at either a local or regional level e.g. climate change, poverty, housing, accessibility
- Working in partnership as a region making best use of resources and expertise, preventing opportunities for missing evidence, data gaps or lack of capacity

This is Pembrokeshire's second Well-being Assessment. ~~We will continue to improve the quality of the assessment over the next few months, in response to our formal consultation exercise, and as we undertake~~ **we will continue to look** to strengthen areas where we know there are gaps in our current analysis. There are broader areas for improvement and deepening our understanding where we need to do more work.

It should be noted that the timing for producing a Well-being Assessment is set out in legislation, and therefore it should be viewed as presenting a picture at a precise moment in time. As such, and because of ongoing uncertainties presented by the ongoing Covid-19 pandemic and other factors, it is important that the findings from the assessment are reviewed and updated regularly to take into account new information which will emerge over the next few years, so that our response will always be the most appropriate.

# EXECUTIVE SUMMARY





## Summary of Key Findings

The responses gathered from the various forms of engagement for the assessment have been ~~looked at~~ **considered** alongside analysis of various sources of data and research. Clear themes have been identified in our county, which will allow us to target areas of need when we move from the assessment to planning phase over the course of the next year.

### Pembrokeshire ~~the Place~~ **in context**

**Young people's participation in democracy needs to be strengthened.**

Welsh language use is increasing in the county.

Pembrokeshire is amongst the least ethnically diverse areas in Wales.

Democratic representation in Pembrokeshire, particularly within the Council, is not diverse.

~~Pembrokeshire has an ageing population. It is expected that this will put a significant strain on our public services (particularly our local health service) and on our local labour market.~~

**Pembrokeshire has an ageing population, which will have impacts on public services and the local labour market.**

Broadband provision is crucial to the economic development of the county.

Public transport in rural areas is a barrier to accessing services and employment opportunities.

### Covid-19

The Covid-19 pandemic is ongoing and creates uncertainty moving forward.

To date, vaccination rates in the county have been good.

Covid-19 has exacerbated issues such as mental health, loneliness and health inequalities.

Covid-19 has fundamentally changed the way ~~we~~ **some of us** work.

## Poverty

Child poverty rates in Pembrokeshire are unacceptable.

In-work poverty is an increasingly common problem.

The cost of living is rising across the UK, with more working families experiencing poverty.

## Economy

Job satisfaction for people living in Pembrokeshire is high.

In some sectors, the wages in Pembrokeshire are comparatively low in relation to our neighbouring counties.

Pembrokeshire's town centres need to adapt to changing retail patterns.

Tourism is a crucial part of Pembrokeshire's economy.

Realising Pembrokeshire's ambition to become the green energy capital of the UK.

Young people have told us that they are not confident that they will be able to live and work in Pembrokeshire in the future.

The importance of digital connectivity is a priority for carers and people with a disability.

The agricultural sector will need to adapt to changing environmental regulations and support mechanisms.

Accessible and affordable childcare can be a barrier to parents returning to work.

The longer-term impacts of Covid-19 and Brexit are yet to be fully understood.

## Health and Social Care

From a survey of our residents, affordability and accessibility to leisure services can be a barrier to healthy behaviours.

Rates of smoking in Pembrokeshire are above the average in Wales.

Evidence points to an increase in hazardous and harmful alcohol consumption. We will need to monitor this trend as we come through the pandemic.

Evidence points to an increase in parental drinking having an impact on young people.

Rates of low birth weight babies have fallen and are lower than the Welsh average.

Childhood immunisation rates have been on a downward trend over the last several years.

Rates of diagnosis of dementia are projected to significantly increase over the coming years.

Population projections suggest that the number of people aged 80 or over will increase significantly by 2040.

There are year on year increases in the demand for domiciliary care packages.

The number of unpaid carers is increasing and likely underestimated by official figures.

Waiting lists for diagnostic and therapy services have increased significantly, this is likely due to the pandemic and will be monitored.

## Housing

Availability and affordability of housing in Pembrokeshire is felt to be a barrier to staying in the county by young people.

There are a significant number of second homes in the county, particularly in rural areas.

There is a lack of affordable homes in the county.

The need for affordable homes is projected to increase.

We are seeing an increasing number of families presenting as homeless in the county.

The growing ageing population is and will continue to put pressure on the demand for specialist accommodation.

## Environment

Climate change and the nature emergency are the defining issues of our time. Climate change and the nature emergency cannot be considered separately.

Sustainable management of our land and soils is vital for food production, storing carbon, reducing flood risk and improving air and water quality.

Climate change will increase the significant number of properties, communities, infrastructure and key services at risk of flooding.

Pollutants, in particular nitrate, phosphorus and sediments, are having a detrimental impact on water quality, habitats and species diversity.

Pembrokeshire's valuable habitats and species store carbon, reduce flood risk, help prevent coastal erosion and maintain healthy soils.

Pembrokeshire has the highest recycling rates in Wales.

Survey respondents highlighted the importance of improving energy efficiency and using green energy sources.

## Education

The pandemic has had a significant impact on young people's education.

Educational attainment for Pembrokeshire learners needs to improve, in particular for those on Free School Meals and those more able.

Although progress is being made, school reorganisation and surplus places remain an issue.

There is an opportunity to increase skills levels especially through apprenticeships.

There has been an increase in the number of Welsh medium schools in Pembrokeshire.

## Safe, Cohesive and Resilient Communities

Pembrokeshire has low levels of crime and disorder compared to other areas in Wales.

There is an increase in public order offences (committed via social media or other digital means) and violence against the person.

There is an increase in antisocial behaviour, particularly in our main towns.

Domestic abuse related crimes are increasing.

There is an increase in drug abuse, particularly in our main towns.

The response from Pembrokeshire's communities in relation to the pandemic was outstanding.

Volunteering numbers in Pembrokeshire is increasing though the majority are over 65.

## Culture and Leisure

There is evidence that levels of health impacts our resident's ability to take part in cultural events.

Public transport networks impact upon people's ability to attend arts and culture events.

People who regularly attend arts and culture events report higher levels of well-being

Welsh language speakers report that the ability to use Welsh informally and in the work place has a positive effect on their well-being.

Pembrokeshire has the highest number of blue flag beaches and green coast awards in Wales.

The presence of the National Park has a positive impact on the well-being of young people in the county, with many citing it as the best thing about Pembrokeshire.

# KEY REGIONAL WELL-BEING THEMES

The collaborative working we have undertaken during the production of this assessment with regional partners has given rise to a number of cross-boundary or regional issues affecting the whole of the West Wales Region. Pembrokeshire has regional partners in West Wales - Ceredigion and Carmarthenshire.

The Regional Data Group, responsible for the analysis and writing of this round of assessments, has identified the following key regional themes based on the data available, the results of the regional well-being survey and the findings of the stakeholder events conducted during the summer of 2021. The aim is to help clarify the collective challenges we face now and in the future.

West  
Wales  
Region

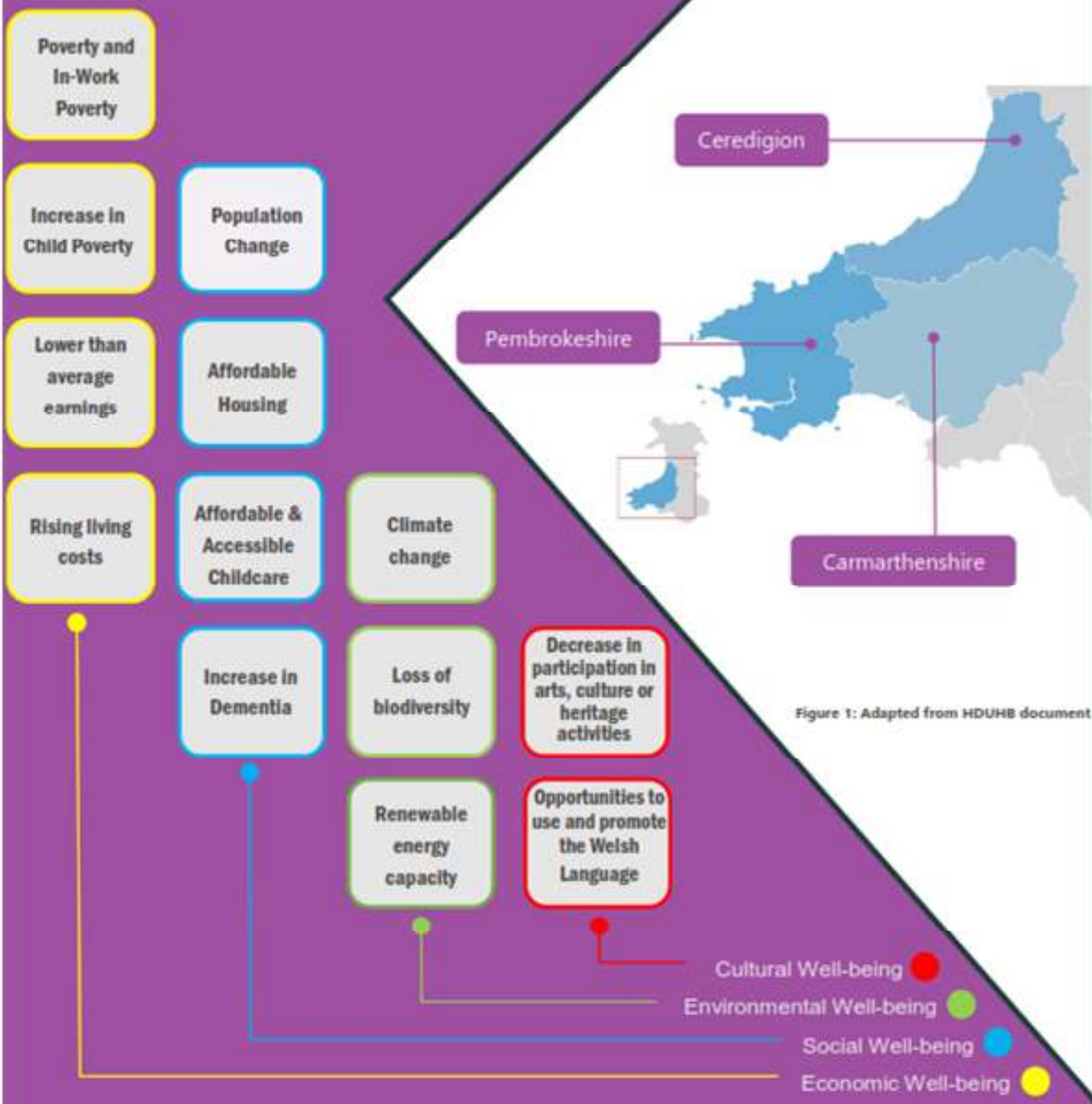
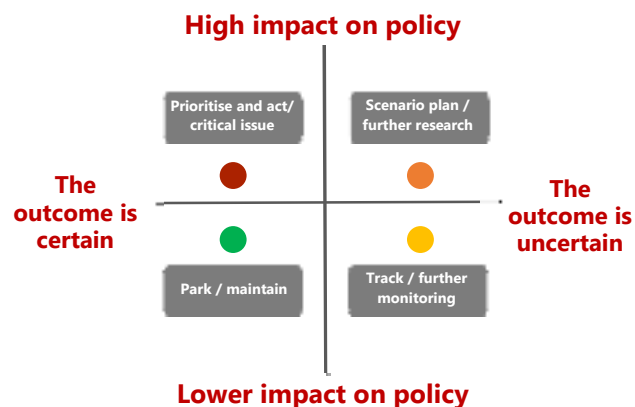


Figure 1: Adapted from HDUHB document

We have used the *PSB Futures Impact/Certainty Matrix* to provide an indicative assessment of the main themes identified in the assessment. The aim is to provide context to the findings by providing an initial assessment based on the core data set and the engagement conducted during the summer of 2021. The matrix assesses the themes according to the level of **priority** and their **certainty** of happening, as defined in the sample to the right.



Description	Park or Maintain	Track/ Further monitoring	Scenario plan/ Further research	Prioritise/ Critical issue for area
<b>Pembrokeshire the Place in context</b>				
Young people's participation in democracy needs to be strengthened.			●	
Use of the Welsh language is increasing in the county.	●	X		
Pembrokeshire is amongst the least ethnically diverse areas in Wales.		●		
Democratic membership in Pembrokeshire, particularly within the Council, is not diverse.				●
Pembrokeshire has an ageing population which will have impacts on public services and the local labour market			●	
Broadband provision is crucial to the economic development of the county.			●	
Public transport in rural areas is a barrier to accessing services and employment opportunities.				●
<b>Covid-19</b>				
The Covid-19 pandemic is ongoing, and we will continue to monitor the impacts on Pembrokeshire.		●		
To date, vaccination rates in the county have been good.		●		
Covid-19 has exacerbated issues such as mental health, loneliness and health inequalities.			●	
Covid-19 has fundamentally changed the way we some of us work.			●	
<b>Poverty</b>				
Child poverty rates in Pembrokeshire are unacceptable.				●
In-work poverty is an increasingly common problem.				●
The cost of living is rising across the UK, with more working families experiencing poverty.				●

Economy				
Job satisfaction for people living in Pembrokeshire is high.	●			
In some sectors, the wages in Pembrokeshire are comparatively low in relation to our neighbouring counties.			●	
Pembrokeshire's town centres need to adapt to the changing retail patterns.			●	X
Tourism is a crucial part of Pembrokeshire's economy.		●		
Realising Pembrokeshire's ambition to become the green energy capital of the UK.			●	
Young people have told us that they are not confident that they will be able to live and work in Pembrokeshire in the future.				■
The importance of digital connectivity is a priority for carers and people with a disability.			●	
The agricultural sector will need to adapt to changing environmental regulations and support mechanisms.			●	
Accessible and affordable childcare can be a barrier to parents returning to work.				■
The longer-term impacts of Covid-19 and Brexit are yet to be fully understood.			■	
Health and Social Care				
From a survey of our residents affordability and accessibility to leisure services can be a barrier to healthy behaviours. X			●	
Rates of smoking in Pembrokeshire are above the average in Wales.			●	
Evidence points to an increase in hazardous and harmful alcohol consumption. We will need to monitor this trend as we come through the pandemic.			●	
Evidence points to an increase in parental drinking having an impact on young people.			●	
Rates of low-birth-weight babies have fallen and are lower than the Welsh average.	●			
Childhood immunisation rates have been on a downward trend over the last several years.			●	
Rates of diagnosis of dementia are projected to significantly increase over the coming years.				●
Population projections suggest that the number of people aged 80 or over will increase significantly by 2040.		●	X	
The number of unpaid carers is increasing and likely underestimated by official figures.		●		
Waiting lists for diagnostic and therapy services have increased significantly, this is likely due to the pandemic and will be monitored.			●	



Housing				
Availability and affordability of housing in Pembrokeshire is felt to be a barrier to staying in the county by young people.			●	
There are a significant number of second homes in the county, particularly in rural areas.			●	
There is a lack of affordable homes in the county.				●
The need for affordable homes is projected to increase.			●	
We are seeing an increasing number of families presenting as homeless in the county.				●
The growing ageing population is and will continue to put pressure on the demand for specialist accommodation.			●	
Environment				
Climate change is and the nature emergency are the defining issues of our time. Climate change and the nature emergency cannot be considered separately.				●
Sustainable management of our land and soils is vital for food production, storing carbon, reducing flood risk and improving air and water quality.			●	
Climate change will increase the significant number of properties, communities, infrastructure and key services at risk of flooding.			●	
Pollutants, in particular nitrate, phosphorus and sediments, are having a detrimental impact on water quality, habitats and species diversity.			●	
Pembrokeshire's valuable habitats and species store carbon, reduce flood risk, help prevent coastal erosion and maintain healthy soils.			●	
Pembrokeshire has the highest recycling rates in Wales.	●			
Survey respondents highlighted the importance of improving energy efficiency and using green energy sources.			●	X
Education				
The pandemic has had a significant impact on young people's education.			●	
Educational attainment for Pembrokeshire learners needs to improve, in particular for those on Free School Meals and those more able.				●
Although progress is being made, school reorganisation and surplus places remain an issue.		●		
There is an opportunity to increase skills levels especially through apprenticeships.			●	
There has been an increase in the number of Welsh medium schools in Pembrokeshire.	●	X		
Safe, Cohesive and Resilient Communities				
Pembrokeshire has low levels of crime and disorder compared to other areas in Wales.		●		
There is an increase in public order offences (committed via social media or other digital means) and violence against the person.			●	

There is an increase in antisocial behaviour, particularly in our main towns.			●	
Domestic abuse related crimes are increasing.				●
There is an increase in drug abuse, particularly in our main towns.			●	
The response from Pembrokeshire's communities in relation to the pandemic was outstanding.	●			
Volunteering numbers in Pembrokeshire is increasing though the majority are over 65.		●		
Culture and Leisure				
There is evidence that levels of health impacts our resident's ability to take part in cultural events.			●	
Public transport networks impact upon people's ability to attend arts and culture events.			●	
People who regularly attend arts and culture events report higher levels of well-being.	●			
Welsh language speakers report that the ability to use Welsh informally and in the workplace has a positive effect on their well-being.		●		
Pembrokeshire has the highest number of blue flag beaches and green coast awards in Wales.	●			
The presence of the National Park has a positive impact on the well-being of young people in the county, with many citing it as the best thing about Pembrokeshire.	●			

# PEMBROKEHIRE IN CONTEXT



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# PEMBROKESHIRE “~~THE~~ ~~PLACE~~” IN CONTEXT

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## Overview

Pembrokeshire is situated at the south-west tip of Wales and covers an area of approximately 1600 sq km, ~~of which roughly 615 sq km has National Park status.~~ ~~The county is renowned for its outstanding natural beauty and high quality environment, its coastline, wildlife and rich habitats.~~ ~~Its coastline is nationally recognised and has national park status.~~ The coastal path is walkable from one end of the county to the other and is 186 miles long. Its beaches are ~~renowned~~ **recognised** for the quality of bathing water, safety and accessibility. Away from the coast and beaches, land rises towards the Preseli hills in the north east of the county. Outside of the main towns, the county is comprised of many villages and hamlets and ~~agricultural~~ **agriculture** dominates the landscape. Milford Haven estuary is one of the deepest natural harbours in Britain and this natural advantage has led to it being the largest port in the UK for the import/export of energy products.

Pembrokeshire is a mainly rural county though about half of the population live in the main towns clustered around the Haven and its tidal estuary. Even within the larger towns, population sizes are relatively small and are not particularly densely populated.

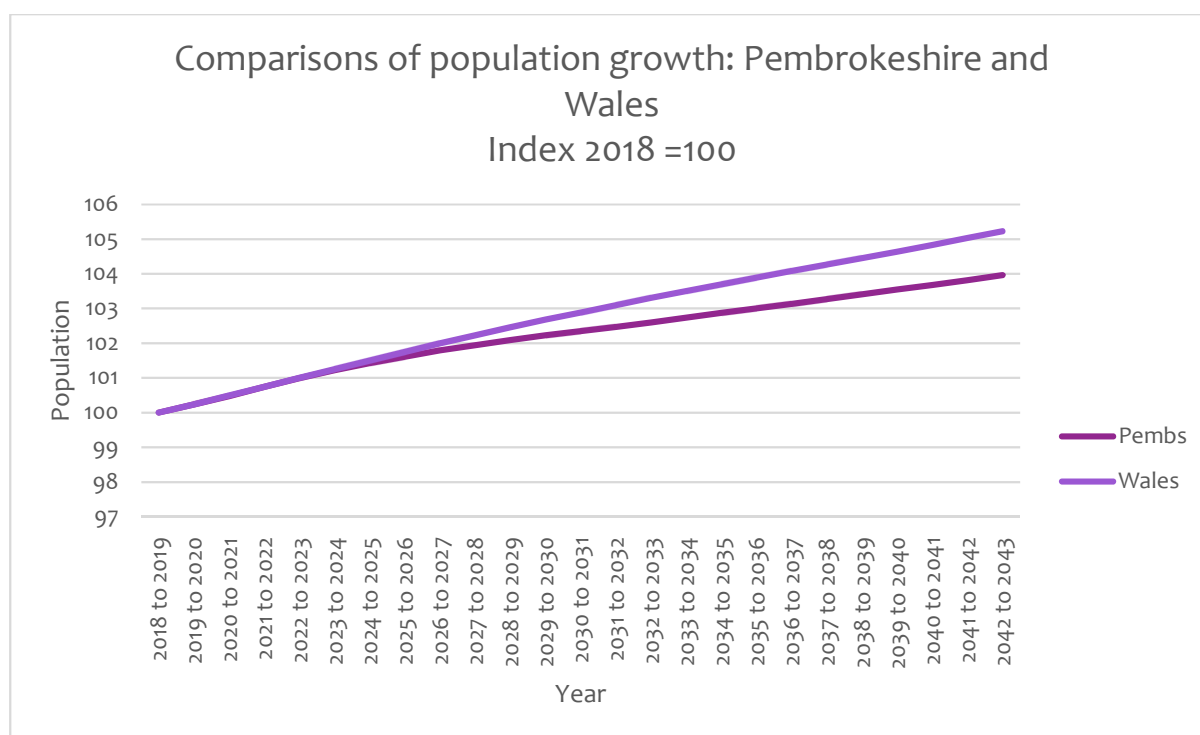
Pembrokeshire has a unique history, which differentiates it from other parts of Wales. South Pembrokeshire has Norman influences (and subsequently a large number of Norman churches) and the 'Landsker line' separates south Pembrokeshire from the north. This has resulted in specific differences within the county, many of which can still be seen in the present day, particularly culturally and around the use of the Welsh language. The north of the county is much more similar from a cultural and language perspective to the rest of West Wales, with the south and southwest of the county being considered as 'anglicised' and commonly referred to as 'little England beyond Wales'.

## Key population and demographic data

### Age structure

The latest population estimate for Pembrokeshire is approximately 126,000 and based on the most recent (2018) Welsh Government projections our population will increase gradually over the next ~~20~~ 10 years ~~or so~~ to around 130,000 (an increase of roughly 3%) ~~before plateauing and then gradually declining~~. The number of births is expected to increase at a negligible rate (1,056 to 1,080), while the numbers of deaths is expected to rise from around 1,628 to approximately 2,015 over a similar period, with the difference widening as time goes on. Any increase in the population, therefore, is entirely based on projected levels of in-migration.

The graph below shows the rate of projected population growth for Pembrokeshire compared with Wales as a whole. While it clearly shows Pembrokeshire population will increase, the population of Wales as a whole is expected to increase at a greater rate.



The age profile of the population shows significantly fewer 20-39 year olds and more people over the age of 55 than the UK as a whole. Historically this has been driven by significant out-migration of those aged 18-20 to seek higher education opportunities outside of Pembrokeshire. The most recent estimates suggest that there may now



be net in-migration of young people to Pembrokeshire though we will need to wait until the publication of the 2021 census to understand this further.

Pembrokeshire has a relatively ageing population compared with the rest of the UK. Age structure and profile is an important consideration for provision of services in the county as it has a clear impact on how many people are in paid employment, the general population health, the number of younger people requiring school places, as well as the number of people with protected characteristics living in an area.

The table below shows that proportionately more younger people (0-19 & 20-34) tend to live in urban areas. By contrast, people age 50+ are far more likely to live in rural areas and coastal towns and villages, and are less likely to live in main towns.

Historical analysis has shown that there is a slow, but long-term trend towards proportionately fewer younger people living in rural areas.

Community	Age 0-19	Age 20-34	Age 35-49	Age 50-64	Age 65-79	Age 80+	Total
<b>Northeast Pembrokeshire</b>	19%	13%	15%	24%	22%	6%	8,474
<b>Fishguard Area</b>	20%	14%	15%	22%	22%	8%	10,090
<b>Northwest Pembrokeshire</b>	18%	16%	15%	23%	21%	7%	7,656
<b>East Pembrokeshire</b>	20%	14%	16%	23%	20%	8%	7,312
<b>Haverfordwest North</b>	26%	22%	18%	19%	11%	4%	7,193
<b>Haverfordwest South &amp; Merlin's Bridge</b>	23%	17%	17%	20%	16%	7%	7,210
<b>Narberth Area</b>	19%	14%	15%	24%	21%	7%	6,925
<b>West Pembrokeshire</b>	20%	13%	15%	23%	21%	7%	8,475
<b>Neyland Area</b>	20%	13%	16%	24%	20%	7%	8,651
<b>Milford Haven East</b>	23%	18%	16%	20%	16%	6%	7,545
<b>Saundersfoot/Kilgetty Area</b>	18%	13%	13%	24%	23%	9%	8,562
<b>Milford Haven West</b>	25%	20%	16%	19%	14%	6%	7,693
<b>Pembroke Dock</b>	24%	20%	16%	20%	16%	5%	9,747
<b>Pembroke East &amp; Carew</b>	18%	12%	15%	24%	24%	8%	7,742
<b>Pembroke West &amp; Angle Peninsula</b>	24%	16%	16%	21%	17%	5%	7,432
<b>Tenby Area</b>	18%	13%	15%	22%	22%	10%	6,044
<b>All Pembrokeshire</b>	22%	16%	16%	23%	20%	7%	126,751

## Area in hectares and density

The following table shows the area, in hectares, of each community area and their population density. Population figures are taken from the 2011 Census. Compared with the rest of MSOAs in England and Wales, many of Pembrokeshire's communities are sparsely populated with half of the 16 areas in the 10% least densely populated areas in England and Wales. The most densely populated area in Pembrokeshire, Haverfordwest North, is still below the England and Wales median.

<b>Community</b>	<b>Area (Hectares)</b>	<b>people per ha</b>	<b>Relative position to England and Wales</b>
<b>Northeast Pembrokeshire</b>	28,531	0.29	10# decile
<b>Fishguard Area</b>	19,680	0.50	10# decile
<b>Northwest Pembrokeshire</b>	20,725	0.36	10# decile
<b>East Pembrokeshire</b>	22,977	0.29	10# decile
<b>Haverfordwest North</b>	402	17.27	6# decile
<b>Haverfordwest South &amp; Merlin's Bridge</b>	991	7.02	8# decile
<b>Narberth Area</b>	15,502	0.42	10# decile
<b>West Pembrokeshire</b>	18,452	0.43	10# decile
<b>Neyland Area</b>	4,763	1.79	9# decile
<b>Milford Haven East</b>	908	7.62	8# decile
<b>Saundersfoot/Kilgetty Area</b>	7,103	1.20	9# decile
<b>Milford Haven West</b>	633	11.03	7# decile
<b>Pembroke Dock</b>	632	15.44	7# decile
<b>Pembroke East &amp; Carew</b>	7,886	0.98	10# decile
<b>Pembroke West &amp; Angle Peninsula</b>	10,008	0.70	10# decile
<b>Tenby Area</b>	2,681	2.39	9# decile
<b>All Pembrokeshire</b>	161,874	0.76	

## Welsh language

The following information is taken from the 2011 Census which is remains the only source of information to allow ready comparison of communities across Wales. This shows that six of the 16 communities have relatively high proportions of people who have Welsh language skills compared with the rest of Wales. It also shows that Northeast Pembrokeshire is a real strong-hold of the Welsh language.

Since this time, information gathered from fieldwork for the 2021 Census suggests that the overall proportion of Welsh speakers in Pembrokeshire has increased.

In contrast with the rest of Wales, recent significant investment in Welsh medium language education has meant that Welsh language skills have expanded rather than staying stable or contracting.

<b>Community</b>	<b>No skills in Welsh</b>	<b>Can speak, read and write Welsh</b>	<b>Decile of Welsh MSOAs: No skills in Welsh</b>	<b>Decile of Welsh MSOAs: Can speak, read and write Welsh</b>
<b>Northeast Pembrokeshire</b>	37%	43%	10 decile	1 decile
<b>Fishguard Area</b>	49%	27%	9 decile	2 decile
<b>Northwest Pembrokeshire</b>	53%	23%	9 decile	2 decile
<b>East Pembrokeshire</b>	56%	26%	9 decile	2 decile
<b>Haverfordwest North</b>	78%	10%	7 decile	4 decile
<b>Haverfordwest South &amp; Merlin's Bridge</b>	78%	9%	7 decile	5 decile
<b>Narberth Area</b>	70%	15%	8 decile	3 decile
<b>West Pembrokeshire</b>	79%	9%	7 decile	5 decile
<b>Neyland Area</b>	82%	8%	5 decile	7 decile
<b>Milford Haven East</b>	86%	6%	2 decile	10 decile
<b>Saundersfoot/Kilgetty Area</b>	81%	8%	6 decile	6 decile
<b>Milford Haven West</b>	86%	6%	2 decile	9 decile
<b>Pembroke Dock</b>	85%	6%	4 decile	9 decile
<b>Pembroke East &amp; Carew</b>	83%	8%	5 decile	7 decile
<b>Pembroke West &amp; Angle Peninsula</b>	83%	7%	4 decile	8 decile
<b>Tenby Area</b>	82%	8%	5 decile	7 decile
<b>All Pembrokeshire</b>	73%	14%		

## Equalities

In common with other predominantly rural Welsh Counties, Pembrokeshire is not a particularly diverse place in terms of ethnicity or other equality communities that are at higher risk of discrimination. The percentage of people who are from a Black, Asian and minority ethnic origin in 2021, based on the National Survey, is estimated at 1.3%, one of the lowest figures in Wales, though this is based on a small sample.



Data from Pupil Level Annual School Census for 2021 shows that 3% of children aged over 5 years are from a Black, Asian and minority ethnic origin, lower than the median average for Wales. Accurate statistics will be available from the 2021 Census, and we might reasonably anticipate that the percentage of people who are from a Black, Asian and minority ethnic origin will have increased. However, it is unlikely that Pembrokeshire's relative position will have changed significantly.

Compared with the rest of Wales, a comparatively high proportion of people in Pembrokeshire are from a Gypsy Traveller background and Pembrokeshire has one of the highest number of Traveller site pitches in Wales – 174 caravans in 2020 out of a total of 1,092 in Wales.

Data on Hate Crimes collated by Victim Support for Dyfed Powys suggests that a high proportion of incidents continue to relate to race.

We do not have reliable information on the proportion of the population that identify as Lesbian, Gay or Bi-sexual. Like many other Counties, there are a number of third sector organisations that focus on information, advice and support for this community. The accuracy of figures from the National Survey on the size of Pembrokeshire's LGB community is questionable. However, it is probable that the proportion of people living in Pembrokeshire who are LGB is lower than the national average. The 2021 Census will have information on sexuality. The sexual orientation question, which has not been asked in previous censuses, is voluntary and will only be asked of those aged 16 years and over.

Qualitative research suggests that for adults, whilst discrimination was an issue in the past, there has been a perceptible change in attitudes. However, incidents of hate crime relating to sexuality still occur in Pembrokeshire.

We do not have reliable figures for the number of people in the Trans community. However, we are aware of a local support group and members of it have attended our equalities forum (this includes membership of a wide range of public and third sector organisations).

Qualitative research was undertaken to look at community cohesion across sSouth wWest & mMid Wales in 2020. Focus groups with representatives of the following sectors of the community: Communities of Interest, Black, Asian and Minority Ethnic (BAME) communities; EU (non-Welsh) citizens; Rural and isolated; First language

Welsh speakers; Gypsy / Traveller Communities; Syrian Refugees; LGBTQ+ people, disabled people and/or people with health conditions; young people.

The results of the consultation showed overall positive opinions towards the current community cohesion in Mid and South West Wales. 77% of the interviewees referred to community cohesion as good, rising to 92% if we include interviewees who referred to community cohesion as good but requiring improvement. However, when interviewees and participants to focus groups were asked to expand further and justify their position on community cohesion in Mid and South West Wales, they tended to recognise potential for improvement and were quick to identify what they at perceived as “tensions”, or “problems”.

Brexit is perceived as having a negative impact on community cohesion in Mid and South West Wales. Results from survey question about the impact of Brexit on community cohesion revealed that 63.7% of participants believe that the Brexit referendum has had a negative impact on community cohesion. Brexit was discussed and portrayed as having had a negative impact on community cohesion in 7 out of 10 of our focus groups. In our interviews, 61% of the interviewees described Brexit has having had a negative impact on community cohesion.

The consultation showed positive attitudes towards the impact of Covid-19 on community cohesion. However, qualitative feedback demonstrated concerns about the longevity of the positive impacts, with concerns around different rising negative impacts. 67.3% of survey respondents believed that community cohesion had either improved (40%) or not changed (27.3%) since the beginning of the pandemic. However, qualitative data showed that most people had concerns about positive impacts being short lived and revealed concerns about different risks and threat to community cohesion, such as an increasing socio-economic divide, increased exclusion of already marginalised communities, decrease in opportunities to socialise, resentment due to Covid-19 rules infringement, heightened tension with ‘incomers’, and increased aggressivity online towards certain communities.

The main effects of Brexit on community cohesion in Mid and South West Wales have been identified as:

- Insecurity around human rights post Brexit
- Increased feelings of insecurity around potential tensions after the withdrawal period

- Increased tension between people of differing political views
- Increased feelings of exclusion and an increased perception of a lack of personal safety due to an increase in racist and xenophobic rhetoric.

The main effects of Covid-19 lockdown on community cohesion in Mid and South West Wales have been identified as:

- An initial positive impact on community cohesion due to ability to participate more on a local level
- Increased feelings of insecurity around the future
- Increased exclusion of more vulnerable and isolated members of the community
- Increased tension between groups with previously tense relationships
- A compounded negative effect on community cohesion due to the combination of Brexit and the Covid-19 lockdown.

## Elections

The Council considered a report on diversity in democracy at its 9 December 2021 meeting. This report is in the context of work to increase the diversity of people standing for public office in Pembrokeshire. There is a real risk that if the membership of Councils (including Town and Community Councils) does not reflect the diversity of the communities they serve, these bodies will become out of touch. This work is being undertaken in conjunction with Welsh Government and the Welsh Local Government Association.

Currently, Pembrokeshire County Council's membership does not reflect the communities it serves, particularly with respect to

- Gender (over 80% of members are men)
- Age (40% of members are aged between 55 and 64 and very few are aged under 45)
- Race – the Council has never had a councillor from a Black, Asian ~~and~~ **or** minority ethnic background.
- Tenure (under 10% of members rent their home)

In addition, a relatively high proportion of seats were uncontested in elections held since the council's inception in 1995. In the last three elections, 20% of seats were uncontested – though, in general, different seats were uncontested at each of these elections.

## Engagement of young people

In May 2021, elections were held for both the Welsh Government as well as for Police and Crime Commissioners. The franchise for these two elections was different; 16 & 17 year olds as well as qualifying foreign nationals could vote in Welsh Government elections but not for the Police and Crime Commissioner elections.

Around 70% of the total number of votes cast at this election were made in person with the remainder by postal ballot. For those votes cast in person, the difference between the number of votes cast at the Welsh Government and Police and Crime Commissioner election is likely to closely mirror the number of 16 & 17 year olds that voted as there are few qualifying foreign national voters.

The poll verification figures show the numbers of votes cast for each election for each polling station. Each polling station's electoral register can be mapped with a reasonable degree of precision to MSOA areas. Mid-Year estimates of single year of age are available for each MSOA allowing approximate turn-out rates for people who voted in person for each MSOA to be calculated. It should be stressed that these figures are estimates, and the total number of 16 & 17 year olds in some communities is small so small discrepancies in the fit between polling stations and MSOAs can be amplified.

<b>Community</b>	<b>Estimate % voted in person 18+</b>	<b>Estimate % voted in person 16 &amp; 17</b>
<b>Northeast Pembrokeshire</b>	45%	39%
<b>Fishguard Area</b>	36%	32%
<b>Northwest Pembrokeshire</b>	40%	34%
<b>East Pembrokeshire</b>	44%	61%
<b>Haverfordwest North</b>	24%	23%
<b>Haverfordwest South &amp; Merlin's Bridge</b>	29%	24%
<b>Narberth Area</b>	39%	47%
<b>West Pembrokeshire</b>	37%	35%
<b>Neyland Area</b>	35%	22%
<b>Milford Haven East</b>	26%	13%
<b>Saundersfoot/Kilgetty Area</b>	36%	28%
<b>Milford Haven West</b>	25%	14%
<b>Pembroke Dock</b>	26%	16%

<b>Pembroke East &amp; Carew</b>	40%	32%
<b>Pembroke West &amp; Angle Peninsula</b>	30%	18%
<b>Tenby Area</b>	31%	32%
<b>All Pembrokeshire</b>	34.45%	29.39%

The figures indicate that the percentage of young people voting is a little lower than for those aged 18+, but not by a large margin. This is a more positive picture than commonly assumed.

The figures show that turnout in person tends to be lower in urban areas, especially in larger towns. In these communities, the number of young people voting tends to be lower especially in Milford Haven and Pembroke Dock. By contrast, in more rural areas the proportion of 16 & 17 year olds voting is sometimes higher than for those aged 18+.

## Accessibility

### *Broadband provision*

Accessibility to services, including broadband, is a key issue in some communities in Pembrokeshire. One of the most important services when planning for the future is the availability of broadband, as consistent and fast internet services have the potential for Pembrokeshire to overcome its relative peripherality. Whilst percentages will have changed (as will the expectations of how many Mb/s constitutes fast broadband) the table below shows that rural areas, especially the north of Pembrokeshire, were within the worst 5% for availability of fast broadband in Wales. Other communities have broadband availability that was within the top quartile for Wales.

The Council and its partners are investing in broadband via a number of separate streams. Without this investment, it is likely that rural areas in Pembrokeshire would continue to lag behind.

<b>Community</b>	<b>% Unavailability of broadband at 30Mb/s</b>	<b>% rank unavailability</b>
<b>Northeast Pembrokeshire</b>	26.4	5%
<b>Fishguard Area</b>	15.1	15%
<b>Northwest Pembrokeshire</b>	31	3%

<b>East Pembrokeshire</b>	32.7	2%
<b>Haverfordwest North</b>	1	73%
<b>Haverfordwest South &amp; Merlin's Bridge</b>	3	52%
<b>Narberth Area</b>	27.8	4%
<b>West Pembrokeshire</b>	9.3	23%
<b>Neyland Area</b>	0.7	78%
<b>Milford Haven East</b>	3.8	45%
<b>Saundersfoot/Kilgetty Area</b>	20.2	10%
<b>Milford Haven West</b>	9.2	24%
<b>Pembroke Dock</b>	1.2	70%
<b>Pembroke East &amp; Carew</b>	10.5	21%
<b>Pembroke West &amp; Angle Peninsula</b>	16	14%
<b>Tenby Area</b>	3.8	45%

### *Transport*

Pembrokeshire is a peripheral and rural area and there are no dual carriageways in the county. There are two ferry ports and services, which both run to Rosslare, Ireland (the majority of traffic is freight). There are rail services to Pembroke Dock, Milford Haven (via Haverfordwest) and Fishguard, but rail services are slow and rail connections within Pembrokeshire are limited.

Though the road network has improved to some degree in recent years, Pembrokeshire's accessibility to the rest of Wales and beyond remains a barrier to jobseekers and businesses, with knock-on effects to our well-being. There is evidence to suggest that despite Pembrokeshire's outstanding natural environment, and generally being seen as a great place to live and raise a family, working people and businesses are often reluctant to re-locate here. This impacts on the abilities of employers to fill specialist vacancies or to recruit people with sufficient skills. It is possible that this might change as a result of the pandemic as working practices continue to evolve, and as remote working becomes more embedded with a shift away from traditional office-based jobs requiring someone to live relatively close to their place of work. This itself brings a number of unknowns in terms of what the impact on Pembrokeshire may be and there are likely to be trade-offs along the way.

The table below, again taken from the WIMD source data, shows the average time taken to travel by public transport to three key public services. The ~~map~~ table clearly

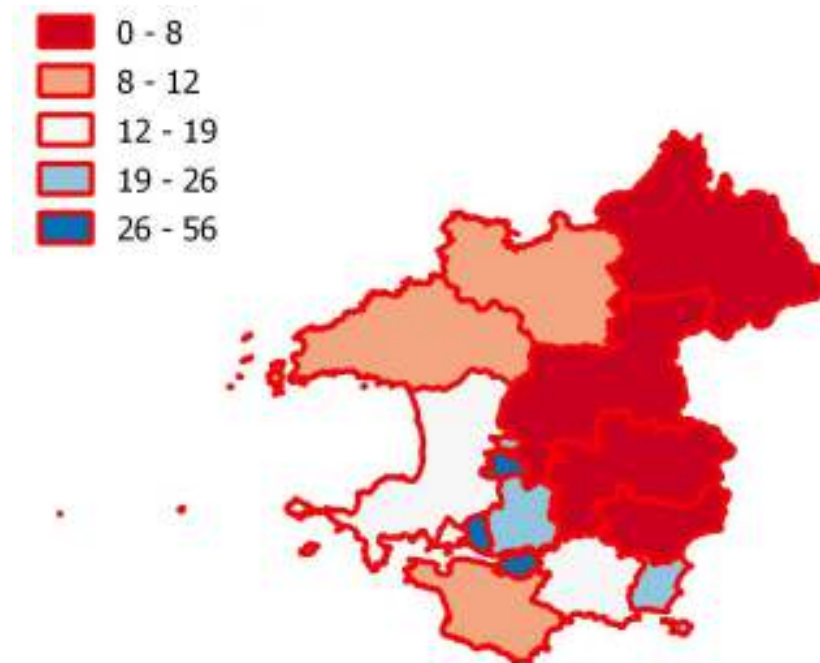
demonstrates that for anyone living outside the larger towns accessing basic public services is a challenge, to the extent that people living in the more rural areas, which are less served by public transport, return journey times of over an hour are fairly normal, despite the relatively short distances being travelled. This suggests that it is an issue of accessibility and availability of provision.

<b>Community</b>	<b>Average public return travel time to a pharmacy (minutes)</b>	<b>Average public return travel time to a food shop (minutes)</b>	<b>Average public return travel time to a primary school (minutes)</b>
<b>Northeast Pembrokeshire</b>	107	95	83
<b>Fishguard Area</b>	58	55	51
<b>Northwest Pembrokeshire</b>	77	66	61
<b>East Pembrokeshire</b>	122	111	83
<b>Haverfordwest North</b>	27	22	32
<b>Haverfordwest South &amp; Merlin's Bridge</b>	31	24	25
<b>Narberth Area</b>	102	74	68
<b>West Pembrokeshire</b>	40	42	37
<b>Neyland Area</b>	28	20	31
<b>Milford Haven East</b>	27	20	27
<b>Saundersfoot/Kilgetty Area</b>	82	72	83
<b>Milford Haven West</b>	56	48	50
<b>Pembroke Dock</b>	32	25	26
<b>Pembroke East &amp; Carew</b>	86	64	46
<b>Pembroke West &amp; Angle Peninsula</b>	64	61	53
<b>Tenby Area</b>	37	30	33

The map below shows the rank, in percentage terms for all 405 MSOAs in Wales of the average public **transport** return travel time to a primary school. A low percentage denotes a longer journey time. The map shows that, for even the communities with the lowest journey times in Pembrokeshire (Pembroke Dock and Haverfordwest south) these journey times are only around the median for Wales. All rural communities are well within the upper quartile for longer public transport journey times to a primary school.

Journey time maps for access to other services by public and private transport follow a similar pattern:

Rank, (% out of all 405 MSOAs in Wales) of the average public return travel time to a primary school. Low rank = long journey time





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# IMPACT OF COVID-19 IN PEMBROKESHIRE

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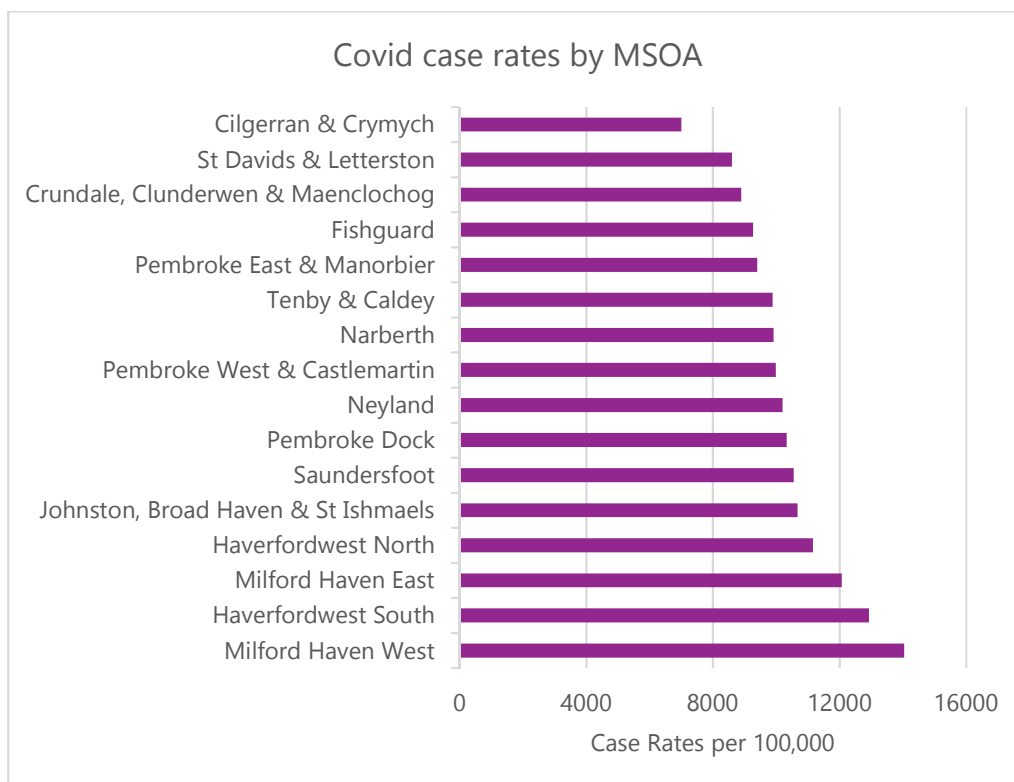
## Overview

The coronavirus pandemic can only be described as a seismic event, the impact of which is global. As a result, since March 2020 the lives of people living in Pembrokeshire has markedly changed, and will continue to change, for the foreseeable future. Many doubt that life will ever return to what it looked like before the pandemic started. It has affected almost every aspect of everyday life from health and education to the economy. As a result, people's well-being has been dramatically affected.

This purpose of this section of the assessment is provide a broad picture of how the pandemic has impacted on people and communities in Pembrokeshire. In this sense it is very much about scene-setting and establishing context for the assessment as a whole, recognising that since the pandemic is still ongoing much of what is discussed in the assessment in terms of other themes can only be considered with an understanding of this bigger picture. Many of these impacts will be explored in further detail in other sections of the assessment.

## Covid Health Statistics

As of 22<sup>nd</sup> ~~November 2021~~ **February 2022**, Wales had the second ~~highest~~ **lowest** case rate of Covid in the UK at ~~15369.6~~ **25,498.9** cases per 100,000. To date, Pembrokeshire has had a total of ~~12,923~~ **23,588** cases of Covid, a rate of ~~10,833.1~~ **18747.7** cases per 100,000, which is the 5<sup>th</sup> ~~3<sup>rd</sup>~~ lowest in Wales. Within the county, Cilgerran and Crymych have the lowest rates, with ~~Milford Haven West~~ **Haverfordwest South** having the highest.



Wales has the highest death rate in the UK, averaging ~~274.5~~ **301.1** per 100,000. There have been ~~219~~ **258** deaths reported in Pembrokeshire, a rate of ~~172.8~~ **203.5** per 100,000, which is also 4<sup>th</sup> lowest across Wales.

Pembrokeshire had the 6<sup>th</sup> highest number of people per 1000 who were placed onto the shielding list in Wales:

Age Category	Number	Proportion of population (per 1000)
All Ages	6010	47.8
Under 16	120	5.5
16-69	3235	40.2
70 and over	2655	111.6

The development of the Covid-19 vaccine became the turning point in 2021, where there was a reduction in hospitalisations and an easing of restrictions. The vaccines provide over 90% protection against symptomatic infection in adults over 50 and between 92-96% protection against hospitalisation. The uptake of the vaccine has been positive in Pembrokeshire with over 85% of the population being double-vaccinated.

Vaccination Priority Groups	2 Dose Uptake	Booster Uptake
Aged 18+	85.7%	25.7%
Aged 50+	92.8%	39.9%
Aged 80+	95%	72.1%
Care Home Residents	96.1%	55.5%
Aged 16-69 who are extremely clinically vulnerable	95%	33.6%

## Mental Health

Covid has had direct and indirect impacts on our health and one of these has been on mental health. The pandemic has resulted in reports of increased anxiety, depression, loneliness and isolation. Reduced physical activity and increased alcohol consumption are associated with individuals who are vulnerable to Covid, with worsening mental health seen with those most affected by the virus. Mental health issues in Wales almost tripled during the first lockdown compared to pre-pandemic levels, increasing from 11.7% to 28.1% of the population. Mental health issues increased as unemployment increased, with young people experiencing the largest deterioration. The gap between mental well-being in women and men increased from 9.9% to 14.1%, with women experiencing a greater decline in their mental health than men. Evidence also points to increased prescribing of antidepressant medication during periods of lockdown.

There was a significant increase in people reporting feelings of isolation and loneliness, not just from within the ageing population but also high levels being reported from among younger people. For adults with learning disabilities, increased feelings of loneliness and isolation were contributed to by the closure of day centres during lockdowns, leading to a lack of face-to-face activities. In Hywel Dda, there has been an increase of 72% in demand for SilverCloud Wales, an a free online therapy service, provided by the NHS which provides help for up to 12 weeks for those aged 16 and over experiencing mild to moderate anxiety, depression or stress.

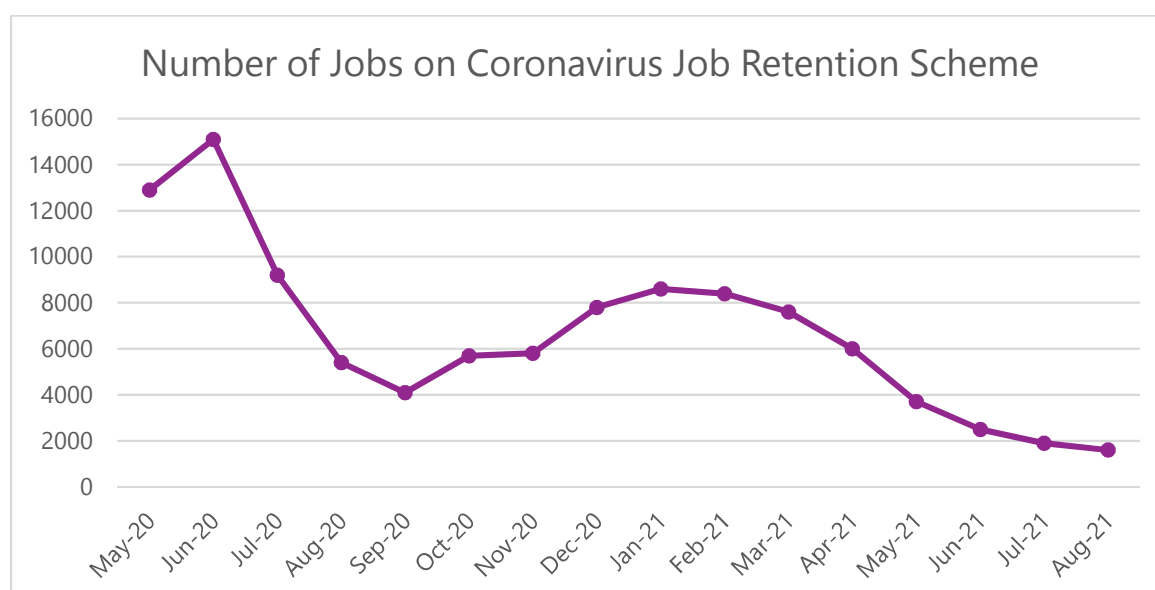
There is a strong link between poverty, mental ill health and suicide and Pembrokeshire has one of the highest rates of child poverty in Wales.

## Economy

Jobs are one of the most important factors for individual wellbeing, being the 21<sup>st</sup> and 22<sup>nd</sup> Welsh national indicators for well-being. Covid will result in changes to the economy in Pembrokeshire in the short, medium and long term.

Covid has exacerbated the inequalities experienced by the population, with a significant impact on those living in poverty. The pandemic hit low paid workers particularly hard in sectors such as accommodation and the food and beverage sector, of which Pembrokeshire has a particularly high proportion. The loss of earnings has led to mounting debts with some people being unable to pay rent, mortgage or bills.

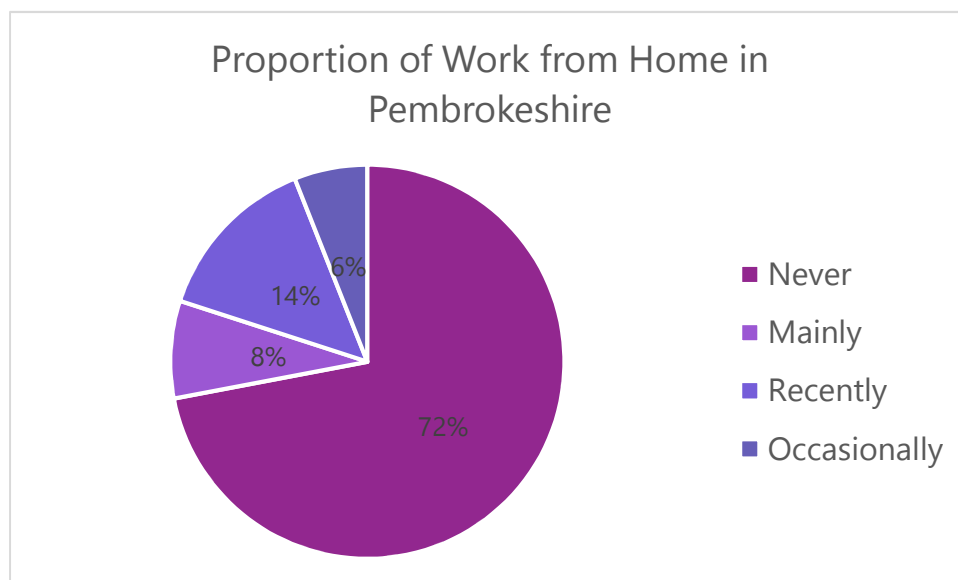
Covid has had a huge impact on the economy in Pembrokeshire, particularly due to 20.6% of jobs being within the hospitality and retail services (above the Wales average of 17.6%), both of which experienced lengthy closures. To date, 18,700 jobs have been put on furlough since the scheme started and Pembrokeshire was regularly one of the highest counties for uptake of the scheme. In March 2021, the highest number of jobs on furlough were found in food and accommodation services at 3,130 jobs, but this had dropped to 260 jobs by September 2021. The lowest number of jobs on furlough in March 2021 was in the agriculture, forestry and fishing, mining and quarrying, energy production and supply and water supply, sewerage and waste categories, with 70 jobs on furlough. The lowest number of jobs on furlough in September 2021 was in the health and social work category, at a total of 50 jobs.



Pembrokeshire now has one of the lowest claimant to job rates in Wales, which may be partly due to furlough allowing workers time to reflect on their career options and not wanting to return to low paid, unsecure work with antisocial hours.

## Working practices

Welsh Government have set a target of having 30% of the workforce in Wales to work from home. Pre-Covid, only 4% of jobs in Wales were work from home whereas in the first lockdown it was 37%. Remote working has been linked to an improvement in levels of well-being due to increased flexibility and reduced commuting. According to ONS data, in 2020 72% of workers in Pembrokeshire had never worked from home, which was significantly higher than the UK average of 64%.



Town centres have been significantly affected by the pandemic, with retail and hospitality closed for long periods of time, and the shift to work from home has resulted in a significant reduction in footfall. There is a potential for a reduction in demand for office space, further impacting urban businesses and with the potential to undermine efforts to revitalise town centres. The move to remote working may create increased demand for local cafes and shops away from town centres, benefiting local communities and facilitating business start-ups. Haverhub in Haverfordwest is one of the first local remote working hubs in a pilot scheme funded by Welsh Government as part of the development a remote working strategy, which may counter some of the issues faced by the town centre. The purpose of the hubs are:

- allow people to work nearer to where they live
- allow individuals to work together in their local community
- provide a space for those who cannot or do not want to work from home

## Digital Infrastructure

For both businesses and individuals, access to the internet is essential, particularly during Covid to allow people to work from home and to stay connected socially to reduce the feeling of isolation. According to the National Survey for Wales 2021, in Pembrokeshire 9% of households say they have no access to the internet. Over 88% of households and businesses have access to superfast broadband (30mbps) but only 6.5% of premises are able to access ultrafast (100mbps). 2.5% of households are only able to access speeds of up to 2mbps, which limits productivity and connectivity. Feedback received as part of our well-being survey suggested that digital connectivity was highly valued by those who are disabled and **by** carers, which may be due to the shift to online consultations by NHS services during Covid. **However, some adults with a learning disability see this as a huge barrier as many are unable to work with this technology.** Digital infrastructure was highlighted as a concern in a number of responses to our survey including **particularly with regards to online education and learning**, community cohesion, prosperity and health. **It also should be noted that growth in digital as a means of communication and in the provision of some services can heighten the risk of exclusion for many in our communities, particular for the ageing population or those more vulnerable.**

## Tourism

In 2019, Visit Pembrokeshire reported the estimated value provided by the tourism to the County was £590 million. While tourism had been initially impacted by lockdown and restrictions in 2020 and 2021, since July **2021** Pembrokeshire has experienced higher than typical visitor numbers. In 2021, South west Wales had 55% of accommodation providers receive more bookings than normal during May half term, and 77% of accommodation being fully booked for August. **There is evidence to suggest that over the last 2 seasons we have seen very different demographics and dynamics in terms of staycations, and this has had consequences in terms of community impact** The longer-term impacts are not known as yet as despite the increase in visitor numbers, 48% of accommodation **providers** in Wales reported a drop

in profits of at least 20% over the last 2 years. As travel to other destinations abroad become less restrictive, we could expect to see visitor numbers decline further as options for holiday destinations increase once again.

## Housing

Long term, the increased risk of job losses may exacerbate the already significant need for affordable housing in Pembrokeshire. Due to the increase in the flexibility in home working, many people are looking to relocate to other areas to have more space and better living conditions. As a desirable area to live, between September 2020 and 2021, house prices in Pembrokeshire have increased by 11.1% due to demand. A lack of affordable housing opportunities and the an increase in the number of second homes in the areas were identified in the well-being survey as some of the most important factors for well-being and an area of greatest concern for the people of Pembrokeshire in the well-being survey.

## Environment

Due to the rural nature of the area, Pembrokeshire did not experience the a marked reduction in pollution as did most urban areas, though Covid has had an impact on the local environment. The reduction in tourism allowed for the recovery of natural spaces such as the coast path that suffers from erosion of footpaths. From responses to the well-being survey, residents of Pembrokeshire said that access to nature and green spaces played a particularly important part in their well-being.

## Education

Covid has intensified compounded some of the educational inequalities that children suffer. Children and young people have faced an enormous amount of disruption and uncertainty within their education over the last 2 years. Data from Quals Wales shows in 2021, the highest levels of top grades were awarded at GCSE and A-level since 2008/09, but this may not be fully reflective of what children and young people experienced during the pandemic and the effect it will have on them in their future education.

Many children faced digital exclusion, particularly due to poverty or lack of broadband availability, limiting their ability to access education. Entering into higher education, many students may now have gaps in their learning due to the disruption. Some

children with special educational needs were not able to attend their usual setting for education, and though they received support through online or phone sessions, this format was not suitable for all children. Parental input in supporting learning was key during the school closures, presenting a range of challenges, for example, to families where parents work, ~~therefore being~~ and were unable to provide as much support as those who do not, impacting on the quality of learning. Blended learning may present a positive opportunity through increased opportunities and ability to collaborate with other schools.



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# POVERTY

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## Overview

This section is intended to present a spotlight on poverty in Pembrokeshire in terms of the situation as we know it and some of the challenges we need to tackle.

Understanding poverty is a ~~complex~~ complicated issue, with differing definitions and measures often used to determine poverty, and with the causes and factors which create the conditions of poverty impossible to reduce to one single factor. Some of these are explored in more contextual detail in other sections such as Economy, Housing and Health. This is a complex area where no one response is likely to be adequate and it requires a holistic, co-ordinated approach to try and tackle it.

Creating a fair and just society is a major policy objective for Welsh Government and within this reducing the impact of poverty and eradicating child poverty are priorities. There are a number of drivers put in place by Welsh Government to support the anti-poverty agenda such as the Socio-economic Duty (commenced March 2021) which is designed to deliver better outcomes for those who experience socio-economic disadvantage. Similarly, one of the seven national Well-being Goals set out in the Well-being of Future Generations Act is “A More Equal Wales” which envisages a society that enables people to meet their potential no matter their socio-economic background or circumstances.

There is a common misconception that Pembrokeshire is an affluent county, and while this might be true in certain areas, there are significant pockets of deprivation particularly in our larger towns and in some of our more rural areas. Pembrokeshire is subject to the same macro influences, both at a national and global level, as any other area, which makes tackling the issue effectively at a local level extremely challenging. This is complicated further by our location, peripherality and rurality, since traditionally poverty has been viewed (and with interventions and solutions developed) through a lens of urban deprivation within larger towns and cities. Urban poverty is **more** easily recognisable through specific geographic concentrations of deprivation where low-income levels, unemployment and demand for social housing and welfare are obvious. Rural poverty is often ‘hidden’ due to population dispersion,

with the result that the poverty of smaller communities is lost in the relative affluence of the broader area.

Some of the contextual and more nuanced issues are explored in subsequent sections of the assessment. However, recent data presents a concerning picture around some of the challenges Pembrokeshire faces, and it is likely the case that the focus on poverty in the county in recent years has not been sufficient. ~~To this end, the Council is already exploring opportunities to create a whole Pembrokeshire partnership response to the problem, and the PSB meeting on 25 January 2022 has been set aside to have a specific focus on the matter.~~ Work is already underway to identify what the PSB can do collectively to tackle some of these issues and to this end, the PSB meeting held on January 25 2022 had a specific focus on poverty. The PSB has agreed to set up a multi-agency working group to see how partners in Pembrokeshire can work better together to tackle the issue of poverty in the county.

In short, it is too important an issue to wait until ~~the completion of this assessment process and~~ the production of the Well-being Plan in May 2023 to seek to address it.

## Factors that point to poverty being an issue in Pembrokeshire

It should be noted that several measures traditionally used to assess levels of poverty are often subject to significant 'lag', which means that reporting periods for data does not always equate to the period when that data is made available. Similarly, precise figures for what seem to be the same reported issue can also differ depending on the metrics used as a means of measurement, since there is no universal definition of 'poverty' nor a common agreement as to how it should be measured.

Notwithstanding this, given the impacts of the Covid-19 pandemic since March 2020, and the fact that the full impact of Brexit is yet to be totally understood, it is fair to assume that the situation, particular from an economic and health perspective, will not have improved in this intervening period.

## **PATCH**

*Pembrokeshire Action To Combat Hardship have been providing free food parcels, clothing and household items to those in financial crisis in Pembrokeshire since 2008. The charity aims to relieve the effects of poverty for individuals and families by helping those experiencing hardship, with all of the items provided being donated by residents, schools, businesses and churches in the county. The charity relies heavily on volunteers to put together and deliver parcels and holds an annual Christmas Toy Appeal to provide toys and art materials for families.*

*In 2018 PATCH helped a total of 3578 people by providing them with food parcels. Demand has increased significantly since then and in January 2022 alone the charity helped 700 families by providing food parcels. Due to the impact of Covid-19, all of PATCH's bases have been temporarily closed, but they have continued to provide assistance to those in need throughout the pandemic from their main base in Milford Haven.*

## **Child poverty rates**

Child poverty cannot be disassociated from poverty in general. It is a symptom of broader problems and issues caused by poverty and how it impacts on families. The contributing factors leading to child poverty are varied and include unemployment, working households on low incomes, under-employment, families with caring responsibilities or health issues, housing costs (social and privately rented), and the availability of childcare.

The effects of poverty can impact on a number of areas of children's lives starting from birth. Children born into low-income households are more likely to be born at a lower birth weight, suffer from chronic diseases and obesity, have issues with their cognitive development and with mental health, and perform less well than their peers in school. In the long-term, this can impact on opportunities and health later in life and ultimately, life expectancy.

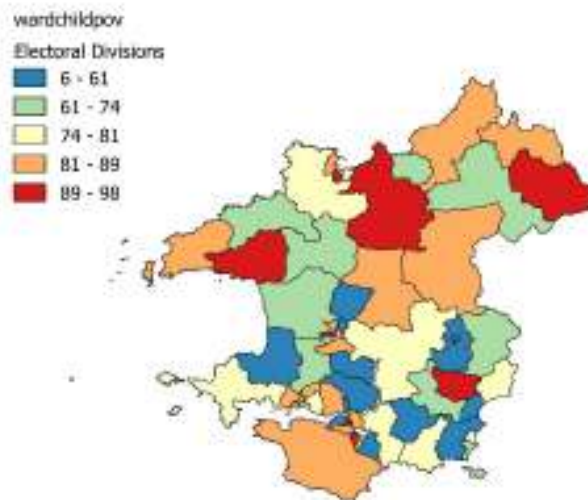
A report released in October 2020 by the End Child Poverty coalition using research which modelled DWP data, found that Pembrokeshire had the highest child poverty

rate in Wales (once housing costs have been taken into account) with 31.4% of children judged to be living in poverty (a total of 4,376 children).

Local Authority	Child Poverty rate (AHC) 2018/19	% change since 2015
Pembrokeshire	31.3%	1.2%
Blaenau Gwent	31.2%	1.1%
Newport	30.7%	-0.3%
Ceredigion	30.3%	1.7%
Merthyr Tydfil	30.0%	-0.4%
Rhondda Cynon Taff	29.7%	-0.4%
Isle of Anglesey	29.4%	-0.5%
Powys	29.3%	0.7%
Carmarthenshire	29.3%	0.1%
Cardiff	29.0%	-1.5%

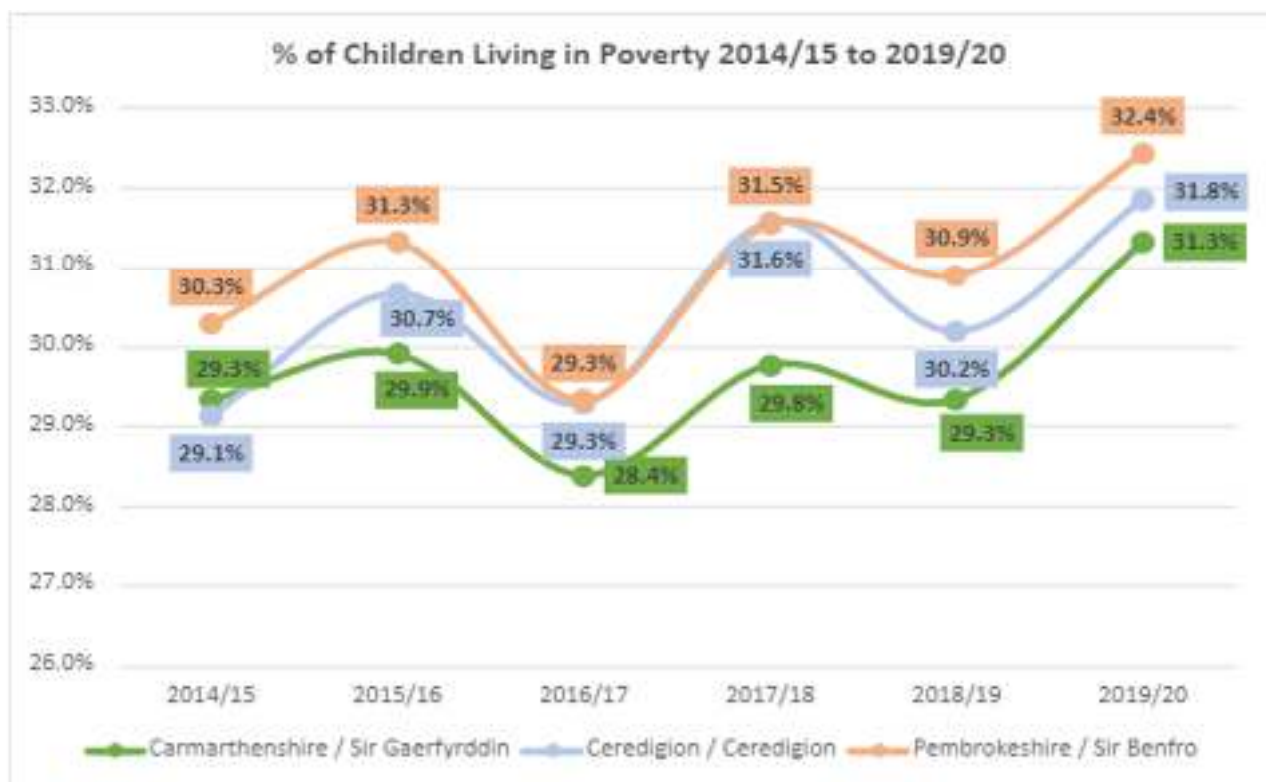
The Department for Work and Pensions publishes annual data on the number and Percentage of Children (aged under 16) living in relative low income families, by Ward. The most recent data shows that for 2018/19 that 28 of Pembrokeshire's 60 Wards have a relative child poverty rate within the top 20% for Wards in Great Britain and that 8 **eight** of these are within the top 10% in Great Britain.

## Comparative Child Poverty: Pembrokeshire compared with the rest of Great Britain



The map shows relative child poverty in Pembrokeshire for 2018/19 compared with the other 8,627 Wards in Great Britain. Figures are before housing costs. The map divides our 60 Wards into quintiles.

The map shows that although child poverty compared with the rest of GB is high in parts of Pembroke and Pembroke Dock, some of our most rural areas, such as significant swathes in **North East** and **North West** Pembrokeshire, are also in the top 20% across the UK GB.



The number of young people eligible for free school meals (eFSM) increased sharply as a result of Covid-19's impact on the economy. This has been exacerbated by the end of the furlough scheme and the end of the uplift in Universal Credit.

Since 2019 pupils who are **were** eligible for free school meals have continued to receive these even if they no longer meet the free school meal eligibility criteria. These as described in the table below as 'transitional'. The final column in the table below shows the percentage of young people who are eligible for free school meals plus those with transitional protection.

The data below is taken from the January 2021 Pupil Level Annual School Census (PLASC). Families have to apply for free school meals and we know that not all families do so. Therefore the figures for eFSM take-up within MSOA areas as presented below are likely to be under reported. As could be expected, there are significant numbers of eFSM pupils located within our larger towns and urban areas. However, there are discrepancies between the figure below and those presented above in terms of the rates of childhood poverty we see in some of our more rural areas.

Community	Not eFSM	eFSM	Total	% eFSM	% eFSM plus transitional
<b>Northeast Pembrokeshire</b>	766	51	817	6.20	8.90
<b>Fishguard Area</b>	1108	178	1286	13.80	19.10
<b>Northwest Pembrokeshire</b>	771	105	876	12.00	15.10
<b>East Pembrokeshire</b>	830	75	905	8.30	9.90
<b>Haverfordwest North</b>	920	254	1174	21.60	27.80
<b>Haverfordwest South &amp; Merlin's Bridge</b>	997	230	1227	18.70	24.10
<b>Narberth Area</b>	574	39	613	6.40	8.20
<b>West Pembrokeshire</b>	965	118	1083	10.90	13.60

<b>Neyland Area</b>	1108	122	1230	9.90	13.60
<b>Milford Haven East</b>	905	251	1156	21.70	31.10
<b>Saundersfoot/Kilgetty Area</b>	819	94	913	10.30	13.10
<b>Milford Haven West</b>	1031	278	1309	21.20	29.30
<b>Pembroke Dock</b>	1213	388	1601	24.20	31.40
<b>Pembroke East &amp; Carew</b>	942	82	1024	8.00	11.70
<b>Pembroke West &amp; Angle Peninsula</b>	958	283	1241	22.80	29.10
<b>Tenby Area</b>	631	68	699	9.70	11.60

In December 2019 Estyn carried out an inspection of Pembrokeshire County Council's Education Department. One of the four recommendations in their report was that the authority should 'Improve the outcomes for all groups of learners, including those that are eligible for free school meals and those that are more able'. At Key Stage 4, the achievement of Pembrokeshire pupils eligible for free school meals is below expectations in comparison with that of their counterparts across Wales.

Looking forward, it should be noted that the recent Co-operation Agreement (between the Labour government in the Welsh Assembly and Plaid Cymru) set out the intention to extend FSM eligibility to all primary school children. While this is a welcome initiative in terms of child health and well-being, it also means that the effectiveness of using eFSM as a proxy for child poverty will be reduced in the future. Other data sets will continue to describe poverty overall, and partners will need to consider how new data that can be cross-tabulated with attainment, attendance and ALN, can be developed.

## Economic data

- Between October 2019 and October 2020, 76.6% of working age (16-64) adults in Pembrokeshire were economically active (76.2% Wales) 23.3% were economically inactive (23.8% Wales)
- There are approximately 6,000 workless households in Pembrokeshire, which equates to 16.4% of households. This is above the UK figure of 13.6%.

- Median hourly pay in Pembrokeshire for full time employment is £14.07, compared to a Wales figure of £14.40, and a UK figure of 15.65
- The number of claimants in Pembrokeshire in receipt of Universal Credit is steadily increasing. The latest figures suggest that 9292 claimants in Pembrokeshire in receipt of Universal Credit compared to a figure of in 2019, and 8134 in 2020.
- The latest figures for the number of children in Pembrokeshire living in relative low income households (before housing costs and having claimed one or more of Universal Credit, Tax Credits or Housing Benefit) was 21% in 2018-19
- The most recent figures show that Pembrokeshire has the highest percentage of children living in workless households in Wales at 20.2%, against a Wales average of 12.6%

## Housing and homelessness

Data from the Council's Housing Section shows that there has been a clear increase in housing need over the past 12 to 18 months, demonstrated by the numbers on the social housing list operated through the Choice Homes programme. The increase in the number of people waiting for 2 bedroom houses indicates that there is an increase in families looking for accommodation in the social housing sector – at the end of 2019 there were 907 people on the waiting list for a 2 bedroom property and by the end of February 2021 this had risen to 1172. The total number of people currently on the waiting list is 4713.

Changes in national policy and guidance introduced at the start of the Covid pandemic has resulted in a large increase in homeless applications and duties placed on the Council to provide interim temporary accommodation whilst suitable and affordable accommodation is found. As of October 2021, 189 households had been placed in temporary accommodation compared with 51 in December 2019. This situation is likely to continue due to the shortage of social housing and affordable private sector rentals in the housing market.



## Rent and Council Tax arrears

Pembrokeshire currently has the highest level of Council house rent arrears in Wales, although our rent levels are the lowest of the social housing providers in the county.

In February 2020 the level of rent arrears was £987,275 but at the end of February 2021 this had risen to £1,472,318, an increase of almost half a million pounds. By comparison the rate of collection of Council Tax in February 2020 was 95.57% and in February 2021 was 93.04%, a difference of around 2.5%. In terms of the outstanding Council Tax debt at the end of February 2021 there was a difference of just over £5m between the amount collected and amount due.

# ECONOMY



A PROSPEROUS WALES	A RESILIENT WALES	A HEALTHIER WALES	A MORE EQUAL WALES	A WALES OF COHESIVE COMMUNITIES	A WALES OF VIBRANT CULTURE AND THRIVING WELSH LANGUAGE	A GLOBALLY RESPONSIBLE WALES
✓	✓		✓			✓
Well-being area: Economic						

## Overview

Economic well-being underpins the well-being of the community as a whole. This goes beyond income and is also about identity, self-esteem and social networks.

People spend around a third of their waking hours at work, so quality of work and whether people enjoy work is a major component of overall well-being. The National Survey has found that the percentage of people moderately or very satisfied with their jobs in Pembrokeshire for two out of the past three years was around 90%, one of the highest figures in Wales. Satisfaction with their job translates to overall satisfaction with Pembrokeshire as a place to live of around 90%, within the upper quartile for authorities in Wales.

Earnings through working life are a major influence on income for people who are above working age and retired. If Pembrokeshire is to guard against the risk of poverty in future then people being well-paid enough to save, as well as covering the cost of the day-to-day, is vital.

The availability of career opportunities will influence whether Pembrokeshire's young people choose to stay in the county. Evidence shows that in the past many more young people leave Pembrokeshire than come here to work (though the most recent figures suggest that this trend has slowed or possibly reversed). In this way, our economy makes an indelible mark on the shape of our communities and what they will look like in the future.

The economy crosses over into all the other themes in this assessment and some examples follow.

- The economy also drives demographic change; this is perhaps its single biggest impact as this shapes Pembrokeshire's communities.

- The links between the economy and poverty are inextricably linked. In turn poverty drives many of the health inequalities that we need to tackle. In a similar way self, cohesive and resilient communities are underpinned by a strong economy.
- Inequalities in health are linked to economic activity. The economy contributes to people's sense of identity and self-worth as well as their income.
- New and refurbished housing relies on construction, which is a major employer within Pembrokeshire.
- Economic well-being relies on the skills developed through education and learning.
- Pembrokeshire's economy has contributed to climate change; from coal to oil and gas, fossil fuels have always been part of our industry, which has supplied the whole of the UK (and other countries) via pipelines, cargo vessels and power lines. Relatively few of the emissions from these industries are as a result of consumption within Pembrokeshire. ~~but~~ Through the Milford Haven Energy Kingdom project our economy is now helping to mitigate its impacts.
- The economy (through agriculture) has shaped Pembrokeshire's environment and landscapes into those that we cherish today, providing rich habitats for both plants and animals.
- Our historic landscapes, which form part of our culture, are often former industrial settings; such as Porthgain, Stepside Iron Works, or the Royal Dockyard in Pembroke Dock.

## Scene setting

The physical geography of Pembrokeshire has shaped our economy. Our coastline and proximity to the Celtic Sea and Ireland mean Pembrokeshire is on trans-European freight routes. Deep water ports have enabled the petro-chemical sector to develop. These same physical assets mean that Pembrokeshire is well placed to play a pivotal role in the green energy revolution. Our outstanding natural environment is the backbone of a £585m tourism industry.

Pembrokeshire is peripheral to the rest of Wales' and the UK's economy and relatively poor connectivity via the road and rail network has hindered some economic development. Fast broadband provision is improving though many rural communities (or parts of them) do not have access to this. Pembrokeshire has good energy infrastructure – port facilities, high-pressure gas pipelines and connections onto the 400kV and 132kV electricity networks.

Whilst Pembrokeshire has good quality further education via Pembrokeshire College (as well as through some sixth forms), Pembrokeshire does not have a University and has a limited higher education offer.

## Analysis of data

Much of the granular data on how our economy compares with the rest of Wales and the UK come from the 2011 Census, which is now out of date. Further information is available from large-scale surveys, however, the accuracy at a Pembrokeshire level is less precise.

A further caveat to note is that the Covid-19 pandemic has had a huge impact on the economy and there is a risk that the following information describes how the economy used to work rather than how it will work in future.

There are a number of existing profiles. These include the Pembrokeshire Economic Development Strategy and Action Plan 2016-2021 which was commissioned from PACEC (considered by Cabinet 31 October 2016). More information can be found via this link <http://mgenglish.pembrokeshire.gov.uk/mgConvert2PDF.aspx?ID=38151>

## Businesses

### Business size

The total number of businesses in Wales in 2019 was 4,990 and the equivalent rate per 10,000 people was 696.6, the third highest in Wales.

Pembrokeshire has a high proportion of small and micro-businesses. For instance, over 80% of tourism businesses are micro-businesses employing fewer than 10 people.

### Business formation rates

Business formation rates and survival rates are a key measure of how well the economy is performing. The following table shows the number of new businesses formed in the past five years for neighbouring local authorities. The figures show that the number of new businesses formed each year was higher in 2019 and 2020 than it was in 2016 and 2017. A surprising statistic is that, despite the uncertainty caused by the pandemic, the number of new businesses changed little in 2020 in Pembrokeshire and in neighbouring authorities.



Authority	2016	2017	2018	2019	2020
Powys	460	420	405	405	425
Ceredigion	235	220	185	230	200
Pembrokeshire	455	410	700	510	500
Carmarthenshire	665	625	605	605	720

Based on 2017 data, the business survival rates for new businesses formed in that year are higher than the Welsh average and around the upper quartile for Wales.

Area	Births	1-year survival	1-year per cent	2-year survival	2-year per cent	3-year survival	3-year per cent
Pembrokeshire	410	380	92.7	305	74.4	255	62.2
Wales	12,705	11,495	90.5	9,200	72.4	6,835	53.8
United Kingdom	375,605	334,790	89.1	260,135	69.3	200,390	53.4

Business demography, UK: 2019" Office for National Statistics. Online:  
<https://www.ons.gov.uk/businessindustryandtrade/business/activitysizeandlocation/bulletins/businessdemography/2019>.

## Sector analysis

The table that follows shows that sectors that people in employment work in, taken from the Business Register and Employment Survey for 2020. This shows that accommodation and food services is the single largest sector and is also large compared with the rest of Wales. Health is a large sector, but its relative size is around the Welsh average. Compared with the rest of Wales, agriculture, transport and arts are relatively large sectors, but compared with accommodation and health, employ relatively few people.

Sector	Number	Percent	Relative position comparison to Wales
1 : Agriculture, forestry & fishing (A)	4000	8.7%	High
2 : Mining, quarrying & utilities (B,D and E)	800	1.7%	Average
3 : Manufacturing (C)	3000	6.5%	Low
4 : Construction (F)	3500	7.6%	High

5 : Motor trades (Part G)	800	1.7%	Below average
6 : Wholesale (Part G)	1250	2.7%	Above average
7 : Retail (Part G)	4500	9.8%	Average
8 : Transport & storage (inc postal) (H)	2500	5.4%	High
9 : Accommodation & food services (I)	8000	17.4%	Very high
10 : Information & communication (J)	500	1.1%	Very low
11 : Financial & insurance (K)	300	0.7%	Low
12 : Property (L)	700	1.5%	Below average
13 : Professional, scientific & technical (M)	2000	4.3%	Average
14 : Business administration & support services (N)	2500	5.4%	Below average
15 : Public administration & defence (O)	2500	5.4%	Low
16 : Education (P)	4000	8.7%	Average
17 : Health (Q)	7000	15.2%	Average
18 : Arts, entertainment, recreation & other services (R,S,T and U)	2250	4.9%	High

## Sector focus: Retail and town centres

Town centres are one of the most visible parts of the economy. They are often the foundation of the communities across the county. We **have** been working **for over a decade**, through a partnership approach, ~~for over a decade~~ to re-invigorate **town** centres. The key outputs for this work have been a series of town centre masterplans. The partners involved in this work includes the Council, Town and Community Councils, third sector and business organisations and key public organisations such as the Port of Milford Haven. Inevitably, the impact and pace of work that these plans have catalysed has varied.

In general, Pembrokeshire's larger town centres have found it more difficult to adapt to changing retail patterns (such as the growth in out-of-town and more recently internet shopping) than town centres in other local authorities across Wales. This has resulted in higher than average vacancy rates. By comparison, **the** UK High Street Average **vacancy rate for 2019 is was** 12.9%, and Wales's ~~High Street~~ **rate was** 15.8% ~~for 2019~~.

Town	% vacant A class 2019	% vacant A class 2020	% vacant A class 2021	Change in vacancy 2019-2021 %
Fishguard	17	19	22	29
Haverfordwest	17	21	25	47
Milford Haven	19	22	29	53
Milford Marina	13	33	5	-62
Narberth	9	11	9	0
Pembroke	9	15	19	111
Pembroke Dock	25	24	24	-4

Vacancy figures are taken at the beginning of each year. The table above shows that although vacancy rates in most towns increased in 2021 as a result of COVID-19, for the most part, they were already increasing. Narberth and Milford Marina appear to be performing relatively well.

Internet sales as a percentage of total retail sales across the UK for October 2021 was 26.3%, a little lower than October 2020's figure of 29%, but much higher than the October 2019 figure of 19.1%. These figures tend to be seasonal with a pronounced peak for each years' November figures.

It is clear that town centres in main towns will not regenerate through the private sector alone and without support from the wider public sector. The need for this investment is recognised in the Council's Recovery and Regeneration Strategy.

## Sector focus: Tourism

Pembrokeshire's tourism industry is the single largest sector in Pembrokeshire's economy. Pre-pandemic, there were 4.2m visits a year (2m day visits). Worth around £585m in 2019, this supported over 11,600 Full Time Equivalent jobs (2019 figures).

Partners re-shaped how Pembrokeshire has supported tourism through the creation of a Destination Management Partnership, the type of structure that is used in Cornwall and other counties with a large tourism industry to maximise the benefits of the industry and reduce duplication in efforts to support it. The vision partners wish to achieve is *One Pembrokeshire – a place of landscape culture and adventure*.

The tourism industry provides a large number of jobs that can be accessed with entry-level skills. Whilst career pathways exist in the sector (and strategies contain



plans to build on these pathways), many jobs within the sector remain relatively low paid with seasonal peaks and troughs in demand for labour.

Whilst tourism in Pembrokeshire has many strengths such as a strong destination brand, good access to its natural environment, a range of accommodation and a good range of adventure activities and events, there are weaknesses that still need to be addressed. These include stubborn seasonality, a more limited rainy day/off season offer than other locations, as well as pressure on tourism hot-spots which can result in a negative impact on the environment. The Pembrokeshire Destination Management Plan 2020-2025 has an action plan to maximise opportunities and grow the sector in a sustainable way.

The recent UK wide upsurge in demand for 'stay-cations' had led to rapid growth in tourism. As if often found with rapid change processes, the impact of a surge in tourism has not been entirely positive, for instance it is exacerbating problems within our housing market.

### **Sector focus: Energy**

Although directly employing relatively few people compared with accommodation, Pembrokeshire has a nationally significant energy sector that adds a significant amount of value. Two LNG terminals have the capacity to import and store 25% of the UK's annual national gas use, a vital asset that reduces the UK's dependence on Russian controlled gas imports. Pembroke has one of the largest oil refineries in Europe as well as large storage sites. Pembroke Power Station is a modern and efficient 2GW facility and is Wales' only large-scale power generation plant.

### **Sector focus: public sector**

Compared with other local authorities, Pembrokeshire has a roughly average number of jobs that are employed within the public sector though there are a much larger number of jobs that are funded through public sector spend, particularly the independent social care sector which is commissioned by both the NHS and Pembrokeshire County Council. Trends in both the specialisation and regionalisation of public sector services have the potential to shrink some public sector jobs in Pembrokeshire to the benefit of more centrally-located counties.

### **Sector focus: food and agriculture**

Although a relatively small part of the overall size of the economy, Pembrokeshire has a relatively high number of people employed in agriculture, either directly or

indirectly. The proportions of best and most versatile agricultural land in Pembrokeshire are much higher than the Welsh average. This provides a sound foundation for Pembrokeshire's agricultural industry, but can also be a potential barrier to future development.

We anticipate that within the next ten years, there will be a significant change within agriculture as a result of Brexit and changes to trade relationships as well as changes to the system of agricultural subsidy in line with Welsh Government's recent White Paper. By value, Wales' fisheries economy is only worth about £45m through Pembrokeshire has a significant share of the valuable shellfish catch.

The food and agricultural sector is underpinned by the county's ecosystems. The higher quality and more resilient these are, the easier the sector will find it to adapt to climate change. The strengths of Pembrokeshire's ecosystems, as well as the challenges they face as a result from climate change and pressures on biodiversity, are covered in the Environment section.

The Pembrokeshire Food Park is an example of how the Council and partners are investing in projects to increase the value of agricultural produce from Pembrokeshire, retaining this value within the county to enable local businesses to thrive.

## Labour force

### Age of workforce

The following data is taken from the 2011 Census but is illustrative of the make-up of the workforce. Just over four in ten adults are economically inactive. However, many of these people continue to 'work' in the sense that they are doing activities that have a clear economic value: carers, and volunteers are just two examples.

Age category	Economic ally active: Total	Economic ally active: In employm ent: Total	Economic ally active: In employm ent: Employee : Total	Economic ally active: In employm ent: Self- employe d: Total	Economic ally active: Unemplo yed (includin g full- time students)	Economic ally inactive
All categories: Age 16 and over	58%	55%	42%	12%	4%	42%

Age 16 to 24	67%	56%	53%	3%	11%	33%
Age 25 to 34	84%	78%	67%	11%	7%	16%
Age 35 to 49	85%	81%	64%	17%	4%	15%
Age 50 to 64	66%	64%	45%	19%	3%	34%
Age 65 and over	12%	12%	6%	6%	0%	88%

Looking to the future, as the state pension age rises, it is reasonable to assume that there will be more older people who remain economically active and part of the formal workforce.

## Self employment

Pembrokeshire has high levels of self-employment. This is often viewed as positive and a sign of greater entrepreneurship. However, not everyone who is self-employed is so out of choice

The number of people who are self-employed, including the sector they work in can be estimated from the Business Register and Employment Survey. This data suggests that the number of people who are self-employed in 2018 - 2020 was 5,000, about 10% of the total number of employees, a 25% reduction in the number compared with the previous three years' figure of around 6,700. The biggest single reduction is in the number of self-employed people in the Agriculture, forestry & and fishing sector, where numbers have dropped by more than a third.

The proportion of people who are self-employed has dropped across Wales and as a result Pembrokeshire has ~~generally has~~ had the third **highest** rate of self-employment in Wales over the past six years.

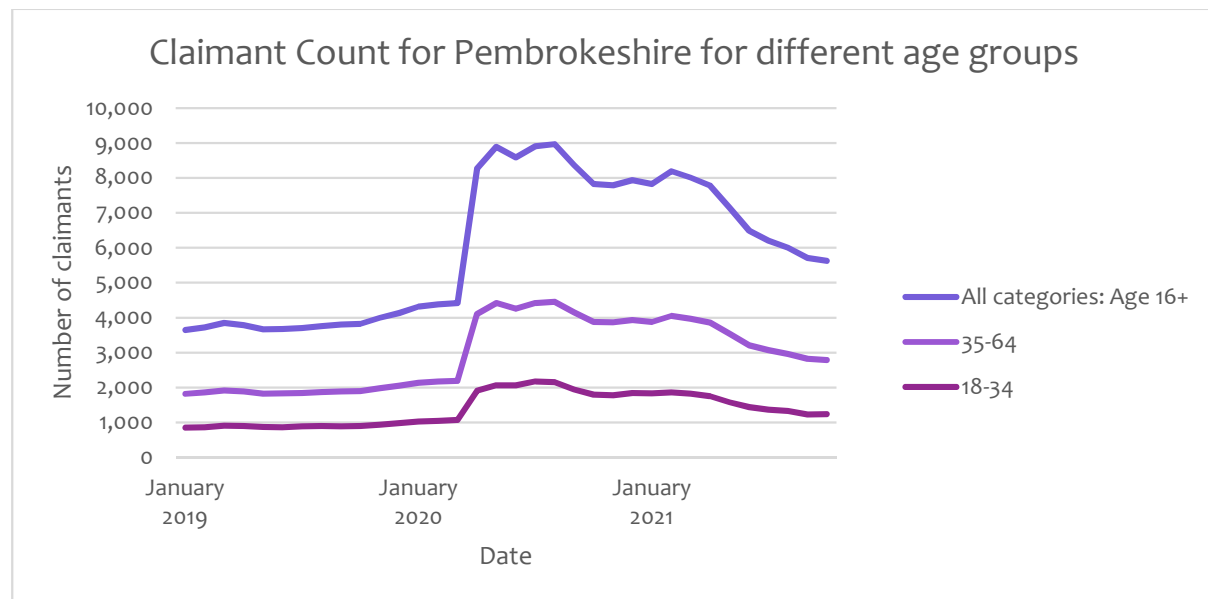
## Hours worked

About 60% of employees (~~i.e. this does not include~~ **not including** people who are self-employed) worked full time for their employer in Pembrokeshire in 2020. Full time work is defined as more than 30 hours a week. Data from **the ONS's ASHE Annual Survey of Hours and Earnings** shows very little variation in the number of hours worked per week. Pembrokeshire's 2021 figure of 37.0 hours is the same as Welsh median; though the differences in hours worked between all 22 authorities is not statistically significant.

## Unemployment

The Covid-19 pandemic has had a significant impact on Pembrokeshire's economy. In April 2020, the claimant count rate (a proxy measure of unemployment) doubled

as a result of the lockdown. The percentage increase in numbers was fairly consistent across age groups. However, the unemployment rate for young people was significantly higher than that for other age groups pre-pandemic, and despite falling to near pre-pandemic level, young people's unemployment remains higher than for other age groups.



Schemes to support both self-employed people, and employees who could not work because of the pandemic and were furloughed, were gradually wound down and came to an end by November 2021. It is still a little too early to see how removing this support will impact on unemployment. It is further complicated by Pembrokeshire's seasonal pattern of unemployment – rates tend to rise throughout the winter and peak in January.

### Average pay

In 2020, the gross weekly pay for full-time workers in Pembrokeshire was £504.80, one of the lowest figures in Wales. Someone whose weekly pay was at the 25 percentile for Pembrokeshire only earned £403.40 per week, about the median compared with other Welsh council areas. 2020 figures were in line with previous years.

**Pay figures for 2021** pay figures differ. Median pay was £568.80 an increase of 14% compared with 2020, a much faster increase than that seen across the rest of Wales. Rather than median pay being amongst the lowest in Wales it is now around the

average. The 25 percentile only increased to £425.10, a 5% from 2020 to 2021. 2021 was a very unusual year for Pembrokeshire's economy and it is too early to say whether wages in general will continue to be around the Welsh average or whether they will drop back.

## Skills

In general, skills levels in Pembrokeshire are similar to the rest of Wales. In 2019, about 8% of Pembrokeshire adults have no formal qualifications (7.7% for Wales) and 37% of Pembrokeshire adults have a qualification equivalent to NVQ4 (39% across Wales).

The Regional Skills Partnership has identified areas in which skills across the region need to improve. These are listed below

- Advanced Materials, Manufacturing and Energy. A key focus is on STEM learning pathways
- Construction Industry; curriculum development careers advice and guidance.
- Creative Industries and ICT ensuring that course content and delivery mechanisms meets the needs of employers.
- Food and Land-based effectively promotion of the sector and develop further education provision within the food manufacturing sector.
- Financial & Professional Services. A closer working relationship between the industry and providers to ensure that course content and delivery mechanisms meet the needs of employers.
- Health & Social Care. Training to ensure eligibility for registration, and a targeted campaign to train the meet the demand for care and support at home.
- Leisure, Tourism & Retail. To ensure that education leavers are equipped with the work readiness and basic skills to make a valid contribution to individual organisations and the sector as a whole.

## Impact on Life Stages

### Young people

Evidence from the young people's survey is that young people are not confident that, without positive change, they will be able to pursue their life ambitions without moving away from Pembrokeshire.

Data from Careers Wales indicates that the percentage of Year 11 students who do not go into education, employment in Pembrokeshire of 1.5% is around the average for Welsh authorities. The equivalent figure for Year 13 pupils for 2019 was 2.4%, better than the Welsh average

There is limited access to higher education institutes within Pembrokeshire though there are links with Trinity St Davids which has campuses in Carmarthen and Lampeter, and energy projects are making links to Swansea University. Over time, different ways of accessing higher education, e.g. more on-line learning, may erode this competitive disadvantage. Nonetheless, a university attracts young people from other areas, and the limited higher education offer within Pembrokeshire is a factor in driving net out-migration of younger people.

### Adulthood

Many of the statistics in this section are most relevant to working age people and in order to avoid repetition, these have not been repeated **though one issue that has an impact on economic activity rates of younger adults is the availability of childcare.**

**The last Childcare Sufficiency Assessment (2017-22) identified that the distribution of childminders across the county was inconsistent. Although childcare provision was available at weekends, there was none available after 7pm. With regard to full day nursery provision, the highest number of full day care settings and places was available in Haverfordwest between the hours of 8am and 6pm. The assessment also identified that there was limited after school provision in the county and a lack of provision for older children both after school and during school holidays.**

**The parent/carers survey undertaken as part of the assessment showed that the biggest barrier for working parents to access childcare was affordability and a lack of childcare availability at specific times. Parent/carers working atypical hours highlighted the need for full day care to be available before 8.00am and after 6.00pm. Therefore, moving forward, Pembrokeshire will need to work with providers**

to look at increasing the flexibility of core hours to ensure that childcare provision is not a barrier for working parents/carers or those wishing to return to work. Provision for children aged over 11 years after school and during school holidays will also need to be addressed alongside affordability, as this was identified as the biggest concern of parents/carers who responded to the survey.

The next Childcare Sufficiency Assessment, which will be undertaken in 2022, will look to assess the adequacy of current provision in view of the changes to the working patterns of some families brought about as a result of the pandemic.

## Ageing well

About one in ten older people are economically active, and the vast majority rely on savings **built up** throughout their lifetime (e.g. occupational pension) or state support. In Pembrokeshire, a significant part of government spending is channelled through the Department of Work and Pensions and this influences local spending power. In 2018/19, the most recent year for which figures are available, annual DWP spend was estimated at £403m, £234.8m of which was spent on the basic state pension. To put this figure into context, the net revenue expenditure of Pembrokeshire County Council in 2018/19 was £218m.

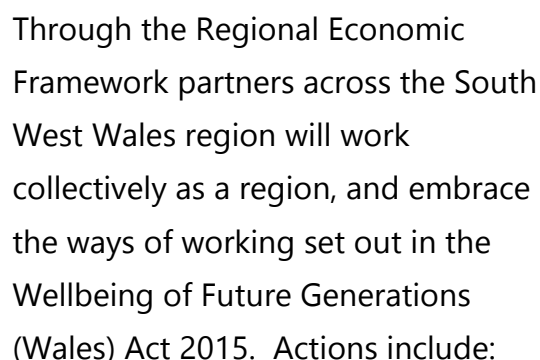
It is worth noting that many older people, whilst classified as economically inactive, continue to make a valuable contribution to their communities and wider society. Different ways of thinking about economics, for instance, those which underpin the Well-being of Future Generations Act, place much more importance on capturing the value generated by people (arguably mislabelled) as economically inactive.

Current and future welfare policies, combined with changes to occupational pensions (~~few final salary schemes are open to new outside the public sector~~) and growing inequalities in wealth (e.g. the ability to buy a house) will determine the spending power of tomorrow's pensioners. It is possible that the current UK-wide increase in pensioner poverty amongst people who rent or are from an ethnic minority will affect many older people.

## Responding to trends

The economy is much more dynamic than other policy areas and relatively small interventions by the public sector can lever in much larger private sector contributions to shape the local economy. This can be by providing necessary

The regional agenda is important for the economy; corporate joint committees have powers in this area and their inception has re-energised regional working.



- build a stronger, greener regional economy as we make maximum progress towards decarbonisation
- further develop and deliver the three 'Missions' (These are to: establish south west Wales as a UK leader in renewable energy and the net zero economy; build a strong, resilient and embedded business base; grow and sustain the 'south west

- work collaboratively with the Regional Skills Partnership to develop the right skills for a future workforce,
- promote and champion the south west Wales region as an area with economic opportunities, an ambitious attractive place to live, for skilled and well-paid employment and to encourage investment

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## Responding to the decline in town centres

The functions and purpose of successful town centres has been moving from retail to one which provides an attractive experience and services underpinned by high quality retail. There are a number of interventions to support town centres, which PSB partners **organisations** are supporting. The Council's Recovery and Regeneration Strategy recognises the importance of place and investment is focussed on Haverfordwest and Pembroke South Quay. Projects in Haverfordwest are centred on the river, such as improvements to the Riverside Shopping Centre, the Western Quayside, replacing the car park and bus station and replacing it with a transport interchange, as well as ambitious plans for Haverfordwest Castle. Together these will create a coherent and attractive town centre, a ~~virtuous~~ **virtual** circle that will generate further investment. The Port of Milford Haven's masterplan for Milford Waterfront is leveraging in investment such as the Tŷ Hotel.

The need for town centre support has been recognised by both Welsh Government and the UK Government through specific grants and regeneration programmes. Information on current Welsh Government support such as the Targeted Regeneration Investment Programmes is **available** on its website <https://gov.wales/support-improve-town-centres>. The Levelling Up Fund is an example of UK Government support.

## Responding to Energy opportunities

There are a number of complementary projects that are positioning Pembrokeshire as a centre of green energy. The map taken from *Future Wales* which is Welsh Government's key spatial plan up until 2040 recognises the importance of Milford Haven for energy.

[illegible]

A proposed Marine Energy Test Area (META) – a series of areas along the waterway where developers can test devices at an early stage of development. Delivered by Wave Hub Limited, the Pembrokeshire Wave Energy Demonstration Zone is an array scale consented and grid connected site targeting wave and floating wind technologies.

Delivered by the Port of Milford Haven, the proposed Pembroke Dock Infrastructure (PDI) is to **will** create large open plan fabrication and laydown areas and land to sea transition space to suit to the needs of modern industry. This will enable the existing capacity to work to economies of scale, which is not currently possible. The first part

of this £60m project, which could create 1,800 high skilled year-round jobs, started in December 2021.

Delivered by ORE Catapult, the proposed Marine Energy Engineering Centre of Excellence (MEECE) aspires to become a place where specialist knowledge, resource, experience and capacity can be shared between existing and future developers.

It is likely that there will be major opportunities for offshore wind in the waters located from as far as 45km away from Pembrokeshire. In November 2021, The Crown Estate published further detail on its plans for floating wind leasing in the Celtic Sea, confirming its ambition to unlock up to 4GW of new clean energy capacity from floating wind in the Celtic Region by 2035, driving regional economic growth, job prospects and supply chain opportunity. In excess of 50GW of floating wind capacity has been identified across the wider Celtic region which is expected to be developed beyond 2035.

Floating wind and marine renewable opportunities coupled with potential peak demand for electricity from sectors such as steel works and cement manufacture in neighbouring regions also provide a robust opportunity for hydrogen export. The South Wales Industrial Cluster brings together key interests from both sides of electricity generation and demand to understand how heavy industry can be effectively decarbonised using these regional opportunities.

In addition, the Homes as Power Stations project aims to deliver smart, low carbon, energy-efficient homes through a co-ordinated approach across the City Region. The project will facilitate the delivery of a programme of new build developments, the retro-fitting of existing buildings and local supply chain development support.

This is a fast moving area and opportunities are being created rapidly, for instance additional investment of £20m per year into tidal energy was announced by Welsh Government in early December 2021. This reinforces the key points with the Economic development peer review that Pembrokeshire needs to ensure it has the capacity to make the most of these opportunities.

## Outcomes from the survey

### Main survey

The survey asked people what they valued most about a prosperous community. The issues that were flagged up most frequently were affordable housing and a good transport network rather than issues such as a stable economy, green economy and digital connectivity. Issues that related to a fairer economy such as a living wage, access to training and further education and sufficient and affordable childcare were mentioned relatively infrequently.

Not all groups expressed the same views on priorities on the economy. Digital connectivity was more highly valued by those who were disabled, carers and those who currently had a household income of £45K or more per annum.

When asked about concerns about prosperity in future, again lack of affordable housing was the top issue. However, lack of suitable job opportunities and talent drain to other areas were the second and third highest priorities, with lack of affordable transport fourth.

Respondents were asked what they would consider doing to improve economic circumstances. Supporting local business (which was most popular by some margin), undertaking a qualification or training and creating jobs and employment for local people were the three things that people were most likely to consider doing to improve their own or their community's economic circumstances.

The final question was around what support needs to be in place to improve economic circumstances. More job creation and employment for local people, help for existing businesses and funding or employer support to undertake qualification or additional training were the three things that those responding indicated would be the most valuable types of support.

Tentative conclusions that might be drawn are those people who answered the survey are relatively content with the current state of Pembrokeshire's economy and that more are concerned with housing and connectivity issues than with the economy per se. However, the survey suggests that the more that people look to the future, the more likely they are concerned with the future prospects for good quality jobs and the need for support for training.

## Youth survey

Highlights from the youth survey that are relevant to the economy include:

- 60% of the young people strongly agreed or agreed that they wanted to stay living in their local area
- 59% of the young people strongly agreed or agreed that knew what type of job they wanted to do when they were older
- 37% of the young people strongly agreed or agreed that they could do the type of job they wanted to in their local area
- 50% of the young people strongly agreed or agreed that things were improving in their local area, about three times higher than the 15% of young people who disagreed or strongly disagreed with this statement.

In conclusion, comments from young people are largely positive. However, despite 60% wanting to remain in their local area, only 37% thought that they could find the job they want within their local community.

## Other engagement

Both the main survey and the youth survey picked up sustainability and climate change issues. The need to develop the economy in sustainable ways was the main theme of the feedback from sessions held by Pembrokeshire Nature Partnership, Pembrokeshire Association of Voluntary Services (PAVS) and Together for Change.

These findings suggest that communities are willing to change their buying habits or get involved with organisations in the third or community sector to meet future needs.

## Future trends and projections

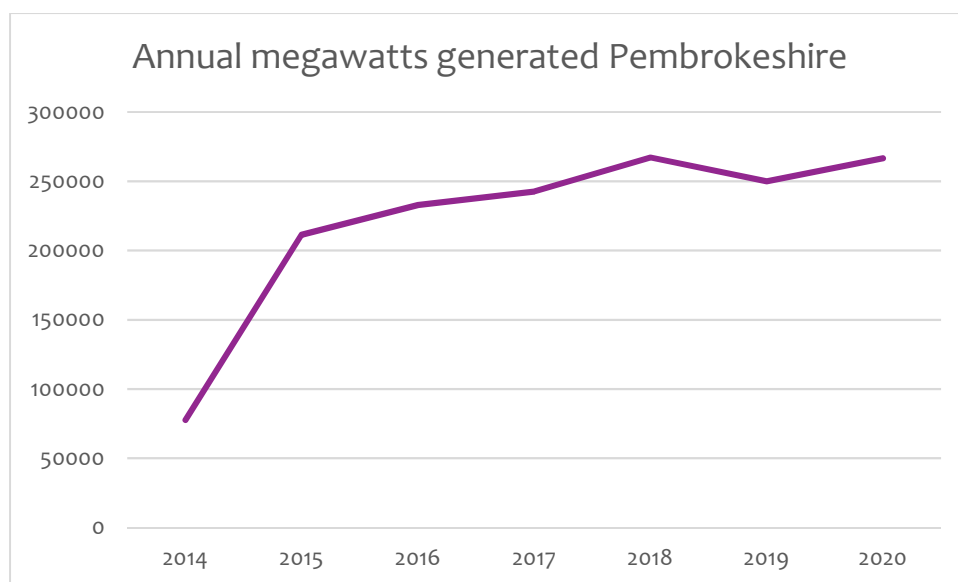
All future trends have a high degree of uncertainty as social, technological and environmental changes interact.

Availability of well-paid and rewarding work is a 'pull' factor for migration. However, the strength of the bond between home and work location may be one of the biggest unknown factors as the PSB considers its next Well-being Plan. To date, most people live close to where they work – e.g. **for example** 95% of PCC employees live in Pembrokeshire, but the type of changes in working practices which have emerged through the Covid-19 pandemic ~~has~~ **have** the potential to significantly change this. There is a possibility that people who currently live in other areas choose to relocate to Pembrokeshire, drawn by its high quality natural environment,

as home-working continues to become more and more embedded as an acceptable working arrangement.

The future shape of Pembrokeshire's economy has clear cross-links with future environmental trends and our response to climate change. There is potentially a once in a generation opportunity for Pembrokeshire to establish itself as a national centre for generating and distributing green energy, for instance by using hydrogen as a vector, and this has been highlighted in the most recent Economic Development Peer Review commissioned by the Council. There is also a risk that as global dependence on fossil fuels wanes that Pembrokeshire's petrochemical industry will contract.

The graph below shows the increase in renewable energy generated in Pembrokeshire in the past six years. Since 2014, the amount of renewable energy generated across the UK has increased by 100% with a 200% increase in off-shore wind generation, which in 2020, was the single largest method of generating renewable energy. As demand for low carbon electricity increases (e.g. as a result of petrol and diesel cars being phased out) it is inevitable that there will be a requirement to further increase the proportion of green electricity generated as well as increasing the total quantity of green electricity produced.



It is likely that there will be major opportunities for off-shore wind close to Pembrokeshire. In November 2021, The Crown Estate published further detail on its plans for floating wind leasing in the Celtic Sea, confirming its ambition to unlock up

to 4GW of new clean energy capacity in England and Wales and help establish a new industrial sector for the UK.

For agriculture, we can expect that in future, subsidy mechanisms will focus on sustainable land management and on the 'public goods' delivered by agriculture rather than being tied to food production and/or the area of land farmed. It is clear that there is growing interest in local and sustainable food production and this is likely to have a positive impact on carbon emissions and resilience. What is less clear is the extent to which changes to agriculture will change what Pembrokeshire's landscapes look like, or the landscape's relationship with local communities. Companies purchasing farmland to use for tree planting for their own carbon off-setting is an example of where UK wide policies may have a significant local impact.

## Impact of Covid-19 and Brexit into the longer term

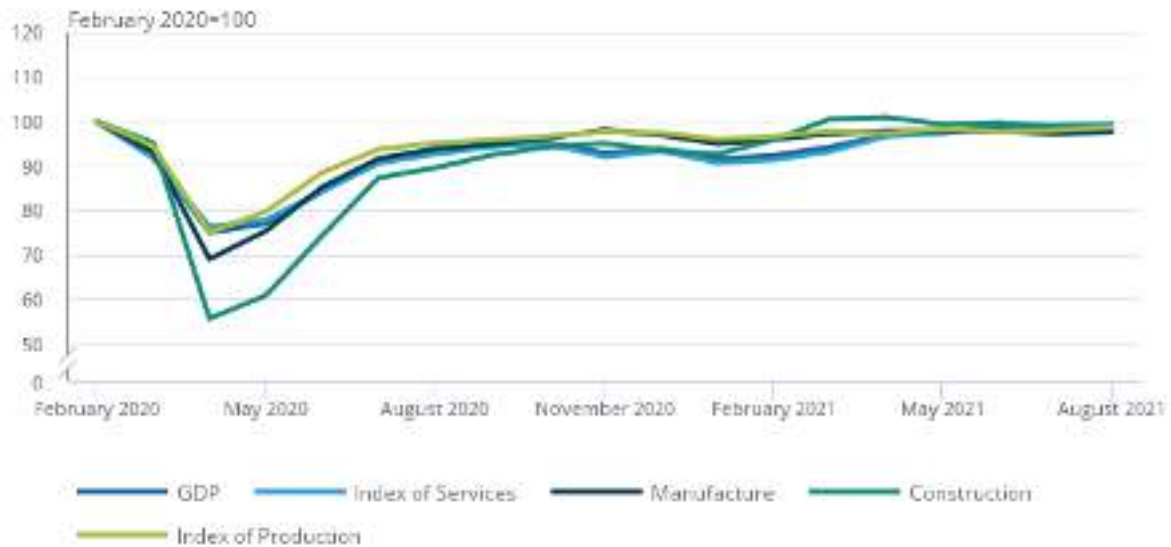
The longer-term impact of Covid-19 is difficult to forecast especially as Covid-19 coincided with Brexit and it is possible that new, more transmissible variants of Covid-19 will emerge. ~~As at December 2021, the following points hold:~~

The initial fears about the impact of the Covid-19 pandemic on the UK and global economy, such as a substantial increase in unemployment, would appear to be a too pessimistic based upon a summary of forecasts published by HM Treasury in October 2021.

- UK GDP growth of 7% is forecast for 2021 followed by 5% for 2022
- Unemployment across the UK, measured using the Labour Force Survey is expected to be 5% at Q4 for 2021 falling to 4.6% by Q4 2022
- Inflation using CPI as a measure, whilst still low by historic standards is expected to be around 3.5% for 2021 is expected to reduce to 2.7% by 2022

Figure 1: While output in all sectors is below February 2020 levels, the index of services is closest to its pre-pandemic level

Monthly gross domestic product (GDP) and components index, seasonally adjusted, UK, February 2020 to August 2021



Source: Office for National Statistics - Monthly GDP

It is also becoming ever-more clear, just as with previous major pandemics, Covid-19 is likely to continue be a major public health issue into the medium and longer term. This is turn is likely to have continuing impacts on the economy. For instances, social distancing requirements in manufacturing components in Asia is ~~effecting~~ affecting the supply of key components.

The Covid-19 pandemic has resulted in levels of public borrowing unseen outside of wartime. This will impact on both the economy and the public finances into the longer term.

The long-term impact of Brexit is difficult to discern especially as both Covid-19 and Brexit have impacted on the same key factors:

- Transitional arrangements. The UK Government's intention is to negotiate new trade deals. However, this takes time and transitional arrangements are in place.
- Labour market shortages. Net migration to the UK was 38k at its lowest level in 2020 for many years. A combination of Covid-19 travel restrictions and

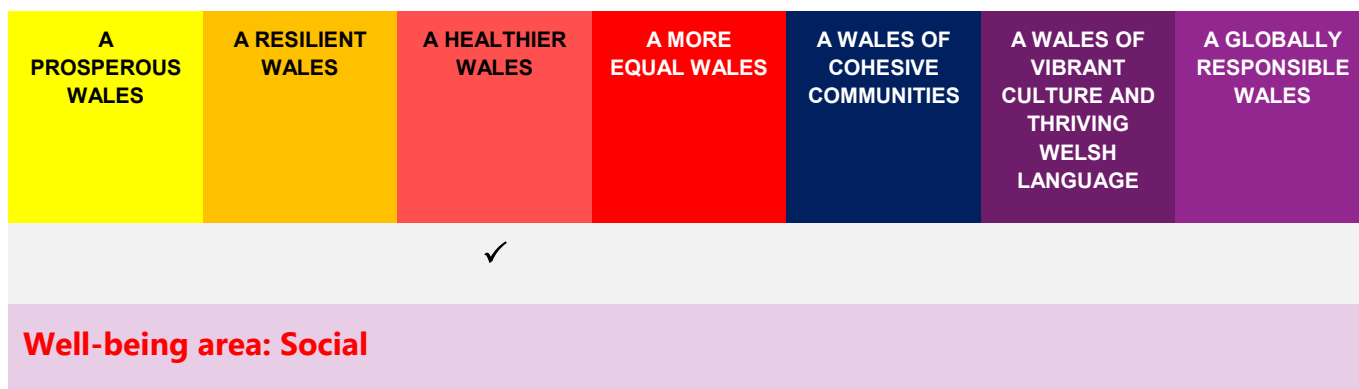


work restrictions have led to a considerable reduction in workers from EU succession countries at a time when some sector were expanding.

- Interruption to transport and logistics. Additional transport bureaucracy, combined with labour market issues and issues within the sector itself have strained supply chains.

# HEALTH AND SOCIAL CARE





## Overview

Living a healthy and active life, and avoiding behaviour which is harmful to our health, are the most important things we can do to improve health outcomes. However, our health is influenced by a wide range of factors. As individuals, we have a certain biological and genetic make-up and this determines to some degree how 'healthy' we will be in life. We all make lifestyle choices, both positive and negative, which influence our well-being.

There are also broader factors which can affect our health, such as the behaviours we engage in, where we live, how much money we have and the levels of support or care we receive from family, friends or professionals. These are often referred to as wider determinants of health and can create health inequity, where opportunities for achieving healthy well-being are not the same for everyone. Some of the factors which create health inequity are preventable or can be mitigated **against** through effective intervention measures. We know, for example, **that there is** a strong link which exists between socio-economic deprivation and poor health outcomes. We also know that people in rural communities without access to transport are more at risk from social isolation, which can impact on physical and mental health.

## Population Needs Assessment

The West Wales Care Partnership has recently produced its most recent Population Needs Assessment (a requirement under the Social Services and Well-being Act 2014) which provides a high-level strategic analysis of care and support needs, including the support needs of carers, across the region. It assesses the extent to which those needs are currently being met and identifies where further improvement

and development is needed to ensure that individuals get the services they need and are supported in living fulfilled lives.

As with our last Well-being Assessment, we co-ordinated activity with colleagues in health and social care to ensure public engagement work for both assessments **relating to health and well-being** was aligned ~~relating to health and well-being~~.

While the Population Needs Assessment meets a separate statutory requirement, it will also be an integral part of the wider agenda of assessing the state of well-being in Pembrokeshire and therefore its findings will be a key consideration for us in our future planning to improve well-being.

## Key determinants of health

Social, economic and environmental factors are wider determinants of health which can have an impact upon people's physical and mental health. Differences in these factors between groups of people can lead to inequality and influence our health and well-being.

Public Health Wales's Wider Determinants of Health Unit, established in 2019, notes that these include;

- money and resources
- our level of education and skills
- availability of good, fair work
- the quality and security of our housing
- our surroundings

These elements are all linked. A good level of education means people are able to find higher paid work, afford better housing and have more money to spend on buying healthy nutrient rich food. Unemployment, however, means a lack of income and resources, which can affect people's ability to maintain a balanced diet and influences the quality of the housing they can afford to live in. These factors in turn can influence the healthy or unhealthy behaviours we engage in, affecting our overall physical and mental health.

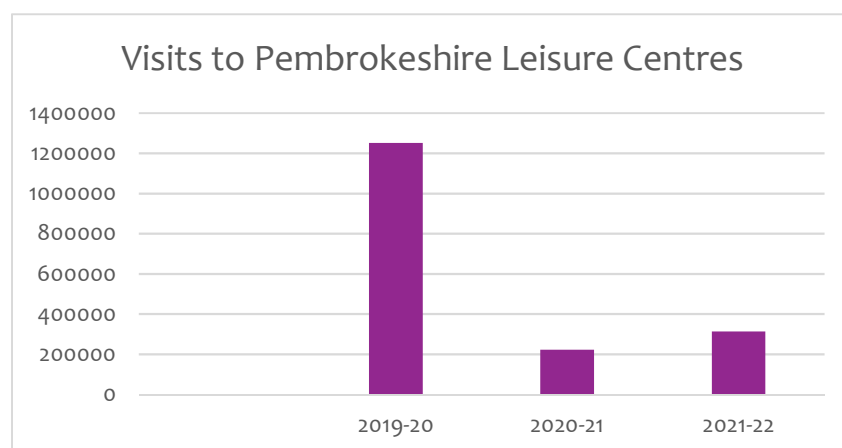
## Healthy behaviours

Healthy behaviours are those that that can be seen to have a positive effect on our health. This includes making sure that we eat a balanced diet which is low in fat and sugar, contains plenty of fruit and vegetables, includes wholegrain rather than refined starchy foods, and which includes two portions of oily fish per week.



Another behaviour that can positively affect our health is to make sure we get plenty of exercise. Data from the most recently National Survey for Wales undertaken in 2019-20 showed that 32% of adults ages 16+ participated in a sporting activity three times a week or more. Types of activity included walking, gym or fitness classes, swimming, running and jogging, cycling and football. The ability to take part in some of these activities, such as swimming and gym or fitness classes, was significantly affected during the pandemic, as fitness and leisure centres were forced to close. Prior to the pandemic, the number of visits to Pembrokeshire Leisure Centres recorded in 2019-20 was 1,250,628 and with centres closed for the majority of 2020—21 the number of total visits dropped to 221,663. Since the re-opening of Leisure Centres in May 2021 the number of visits has almost halved compared to 2019-20 figures, with total visits up to the end of October 2021 standing at 313,443.

In some cases there can be barriers to accessing classes for those that are digitally excluded, when classes are advertised online or through social media.



A review undertaken by the British Medical Journal in 2021 found that during Covid lockdown periods when unnecessary outdoor activity was banned, there were decreases in physical activity and increases in sedentary behaviour. However, anecdotal evidence suggests that more people took up activities such as walking, jogging or cycling on a regular basis during the pandemic, or increased their activity levels in these areas. This may have been due to people wanting to increase their fitness levels, because of Leisure Centre and Gym closures, or as an antidote to lockdown boredom, as exercise was one of the few reasons why for which people were permitted to leave their homes. It is unclear, however, whether the increases in

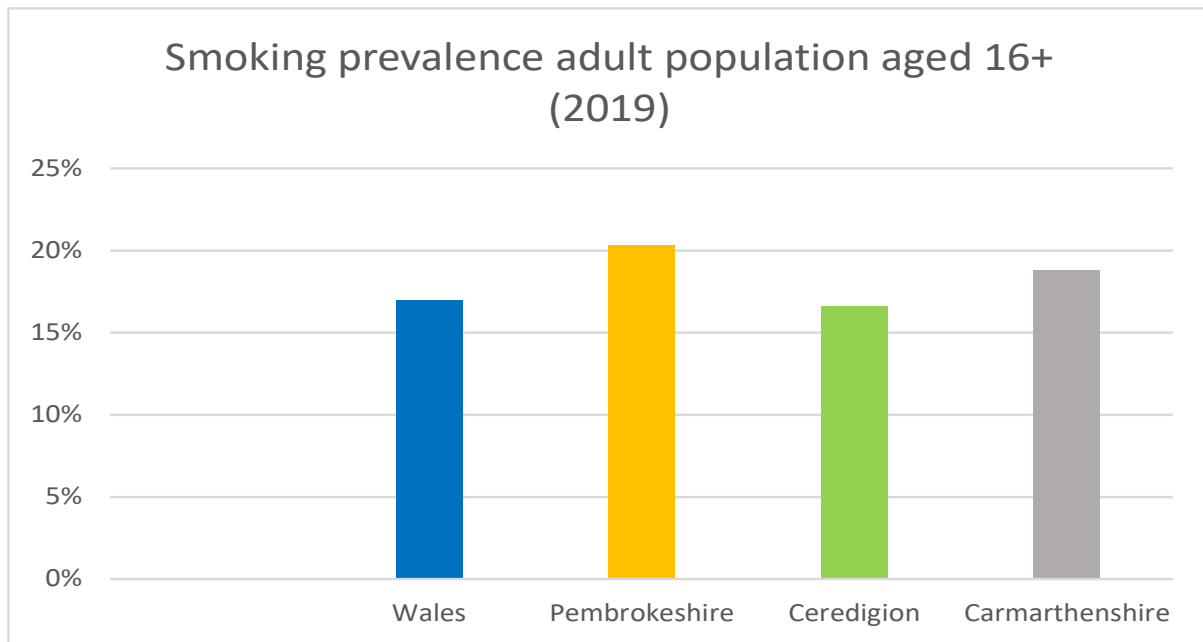
these types of activity **activities** will be maintained now that restrictions have eased. Pembrokeshire, however, has a large network of walking and cycling tracks throughout the county and there are plans for more active travel routes to be put into place over the coming years. There are also several locations where Parkrun is available in Pembrokeshire; in Haverfordwest; Colby Woodland Gardens near Amroth; and Milford Haven Waterfront. These free weekly events take place on Saturday mornings for adults with a junior version available on Sunday mornings.

The importance of 'green and blue spaces' for people's mental health and well-being during the pandemic has been increasingly acknowledged as essential. Engaging with nature played a key role in maintaining people's physical and mental health and overall well-being during the Covid-19 pandemic and associated lockdowns as revealed by the "Why Society Needs Nature" report produced by Forest Research. The importance of prevention through the use of green, blue and social prescribing to improving well-being also cannot be underestimated.

## Behaviours that can negatively affect health

Just as healthy behaviours have a positive impact on our health, other behaviours we engage in and the choices we make can have a negative impact, which can also have an effect on those around us.

According to Ash Wales, smoking is the leading factor of preventable death, with data from 2019 showing that the rate of smokers in Wales was 17%, or 440,000 of the adult population. Data from the Public Health Wales Observatory in 2019 shows that Pembrokeshire has the highest rate of smoking prevalence in the Hywel Dda region, with a rate of 20.3% of the population over the age of 16 who are smokers.



Data is not available on a community level throughout Pembrokeshire, however, information from Hywel Dda UHB does show that there is some correlation between areas of deprivation and smoking rates, with Pembroke Dock and Neyland having a smoking rate of between 23% and 27%. More community level data would enable better targeting of smoking cessation services to areas where smoking rates are highest. ~~although~~ **However**, hospital and community based smoking cessation services are provided across the Hywel Dda region to support quit attempts and provide access to nicotine replacement therapy (NRT) **and as evidence shows that smoking prevalence is higher in more deprived areas, smoking cessation services have been targeted to those areas with greatest need.** At time of writing (**November 2021**), Welsh Government were in the process of consulting on their long term tobacco control strategy with the aim of making Wales a smoke-free nation by 2030, which will mean achieving a smoking prevalence of 5% or less by this date. This is an ambitious target, but if achieved will have a significant impact upon the health of the nation as a whole.

NICE describes harmful drinking as a pattern of alcohol consumption that causes health problems directly related to alcohol. The misuse of alcohol can harm health in a number of ways, leading to chronic health problems, cancers, mental health issues, accidents and poisoning. Like tobacco, those at risk of harm from the misuse of alcohol come from all levels of society, ages and levels of prosperity. **Although smoking is most commonly associated with deprived areas, the opposite is true for alcohol consumption with those drinking over the recommended guidelines living in**

**less deprived areas.** Self-reported data from Public Health Wales shows that 20% do not drink any alcohol at all, 58% drink up to the recommended 14 units per week, 19% drink over this guidance amount and 3% report drinking to hazardous levels. In Pembrokeshire, data from Public Health Wales in 2019 showed that 66.6% of the population were moderate drinkers, 17% were hazardous drinkers and 2.2% were harmful drinkers. This information comes from self-reported data so must be considered with a degree of concern as it will not reflect the true issues. There are issues around the public's understanding of units and often this is under-reported when people are disclosing how much they drink.

Data also shows that rates of hospital admissions for alcohol related conditions for adults in Pembrokeshire in 2019-20 were 267.8 per 100,000 a decrease of 9% on 2018-19 figures and a 24% change since 2015-16. However, during the Covid-19 pandemic there has been a reported increase in numbers of individuals accessing the Alcohol Liaison Services across each of the four main hospital sites in Hywel Dda. In addition, the age profile of individuals seeking support with significant alcohol related health issues has decreased, with an increase in those in the 40 plus age group now seeking support. This is also reflected in the profile of those accessing drug and alcohol services. **Alcohol consumption also increased across the whole population during Covid, especially for those who were already drinking at higher risk levels pre-pandemic.**

Drug misuse relates to the illegal use of banned or prescription only substances, which have a negative impact on health and can lead to dependence and other harmful behaviours. Long-term use of drugs can also lead to tolerance, which can in turn lead to overdose which in some incidences can be fatal. The number of individuals admitted to hospital with conditions related to use of illicit drugs has continued to rise over recent years. In Pembrokeshire, figures for drug-related deaths in 2018 and 2019 were 5 for each year but this increased to 11 in 2020. Of these deaths the majority were male and occurred in more deprived urban areas.

Pembrokeshire also recorded 16 non-fatal overdoses during 2020, again the majority of which occurred in more deprived urban areas. There is anecdotal evidence that some harmful behaviours increased during the Covid-19 pandemic. For example, it is known that Dyfed Powys Police were successful in removing street dealers and county lines operations during the lockdowns, which meant that many people had to



buy from unknown sources, or even from the dark web, ~~which meant~~ meaning that they could not be sure what they were taking. Accessing illegal drugs in this way leads to increased risk and increased harm.

In Hywel Dda during 2018-19, the majority of referrals for alcohol misuse were for those aged 50 plus and there was also an increase in the numbers of referrals for those over 70 years of age. Primary substance referrals in Hywel Dda for the same period related to use of heroin, cannabis and cocaine.

As a result of the pandemic and a number of national and regional lockdowns being enforced in Wales during the 2020 – 21 financial year, Pembrokeshire saw a reduction in both the number of referrals received and the number of assessment completed for drug and alcohol issues compared with the figures for 2019-20.

Between 1<sup>st</sup> April 2020 – 31<sup>st</sup> March 2021 Pembrokeshire received a total of 893 referrals which showed an 4.2% reduction on the 932 referrals received during 2019 - 20. During the same period Pembrokeshire completed 627 assessments, indicating a 15% reduction on the 738 assessment completed during same period the previous year.

Of the 627 assessments completed during this period 362 (57.7%) were for problematic drinking, 264 (42.1%) were for problematic drug use and 1 (0.2%) was unknown. This split is similar to previous years with alcohol use usually achieving a slightly higher percentage of assessments than drug use during the year, however, the split recorded in 2020-21 was noticeably wider than usual due to a 4.8% increase seen in the number of assessments completed for problematic alcohol use.

During the period 1<sup>st</sup> April 2020 – 31<sup>st</sup> March 2021, services in Pembrokeshire received 41 referrals for young people with drug and alcohol issues aged under 18, a 35.9% drop on the 64 referrals received for the same period in 2019-20. During the same reporting period Pembrokeshire completed 28 young person assessments, which was a 47.2% reduction on the 53 assessment completed in 2019 – 20. The reductions in referrals and assessments were a direct result of the Covid-19 pandemic and the introduction of national/regional lockdowns and school closures. This had a huge impact on Young Person services due to schools and colleges being one of the main referral sources, as well as access to young people being significantly reduced ~~due to the~~ because of lockdown restrictions.

However, there is strong anecdotal evidence that an increase in parental drinking during lockdown has impacted upon young people and there has been an increase in young people accessing support for this. In addition, other risk taking behaviour appears to have increased, in particular reported vaping amongst young people in Pembrokeshire is increasing and there is evidence this is more widespread than those who traditionally smoked cigarettes.

## Mental health

One of the biggest impacts on mental health is loneliness. Certain life events can lead to people feeling lonelier, such as bereavement or job loss, and certain groups are more likely to experience loneliness than others, such as single parents, adults with learning disabilities or those whose incomes prevent them from involvement in a range of social activities. For those suffering from anxiety, depression or low self-esteem, loneliness can lead to people cutting themselves off from social contact, which in turn increases their sense of loneliness and isolation.

A recent Data Insight report from the Wales Centre for Public Policy focusing on individuals and based on data collected from three years of results from the National Survey for Wales (2016-17 to 2019-20) showed that there is a relationship between health, levels of loneliness and socio-economic background. Those reporting very bad general health reported higher levels of loneliness (42%) compared to those who described themselves as having a fair level of general health (23%). Other findings from the report were;

- Over 65s in very bad health are lonelier than those aged 75+. 50% of those aged under 65 with very bad general health reported feeling lonely compared to 24% of those aged 75+
- Among those in fair health, younger people report feeling lonelier – 46.9% of 16-24 year olds and 37.6% of 25-44 year olds reported being lonely, compared to 12.3% of those aged 75+
- How deprived an area is also correlates to health and loneliness; the most deprived areas of Wales were lonelier than the least deprived.
- The highest levels of loneliness were found in younger single households with or without children or in those from an ethnic minority background.

A report by the Welsh Government in 2019 noted that for young people leaving care, poor physical health was often **linked to** ~~caused by~~ poor mental health and that organisations working with these groups felt that timely access to talking therapies was vital in tackling mental ill health. Younger LGBTQ+ people were also more likely to experience mental health issues than non LGBTQ+ young people, often as a result of bullying and not feeling able to talk openly about their issues. **With regard to access to specialist mental health services for young people, data from Stats Wales shows that as of December 2021, 705 young people in Wales were waiting for their first appointment with specialist Child and Adolescent Mental Health Services (sCAMHS), down from 935 in December 2020. In the Hywel Dda region, 72 young people were waiting for their first appointment as of December 2021, down from 117 in December 2020.**

In May 2020, the mental health charity Mind spoke to 675 people about the toll that the pandemic was taking on their mental health and found that in the previous 2 weeks nearly a quarter of people that had tried to access mental health services had been unable to access them. Many did not even attempt to access services, as they were concerned that their issues were not important enough compared to the wider crisis. An article published by the Senedd in May 2021 on the key **challenges** and opportunities for improving mental health and well-being in Wales noted that the mental health of some groups had been disproportionately affected by the pandemic. This included those with already existing mental health needs who may have been unable to access services, NHS and frontline workers, people on low incomes, and Black, Asian and minority ethnic groups. Some services were delivered virtually during the pandemic, but for those who were digitally excluded and without access to broadband, this would also have prevented them from accessing help.

**Data from Stats Wales shows that as of December 2021, 307 people in the Hywel Dda region had been referred to local Primary Mental Health Support Services. During the same month, 183 people had been waiting up to 28 days for an appointment. However, these figures are only indicative of those who have been identified as requiring support and therefore the true figures are likely to be higher.**

## Physical health

### Low Birth Weight

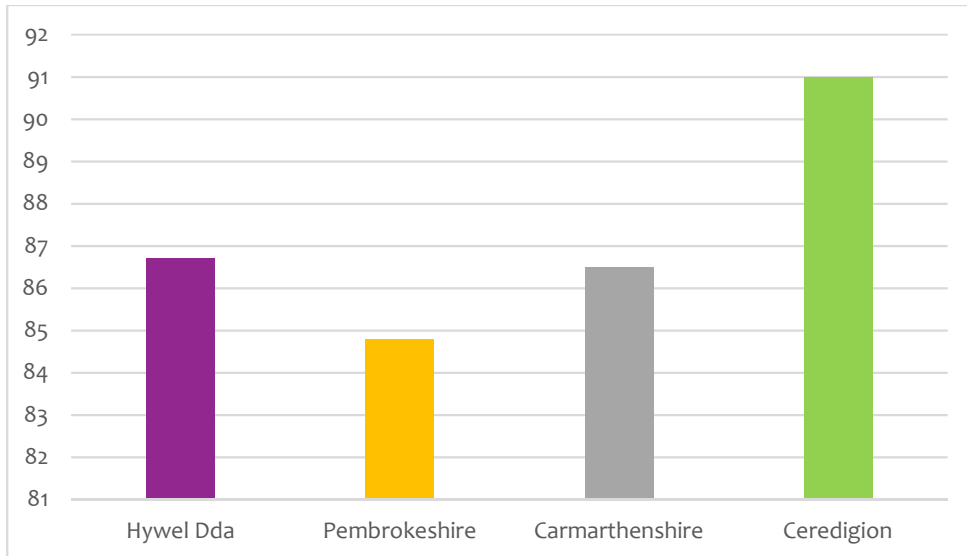
Babies born with a low birth weight (under 2500g) can encounter health and social disadvantage not only in childhood but also in adult life. In 2020, there were 46 low weight live births (children weighing less than 2500g at birth) in the county. This accounted for 4.7% of all live births and was lower than the Welsh average of 6.1%. These figures show an improvement from 2015 figures, with 63 low weight live births, an average of 5.4% of live births.

### Childhood Immunisations

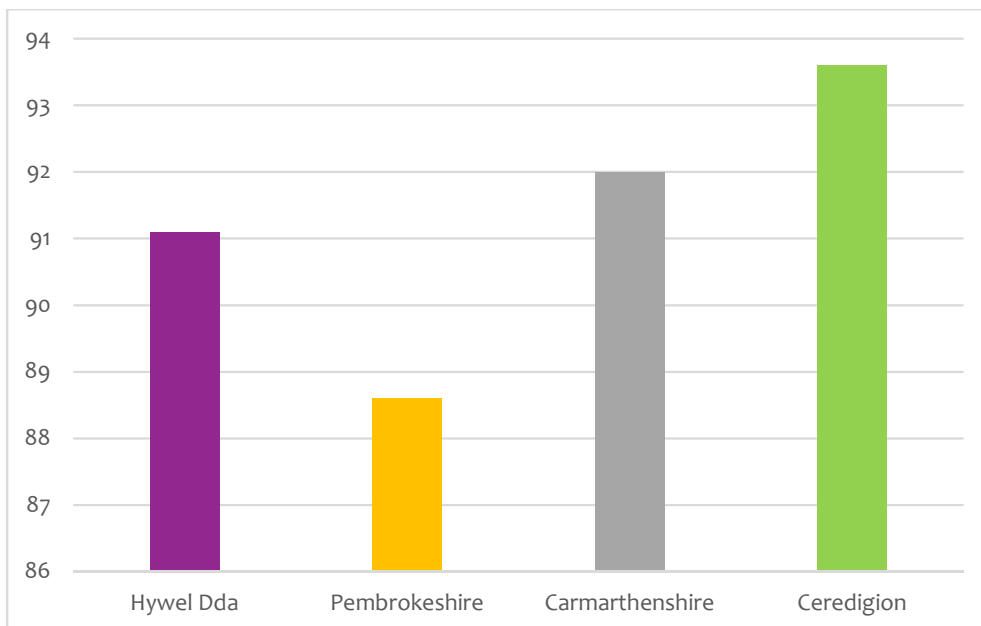
Immunisation not only protects children against serious disease but has a role to play in preventing future generations from contracting preventable diseases. It is important for as many children as possible to participate in immunisation programmes as the more people are immunised against a disease the harder it is for that disease to be passed on to others in the community who may be more vulnerable. Therefore, the target uptake rate for childhood vaccine uptake is 95%.

The overall vaccination uptake rate for the 4 in 1 preschool booster in Hywel Dda for children reaching their 5<sup>th</sup> birthday between 1<sup>st</sup> April 2019 and 31<sup>st</sup> March 2020 was 86.7%. In Pembrokeshire this figure was 84.8%, below the rates seen in Carmarthenshire (86.5%) and Ceredigion (91%). The update of second MMR vaccination doses in Pembrokeshire also lagged behind both Carmarthenshire (92%) and Ceredigion (93.6%) at 88.6%.

**4 in 1 preschool booster uptake rates in % for children reaching their 5th birthday between 01-04-19 and 31-03-20**



**2nd dose MMR uptake rates in % for children reaching their 5th birthday between 01-04-19 and 31-03-20**



It is unclear whether the vaccination uptake rate in Pembrokeshire changed in 2020-21 as data is not available, however, it is clear from the 2019-20 data that there is a need to improve childhood immunisation uptake rates within the county with the aim of meeting the target level of 95%.

### **Case Study - Vaccine Equity in Hywel Dda**

*Equity in immunisation reduces the risk of vaccine-preventable diseases among vulnerable individuals and communities who are at a higher risk of poor health outcomes from contracting the disease. **Reducing inequity in immunisation** is an important part in supporting communities to achieve their full health potential regardless of geography, demographic, social or economic status. The coronavirus pandemic highlighted a gap in the uptake of the COVID-19 vaccine especially in groups that have been disproportionately affected by the pandemic; for example, those from ethnic minority backgrounds, those at socio-economic disadvantage living in communities with high deprivation or social exclusion, including the homeless, those with mental ill health and those from traveller communities.*

*The Hywel Dda multiagency Vaccine Equity Group has undertaken a range of actions to reduce inequity, which has resulted in an increased uptake of the Covid-19 vaccine in the target groups. These actions included;*

- Employing Community Outreach Workers to engage with minority communities about health and social care issues*
- Used the Mobile Vaccination Vehicle (MVV) to run pop-up vaccine clinics in areas of socio-economic deprivation, traveller sites, rural communities and at colleges/ universities and workplaces*
- Providing direct translation and interpretation support*
- A targeted project to reach unpaid carers*

*This work has resulted in an increase in the uptake of the Covid-19 vaccine within the target groups and has provided a valuable multi-agency foundation for work in the future on booster programmes and the influenza vaccination programme.*

## **Obesity**

Data from **Hywel Dda UHB** from 2019 showed that 24.5% of children aged 4 -5 years in Pembrokeshire were overweight or obese, slightly under the Wales rate of 26.4%. Data also shows that there is a link to deprivation, with an obesity prevalence of 14.2% in that age group in the most deprived areas, and 8.2% in the least deprived areas.

There are also links between being a healthy weight and levels of fruit and vegetable consumption. Data from **Hywel Dda UHB** shows that in 2016-17 Pembrokeshire

adults consumed just over the Wales average (23.8%) with an average 28.3% of adults eating at least 5 portions of fruit and vegetables a day. Almost 60% of adults in Wales are classed as obese, with the figure for Pembrokeshire being 24%. **An increasing rate of diabetes being seen within the population is one of the main consequences of obesity.** Wales also has the highest rate of maternal obesity in the UK with 6.5% of expectant mothers having a BMI of 35+.

## Dementia

Dementia is a syndrome (a group of related symptoms) that manifest when the brain is damaged by injury or disease. As dementia progresses, it leads to progressive impairments in memory, thinking and behaviour, which negatively impact a person's ability to function and carry out everyday activities. For a diagnosis to be made, there needs to be a recognisable change in the persons usual mental functioning, with a cognitive decline that can't be explained by normal aging. Dementia has significant impact on the individual, caregivers and relationships in general.

Dementia can be caused by a number of different conditions affecting the brain, including Alzheimer's disease and vascular dementia. The most common cause of dementia is Alzheimer's disease, a neurodegenerative disorder. Usually, dementia presents in those aged over 65, but can also rarely present in those aged below 65, where it is called young-onset dementia. As the incidence of dementia is strongly linked with age, it is inevitable that we will see an increase in dementia associated with the aging population.

It is estimated that currently dementia affects 1 in 6 people over the age of 80 in the UK. In West Wales records suggest that dementia affects 1 in 10 of those over 85, however, Alzheimer's Research estimates a diagnosis rate of only 53% across Wales, which could account for the lower-than-expected prevalence. 62% of those diagnosed with dementia in West Wales are women, partly due to the increased life expectancy of women. Nearly 50% of the female dementia patients are over 85 years old, compared with 36% of male patients. This equates to 45% of people with dementia that are also over 85 years old, and as highlighted above, this population will continue to grow across West Wales. Recent studies show that although dementia prevalence is not increasing substantially, due to an increased life expectancy and better outcomes for care, prevalence will continue to increase

Looking ahead, the elderly population in West Wales is set to increase, meaning that:

- By 2025 the population of over 65s is likely to increase by 6% (over 80s by 11%).
- By 2040 the population of over 65s is likely to increase by 27% (over 80s by 55%).
- Over 65s currently make up a quarter of the population. In five years over 65s will make up 26.8% of the population and by 2040 nearly a third of the population will be made up of over 65s, with the over 80s becoming over 10% (from just over 6% currently)

### **Walk and Talk dementia support group**

*The Walk and Talk group provide an opportunity for people living with dementia to socialise, make new friends; catch up with old friends; enjoy the beautiful countryside and benefit from being out in the fresh air. One afternoon at Goodwick two ladies both living with dementia joined the group for the first time. Ann came with her granddaughter and Jo with her carer. Both looked anxious and seemed overwhelmed.*

*Soon into the walk, the ladies had started talking and walking alongside each other. For the rest of the afternoon, they chatted and laughed together. Ann's granddaughter said that she hadn't seen her gran laugh and chat that much for ages and ages. When it was time to leave, they said goodbye to each other, and Ann reached out to hug Jo. Ann proudly announced to everyone "today I have made a wonderful new friend who totally understands me".*

*The **group provided the perfect opportunity for Ann and Jo to connect.** Both have memory loss and communication difficulties. To you or I their conversation may have made little sense, but to them it was a conversation that created a friendship.*

## **Palliative Care**

For people with illnesses that are incurable, palliative care makes them as comfortable as possible by managing pain and other symptoms. It can also involve providing psychological and social support for the patient and their family or carers.

Information from the BMC Journal states that there will be increased demand on Palliative Care services over the coming years, with an anticipated 25% increase in demand for Palliative Care by 2040. However, due to the impact of the pandemic Hospice UK anticipates that this demand will be brought forward by approximately 10 years to 2030.



## Social Care

Social Care services have been at the forefront of the response to the Covid-19 crisis, not only through collaborative work with partners in Health and the third sector, but in maintaining the provision of core services.

The most recent data around adult service provision from the Director of Social Services Annual Report 2020-21 shows that although the service is managing demand in terms of numbers, indications are that cases are becoming more complex. This is supported by the fact that there has been a significant increase in the number of people accessing residential care with nursing support, which is measured by the number of bed nights of care provided per year.

The largest percentage increase in bed nights is related to temporary stays. These are not classed as respite but are beds which are commissioned on a temporary basis for a variety of reasons e.g. for reablement, assessments, intermediate care to support people to discharge from acute hospital beds, or for people awaiting domiciliary packages of care. The proportion of temporary bed nights to total bed nights was 3.5% during both 2018/19 and 2019/20. This proportion had increased to 6.7% in 2020/21 indicating a greater use of temporary beds in relation to permanent beds. The number of bed nights for temporary beds has risen by 93% over the last 3 years from 8,241 in 2018/19 to 17,793 in 2020/21. Some of this increase may be related to the availability of suitable workforce numbers to deliver domiciliary care.

An increase in more complex cases, coupled with an increase in demand for temporary beds will have a significant impact upon Social Care budgets. The age profile for Pembrokeshire shows an increase in the number of older adults in the county over the next several years, which is likely to impact on these budgets even further.

In relation to domiciliary care, at the start of lockdown in March 2020, approximately 75 packages of care were cancelled by families wishing to provide care directly, **in order** to avoid the risk of registered care agencies coming into the home. More recently, the requirement for domiciliary care has risen steadily and there are approximately 60 people waiting for packages of care at any one time. This is still less than pre-Covid levels however, when the service regularly saw up to 90 people waiting for the delivery of a domiciliary care package.

Workforce issues are also of concern, with recruitment issues leading to a lack of domiciliary care workers. This is impacting upon the number of delayed transfers of care, where people are unable to leave hospital due to packages of care not being in place to support them at home. Workers to support reablement, short-term care at home to help people recover after being discharged from hospital, are also in short supply. Staff shortages in both these areas can have knock on effects on health care in general if hospitals are unable to release beds by discharging patients safely back into the community. The service is currently looking at innovative ways to recruit and retain carers. This includes the on-going development of the directly managed domiciliary service and bringing the Direct Payment service under the direct control of the Local Authority. Whether issues with current workforce levels can be improved will have a profound impact on healthcare provision in the county over the coming years.

## Carers

Census data published in 2011 estimated that there were over 47,000 unpaid Carers in the Hywel Dda area and it is expected that when the new 2021 Census data is published that the number self-identifying as Carers will have increased. Given the overall population demographics and the future trend of a rising elderly population the number of Carers is predicted to increase. 8,483 unpaid Carers were known to GP practices in Pembrokeshire on 31st March 2020 and within twelve months this had increased by over 2,000 (25%). As a result of the roll-out of the vaccination programme, by May 2021 a further 3,000 unpaid Carers had self-identified, an overall increase of over 5,500 unpaid Carers (64%) **compared to registered numbers** during the course of the past 15 months. **This was most likely due to carers wishing to protect themselves and those they care for by accessing the Covid vaccinations available to them as a priority group.**

Recent research by Carer's UK in 2020 explored Carers' experiences during the pandemic finding that more than a two-thirds (78%) of unpaid Carers reported that the needs of the person they care for have increased. Unsurprisingly, from a Carer perspective during the pandemic their caring role has impacted both physical and mental health, with 64% identifying a worsening of their mental health in particular.

Throughout the last year, digital exclusion has presented a barrier for many carers, including young carers, especially due to the lack of regular support as service

models changed due to the pandemic. One of these barriers included a lack of access to broadband at home, with young people using up their data allowances whilst being unable to leave their homes and being unable to keep in contact with friends. Broadband would traditionally have been accessed whilst at school or college, or generally out and about, but lockdown restrictions prevented them from doing this. At the end of Carers week in June 2020, all young carers on the Local Authority's register were provided with a voucher enabling them to purchase additional data, music or a book, in order to support their well-being. This was repeated for Christmas 2020, along with a Christmas hamper and gifts. Furthermore, through Digital Community Wales, 20 young carers have been provided with laptops to support them to undertake education, connect with young carers services and maintain friendships.

Carers in Pembrokeshire seem to have generally managed well during lockdown however, as traditionally they will have had plans in place to manage their own responsibilities alongside their caring responsibilities, meaning they have an in-built resilience. However, given the length of the pandemic and impact on services that often provide carers with regular breaks, for example, the closure of day centres, some are experiencing poorer well-being and increased isolation. Wherever this has been identified, services and support are being provided to assist them in the most appropriate manner.

## Survey and Engagement outcomes

Respondents to the Well-being Assessment Survey said that feeling healthy and happy, having access to health and care services as close to home as possible or available through technology and being able to enjoy nature and access outdoor and green spaces, were the three things that they valued most highly in relation to physical health and / or mental well-being.

~~Looking ahead over the next 10 years and being able to stay physically and mentally healthy, not having access to healthcare or other support as close to home as possible or available through technology, not being able to spend time outdoors or in nature and green spaces and not being able to take regular exercise were the three things that concerned people the most.~~

Looking ahead over the next 10 years, the three things that concerned people the most regarding their ability to stay physically and mentally healthy were; not having access to healthcare or access to support as close to home as possible (or via technology); not being able to spend time outdoors or in nature and green spaces; and not being able to take regular exercise.

Those over the age of 65 had particular concerns around being able to help themselves in the future and knowing where to get support if they are unable to help themselves. Having access to transport which is affordable and reliable was also important to this age group, especially those living in rural or south coast areas of the county, which links to issues with public transport infrastructure within the county. Access to affordable and reliable transport was also of concern to carers. Access to support for themselves when unwell and a lack of support to help care for a family member as an unpaid carer were also issues raised by carers, perhaps reflecting current workforce issues within the health and care sector. Disabled respondents highlighted concerns about having to go to different places or speak to different people to get the support they need.

Of those responding to the Youth Survey, 70% strongly agreed or agreed that their life was going well. Narrative responses from young people show that 'friends' were felt to have the most significant impact on their well-being but 'family', 'dogs', 'school', 'play' and other pets were also very important.

In addition, we received a wide range of comments on health and social care in response to other questions within the survey and from sessions that were held by Pembrokeshire Association of Voluntary Services (PAVS), Together for Change, Carer Providers Forum, Day Opportunities Provider Forum, Dementia Providers Forum and the Living with Dementia Forum. Much of the feedback focused on current service provision and the additional challenges posed by providing services in rural areas, including digital access and access to transport. Improvements in NHS dental services, GP services and mental health support were also a common theme.

Looking ahead, when asked what people could do to improve their own physical and or mental well-being, 54% of respondents said that increasing exercise, staying fit or keeping active was important, along with staying connected or socialising with friends, family or community groups (18%) and accessing green spaces (15%). In order to do these things, greater availability of, or access to, leisure and exercise

classes that are appropriate, affordable or free was seen as the most popular way forward alongside improved access to healthcare services (including primary care, secondary care, mental health services and dental services) and getting involved with local community groups, activities or courses. Walking, cycling and riding routes or areas that are safe and well maintained were also considered to be important, as well as improved public transport.

## Impacts on Life Stages

### Youth / Adulthood

Pembrokeshire has the highest rate of smoking prevalence in the Hywel Dda region, with a rate of 20.3% of the population over the age of 16 who are smokers.

### Adulthood

There has been an increase in those in the 40 plus age group seeking support for alcohol related issues since the start of the pandemic.

### Ageing well

There is a predicted increase in the rate of dementia in over 65s as a result of an aging population

There has also been a significant increase in the number of people accessing residential care with nursing support. The age profile for Pembrokeshire shows an increase in the number of older adults in the county over the next several years, which is likely to impact on Social Care budgets

Population demographics and the future trend of a rising elderly population the number of Carers is predicted to increase.

Respondents to the WBA survey over the age of 65 had particular concerns around being able to help themselves in the future and knowing where to get support if they are unable to help themselves. Having access to transport which is affordable and reliable was also important to this age group, especially those living in rural or south coast areas of the county. Although there are trends showing an increase in the age of residents in Pembrokeshire and throughout Wales, the positive support provided by older people to their communities and to the county as a whole cannot be

underestimated. Many carers and volunteers are older individuals and provide valuable assistance to relatives, friends and their communities.

## Future trends and projections

Recent figures show a significant increase in waiting list numbers due to necessary restrictions imposed by the pandemic. This is likely to not only have an effect on the physical health outcomes of those waiting for treatment and those waiting for assessment, but also on the mental health of these individuals. The effects on mental health will be due to a number of issues including the realities of pain management for conditions that worsen whilst treatment is awaited and anxiety experienced by those awaiting assessment who do not yet know what their health outcomes or treatment is likely to be.

The most recent figures show that the waiting list for diagnostic and therapy services at Withybush General Hospital has increased from 3,797 in August 2020 to 6,959 in August 2021.

The prevalence of adults who are overweight or obese in Wales is also increasing, which will continue to have significant impacts on health and well-being. If current rates continue, it is estimated that 64% of adults in Wales will be overweight or obese by 2030, with the number of people with conditions related to obesity, such as diabetes, likely to increase as a result.

An aging population and associated increasing prevalence of certain diseases, chronic health conditions and complex care needs will likely see demand for health and social care increase, at a time where there are fewer people of working age to fund these services. Unpaid care, which is disproportionately ~~taken up~~ carried out by women, may become more important if adaptations to current services cannot be provided and subsequent social and economic problems might arise from this. The success of the economy will become increasingly tied to the ability of older workers ~~being able to continue~~ to work for longer.

There will be challenges in supporting people to live well into their older age, and in supporting healthier and longer working lives, to ensure people are economically productive for longer. This will also contribute to improved health and well-being and helping people to continue to be happier and healthier into their older years.

Inequalities in life expectancy and healthy life expectancy will continue to exist for those living in more deprived areas. There is a relationship between the level of self-reported health and the level of deprivation experienced by adults in Wales, with those who are most deprived in Wales being the least likely to report being in good or very good health.

How healthy people are, and how limited they are by illness, will be important in adapting to and meeting the challenges that increased prevalence of chronic health conditions and complex care needs an ageing population may bring. If there are inequalities in health trends it is important to also understand how this may link to changing health needs of an ageing population and whether certain groups may be more vulnerable to its impacts.

An ageing population is associated with increased pressures on health and social care. Unpaid and informal care is likely to make up a larger proportion of care for those in older age.

Living in poverty is also associated with poorer health and well-being outcomes which if not addressed, can exacerbate existing inequalities.

The pandemic has affected the number of referrals and assessments carried out for a variety of services **with a** decrease in referrals ~~with less~~ **meaning fewer** people accessing help. Impacts **will** ~~to~~ be seen in future years.



# HOUSING





A PROSPEROUS WALES	A RESILIENT WALES	A HEALTHIER WALES	A MORE EQUAL WALES	A WALES OF COHESIVE COMMUNITIES	A WALES OF VIBRANT CULTURE AND THRIVING WELSH LANGUAGE	A GLOBALLY RESPONSIBLE WALES
✓		✓	✓			
Well-being areas: Social / Economic / Environmental						

## Overview

Housing is a key factor in the overall well-being of residents in Pembrokeshire. Poor, unsuitable or unreasonably priced housing can lead to financial and/or mental health pressures on residents as well as the associated physical health risks such as respiratory conditions.

Aside from the standard of the housing and the impacts that can have upon people's health and well-being, the health of the local housing market can also have a significant effect. A healthy housing market, from a well-being perspective, is one in which the average price of a house is affordable to the average income earner in the locality, as well as there being a reasonable choice in terms of location and access to services, education, employment and other associated factors.

From a well-being perspective, a healthy rental market is one in which the average rent falls into the category of a living rent, where the tenant is not charged above and beyond what they can afford to pay whilst still maintaining a decent standard of living. Other important factors include there being an appropriate range of choice in terms of size and location of a dwelling in the rental market. An unhealthy overall housing market is one in which local people earning the average salary are unable to purchase a property in their locality that is appropriately priced in relation to the local median salary, or are unable to rent a property whilst still being able to afford other basic necessities such as food and household bills.

Some focus must be given to the impact of housing upon the local environment and its contribution to global warming in addition to the direct impact inefficient homes have on those living in them. Both of these issues have an effect upon the current and future well-being of Pembrokeshire residents. **There is a need to work together both to adapt to the changing climate but also to work with natural processes to**

mitigate the effects of climate change. New targets to reduce phosphate levels in the River Cleddau Special Area of Conservation are currently preventing any development that will increase phosphate levels unless it will not have any adverse impact on the integrity of this waterbody. Work with land managers, farmers and housing associations through the “Ecosystem Enterprise Partnership – Building Natural Solutions” project aims to find ways to mitigate nutrient impacts from future housing development contributing to sustainable economic development by allowing businesses to grow whilst reducing the overall level of nutrients entering waterways.

The Welsh Government ~~have~~ **has** set the target for all new build homes for social rent, ~~and~~ existing social housing stock and homes of all those living in fuel poverty to be EPC (insulation and fuel efficiency) rating A by 2030, which, if achieved, will dramatically decrease the carbon emissions associated with housing and **provide support to** lift people out of fuel poverty. The effects of climate change will have an extremely detrimental effect on the long-term well-being of Pembrokeshire residents, with the impact of rising sea levels and increased frequency of extreme weather events being felt already by many communities in the county. An example of such is the coastal flooding in Newgale.

## Local housing market

Two main drivers of the housing market are the resident population and the local labour market. Analysis of the stock of housing allows an understanding of the current market balance and existing occupation patterns. The 2019-based household estimates published by the Welsh Government indicated that the number of households in Pembrokeshire has increased by 3.4% since 2014, reaching 56,123 households in 2019. This compares to the national growth in the number of households of 3.2% over the same period. When looking at the makeup of a household, current data shows that there are more couple households without children, and fewer couple households with children. This is in line with what we know about the change in population in Pembrokeshire.

## Income

Income has a direct effect on the level of choice a household has when determining its future accommodation. The mean earned gross income for full-time employees resident in Pembrokeshire in 2020 was £31,829 according to the ONS Annual Survey

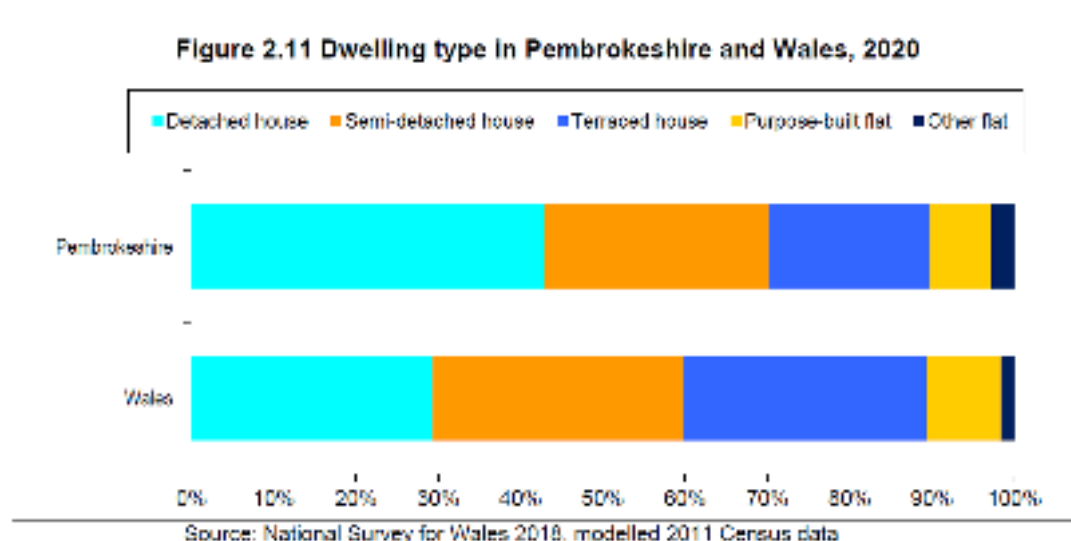
of Hours and Earnings. In comparison, the national average was £31,897. In Pembrokeshire there is a relatively large difference between higher earners and lower earners (in comparison with nationally).

## Housing stock

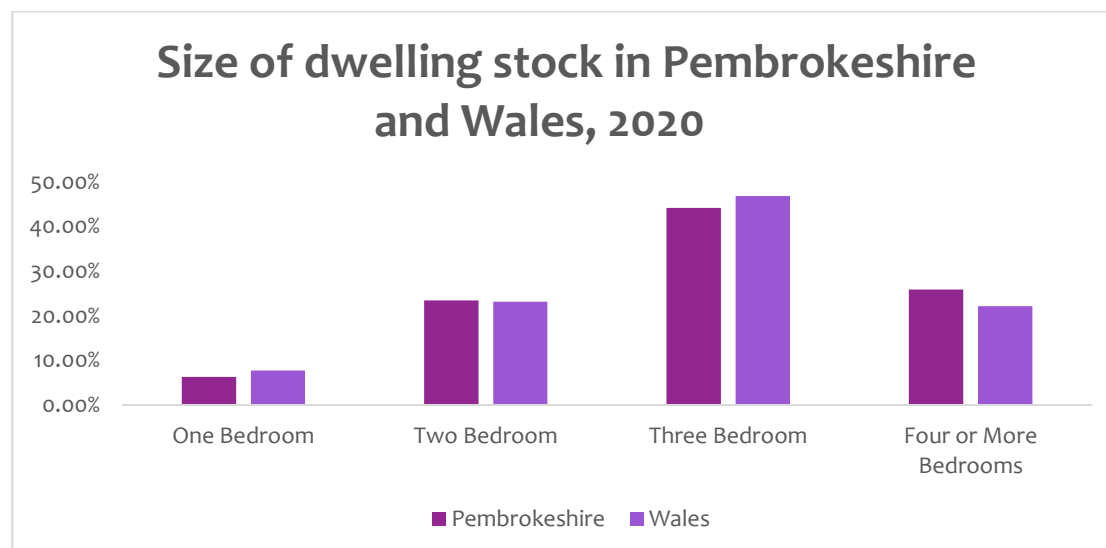
The latest dwelling stock estimates from the Welsh Government indicate that there were 63,034 dwellings in Pembrokeshire in 2020, and that, over the last five years, the number of dwellings had increased by 2.4%, or almost 1,500 properties. In comparison, the dwelling stock in Wales increased by 2.2% between 2015 and 2020. Analysis of the data held by the Welsh Government on the application of Council Tax to dwellings indicates that, in 2020, 2.7% of dwellings in Pembrokeshire were long-term empty properties. This is notably higher than the figure recorded for Wales as a whole (1.8%). The same data source indicates that 6.8% of dwellings in Pembrokeshire were classified as chargeable second homes, markedly higher than the national figure (1.8%) reflecting the impact of location on the housing market. Disparity between densely populated areas such as Haverfordwest and the coastal strip in terms of house prices.

## Types of Accommodation

The figure below compares the type of accommodation in Pembrokeshire in 2020 with that recorded for Wales. Pembrokeshire contains more detached dwellings than the national average. The county contains notably fewer terraced houses than is found across Wales. The most common property type in Pembrokeshire is detached houses followed by semi-detached dwellings.

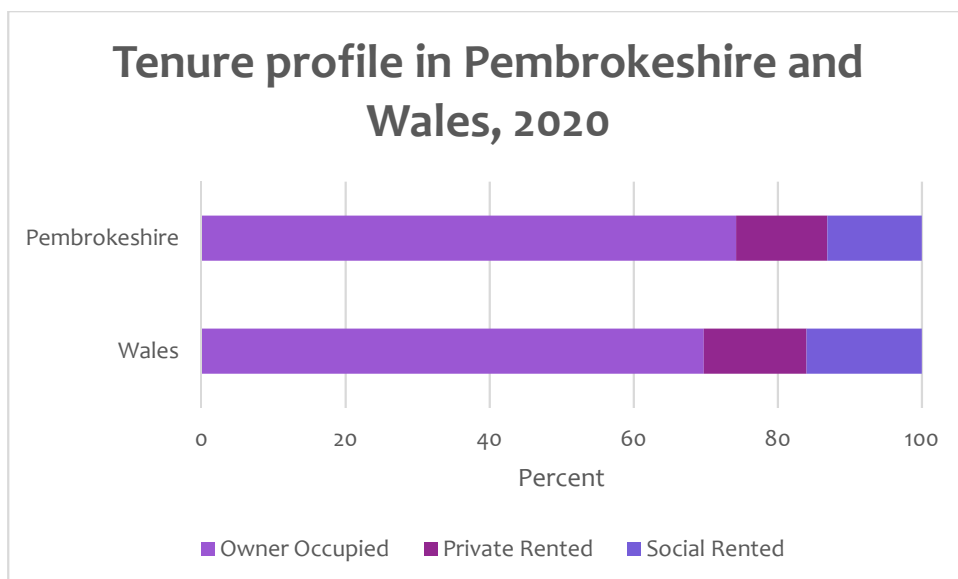


The graph below details the size of the stock of properties; Pembrokeshire has a greater proportion of larger homes (homes with 4 or more bedrooms) and fewer smaller dwellings (one bedroom) than Wales as a whole. Overall, some 44.2% of all dwellings in Pembrokeshire have three bedrooms.



Source: National Survey for Wales 2018, modelled 2011 Census data

The private rental market is characterised by a shortage of rental properties that go off-market very quickly, and at prices often above the average affordable rent for most people. The figure below compares the tenure of households in Pembrokeshire in 2020 with that recorded for Wales. The data indicates that 48.1% of households in the county are owner-occupiers without a mortgage, compared to 40.1% nationally. The proportion of owner-occupiers with a mortgage in Pembrokeshire (25.0%) is however lower than the national average (29.7%). Some 14.5% of households in Pembrokeshire are resident in the Social Rented sector, lower than the figure for Wales (16.0%). Finally, some 12.4% of households in Pembrokeshire live in private rented accommodation, compared to 14.3% in Wales.

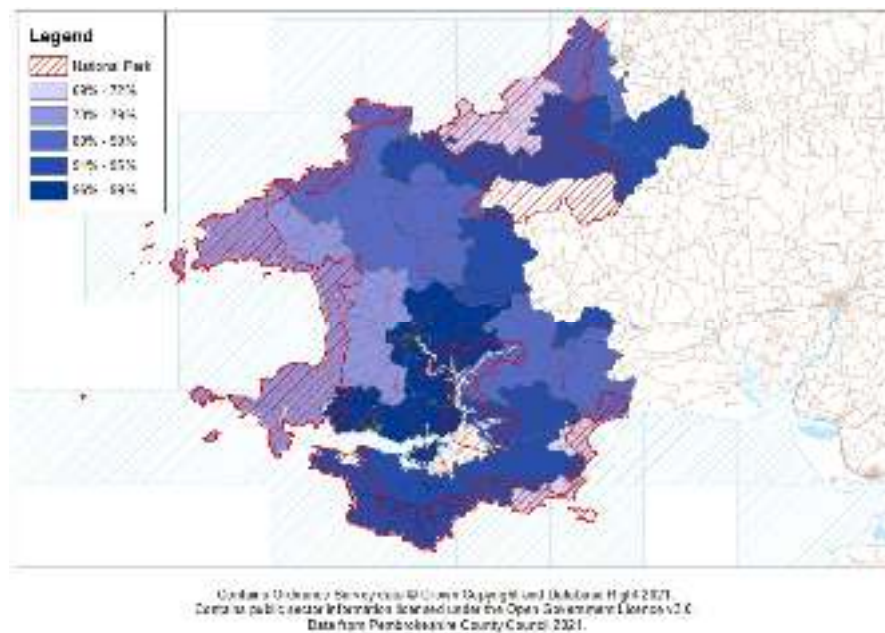


Source: Welsh Government Dwelling Stock Estimates, 2020, modelled 2011 Census data

## Impact of second homes

As noted in the housing stock section above Pembrokeshire has significantly more empty properties and those classified as chargeable second homes compared to the Welsh average. When considering the proportion of housing stock unavailable for use Pembrokeshire has the second highest percentage of any Local Authority in Wales. According to the report *Second homes: Developing new policies in Wales* in Mid-2020 some 9.2% of the housing stock was unavailable for use. These are not evenly distributed across the county, with coastal areas that are typically tourist hotspots particularly hard hit. **Holiday rentals and 'Airbnbs' are also high in number which add additional pressures on the housing market**

## Percentage of homes available for use across Pembrokeshire



Second homes in Pembrokeshire have had a two-pronged detrimental effect on housing and communities Pembrokeshire. Firstly, second homes have dramatically inflated house prices along the coastal strip in Pembrokeshire, particularly in areas such as the Tyddewi peninsula, Newport/Trefdraeth and Dale. This has resulted in many local people being unable to afford to buy, or indeed to rent, in their home towns or the immediate locality. As a direct result, many of these communities are significantly depleted of residents and economic activity especially outside of the spring and summer months. In terms of the statutory requirement to protect the Welsh language, these communities (particularly north of the 'Landsker line') have been negatively depleted in terms of Welsh language proficiency and use.

The recent increase of the second homes council tax premium is likely to have a number of effects on housing in Pembrokeshire. ~~Firstly, we will likely see a number of second homes become businesses and thus switching to business rates.~~ Due to Welsh Government changing the criteria which self-catering holiday lets must meet (which comes into force on 1 April 2022), the increase in the number of second homes that transfer to become self-catering holiday lets which we anticipated is now less likely to occur. We may see a small number of second homes come back onto the market due to their owners being either unable or unwilling to pay the increased council tax premium. However, the premium will not deter those with the means and

willingness to pay it both in terms of keeping their second homes and in terms of buying a second home in the county.

With revenue from the council tax premium increase it is likely we may see a number of empty homes and properties come back into use through the use of empty homes renovation grants and loans.

## Affordable homes

An affordable home is defined by the Welsh government as, "housing where there are secure mechanisms in place to ensure that it is accessible to those who cannot afford market housing, both on first occupation and for subsequent occupiers, [... or where there are] secure arrangements in place to ensure the recycling of capital receipts to provide replacement affordable housing".

The private rented sector in particular has seen rising rents above and beyond wage inflation in Pembrokeshire which has placed a number of vulnerable households in a situation where they have large amount of pressure on their personal finances as a result. This can lead to a household becoming unable to afford a private rent and forced into the social rented sector, which has limited numbers of properties available for social rent, which then can push people into homelessness. The impact this has on well-being is substantial as financial pressures have been reliably linked to increased chance of developing long-term mental health conditions.

The table below shows the average property price by dwelling type in 2020 in Pembrokeshire, and Wales as a whole as presented by the Land Registry. The data indicates that the overall average property price in Pembrokeshire is 6.5% higher than the national figure. The data also shows that detached and semi-detached houses in the county are cheaper than their national equivalents, however, flats and terraced houses in Pembrokeshire are typically more expensive than the national figures.

Table 1: Mean property prices 2020 – Source Land Registry

Dwelling Type	Pembrokeshire		Wales	
	Average Price	Percent of Sales	Average Price	Percent of Sales
<b>Detached</b>	£277,378	44	£286,107	30.2
<b>Semi-Detached</b>	£166,467	24.6	£176,562	30.2
<b>Terraced</b>	£138,942	24.8	£138,248	33.1
<b>Flats</b>	£143,630	6.7	£136,810	6.5
<b>Overall Average</b>	£206,895	100	£194,324	100
<b>Mixed adjusted overall average price</b>	£189,315		£194,324	

The mean property price in Pembrokeshire has risen by 15.5% between 2015 and 2020 compared to an increase of 17.4% nationally. The number of sales in Pembrokeshire over this period has fallen by 43.1% compared to a decrease of 43.9% in Wales.

The table below shows the average private rents by dwelling size in 2019 in Pembrokeshire, and Wales as recorded by the Rent Officers Wales. The data indicates that the overall average rental price in Pembrokeshire is 9.4% lower than the national figure. The data also shows that whilst one, two and four bedroom rents are notably cheaper than the national figures, three bedroom rents are quite similar to their national equivalent. The mix adjusted average rent indicates that equivalent properties in Pembrokeshire are around 10.2% lower than those found nationally.



Table 2: Mean private rents in 2019\* (price per month) - source: Rent Officers Wales 2019

Dwelling Size	Pembrokeshire		Wales	
	Number of Sales	Average Price	Number of Sales	Average Price
<b>One Bedroom</b>	268	£390	5,215	£468
<b>Two Bedroom</b>	669	£477	13,507	£549
<b>Three Bedroom</b>	633	£580	11,941	£598
<b>Four Bedroom</b>	145	£704	2,238	£856
<b>Overall Average Rent</b>	1,715	£521	32,901	£575
<b>Mixed adjusted overall average price</b>		£516		£575

The mean rents in Pembrokeshire have fallen by 2.0% between 2014 and 2019 compared to an increase of 8.2% nationally. The number of lettings in Pembrokeshire over this period has grown by 34.8% compared to a rise of 26.2% in Wales.

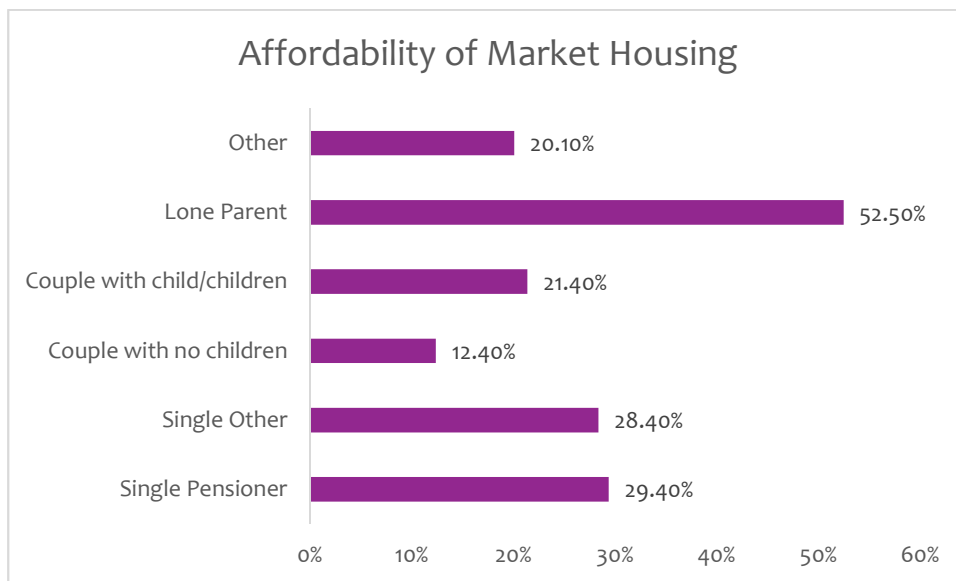
The cost of Social Rented accommodation by dwelling size in Pembrokeshire can be obtained from the Welsh Government. The table below illustrates the cost of Social Rented dwellings in Pembrokeshire. The costs are significantly below those for private rented housing, particularly for larger homes, indicating a significant gap between the Social Rented and market sectors.

Table 3: Price per month of Social Rented dwellings

Bedrooms	Average Cost
One	£317
Two	£355
Three	£378
Four	£485

The data indicates that 48.6% of lone parent households in Pembrokeshire would be unable to afford market housing (if they were to move home now). Single person households are also relatively unlikely to be able to afford, whilst couple households without children are most likely to be able to afford market housing in the county.

**Theoretical affordability of market housing: Proportion of households unable to afford both entry-level private rent and entry-level home ownership.**



In 2014 the Welsh Government published *'Getting Started with Your Local Housing Market Assessment: A Step by Step Guide'* (referred to subsequently as the SbS Guide) which sets out how affordable housing need should be calculated. It details a quantitative approach to calculating affordable housing need, which can be applied consistently across the local authorities of Wales.

The table below details the results of this exercise carried out as part of the Pembrokeshire Local Housing Market Assessment 2021:

**Table 4: Affordable Housing Needs Projection**

Stage in Calculation	Location		
	National Park	Non-National Park	All of Pembrokeshire
Stage 1: Current need for affordable housing	101	463	564
Stage 2: Newly arising affordable housing need	16	48	64
Stage 3: Newly arising need from existing household	17	184	201
Total affordable housing need (sum of stages 1-3)	134	694	829

Stage 4: Supply of affordable housing	94	517	611
Stage 5: Total need for affordable housing	40	177	217

It should be noted that this need for 217 affordable homes per year represents 73.3% of the projected annual household growth in Pembrokeshire between 2020 and 2025 (a figure of 297 as identified in table 4.3). The figure of 40 affordable homes per year recorded in the National Park area represents 74.0% of the projected annual household growth in this part of the county between 2020 and 2025. The annual need for 177 affordable homes in the non-National Park part of Pembrokeshire represents 73.2% of the projected annual household there. **Welsh Government targets relate to social rented stock and more generally to social housing stock. An issue in Pembrokeshire (and across Wales) is the age of the housing stock, which is a crosscutting issue affecting different tenure types. Insulation and fuel efficiency needs to be considered on a broad footprint.**

## Social housing

Social housing in Pembrokeshire is, like the rest of the housing sector, under significant strain due in large part to the same pressures: a lack of new builds, and rising prices and rents which force people to turn to public sector housing.

The Welsh **gGovernment's** target of having all social housing up to EPC Rating A (the second highest rating possible) by 2030 will be an extremely difficult and expensive task **to achieve** in Pembrokeshire, due to the age of much of the stock in the county, and according to the Ministry of Housing, Communities and Local Government just under half of the county's social housing remains ungraded ( Ministry of Housing, Communities and Local Government, 2020).

The need for additional affordable housing has been well documented in the Pembrokeshire Local Housing Market Assessment. The map below shows the estimated increase in need for social rented housing by 2033 over the 2020 base.

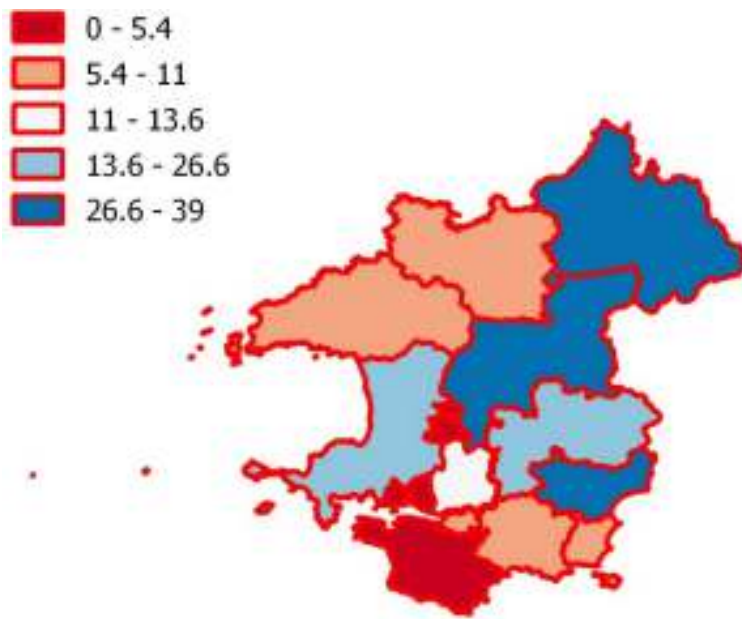


Figure 1: Percentage increase in social housing 2020 – 2033 estimated to meet need

This demand is concentrated largely in urban areas of the county with towns like Haverfordwest and Milford Haven having two of the largest levels of demand in terms of raw numbers. The map in Figure 10 clearly demonstrates that the biggest percent increase in social housing need is in the more rural areas where there are significantly less social housing premises currently available.

The data in this area very clearly shows that the county is facing an acute set of challenges around social housing with no easy solutions. As with other areas of the housing sector in Pembrokeshire, these challenges are connected to a number of national drivers such as the pandemic and macro-economic challenges. There are Pembrokeshire and Wales-specific challenges such as second homes, a lack of housing construction and significant planning restrictions that are driving pressures in this area.

## Homelessness

Homelessness is a complex and cross cutting issue. People become homeless for a number of reasons and being a homeless person does not necessarily mean that you are sleeping rough. Many homeless people are staying with friends and family 'sofa surfing', or staying in hostels and B&B's. This is often referred to as hidden homelessness.

Homelessness, particularly hidden homelessness, is on the increase in the county due in large part to increasing private rents beyond wages inflation and increased scarcity of private rented housing. There is also significant pressure on the building sector to build more social housing, which **to date** has been **delayed** compounded by a number of factors such as phosphate pollutions addition to planning law, the pandemic, supply chain issues and a lack of contractors willing to build in Pembrokeshire.

In November 2020 the Council purchased a number of homeless pods designed to house single rough sleepers or couples made from recycled shipping containers. While these containers are far from a desirable end state in tackling homelessness in the county they do provide safe, habitable, temporary accommodation that houses individuals whilst longer term housing solutions can be found.

The latest data from Welsh government tells us that 50-70 in every 10,000 households in the county are either homeless or threatened with homelessness. This is significantly above the Welsh average and reflects the scale and nature of the pressures in the housing sector in Pembrokeshire. Welsh Government has a stated policy intention to end homelessness in Wales, by putting a statutory duty on local authorities to provide social housing and short-term solutions to those presenting as homeless.

In the period after the series of national lockdowns in 2020 and early 2021 we have seen a rising number of people presenting as homeless in the county and also a marked increase in latter half of the year following the end of furlough and the removal of the £20 a month uplift in universal credit.

Due to a number of factors such as rising inflation (and associated increases in the cost of living), economic uncertainty and the sluggish local and national housing markets, it is likely that levels of homelessness may stay at their current levels or indeed increase if there is not an effective intervention.

## Housing and the climate

Housing and the climate / environment have a three way effect between each other and people's well-being. Housing both built and in construction has a significant impact on its local environment and on climate change globally, however this can be somewhat mitigated through greener building practices such as using building

materials that have a lower carbon footprint, retrofitting existing homes with insulation and more energy efficient utilities.

The “Green Recovery” includes ensuring development takes a more sustainable path which means reducing carbon emissions, increasing resilience to climate change, reversing the decline in biodiversity, connecting people and nature and tackling unsustainable levels of production and consumption. All of this while at the same time ensuring job creation, skills development, new markets and vulnerable groups are prioritised.

## New beginnings

Adequate housing has a large impact upon our first years. Housing insecurity causes parents distress and can put some people off starting a family in the first place. Birth rates in Pembrokeshire are falling, an aging population is continued to be projected in Pembrokeshire with outward migration being a large factor.

## Childhood

A stable household is incredibly important to the foundations of a family. Homes that are good quality, ~~cheap~~ efficient to heat and close to amenities such as schools, leisure centres and parks are desirable for families.

## Youth

The price and availability of houses in Pembrokeshire means that young people are often priced out of the marketplace in the county. This is supported by figures that show a strong outward migration of residents in this age bracket.

## Adulthood

Adults and families are struggling to find adequate housing in their local communities and some are feeling priced out of their homes areas.

## Ageing well

The population of over 65s in Pembrokeshire is set to grow significantly in the coming 25 years. As such there will be an impact in the housing needs over this period, particularly for specialist accommodation. According to the latest data, there are 2,034 units of Sheltered Housing for older people in Pembrokeshire currently, alongside 224 Enhanced Sheltered/ Extracare units. It is worth noting that some 57.8% of the Sheltered Housing for older people is in the affordable sector as is 57.1% of the Enhanced Sheltered/ Extracare units.

Type of Specialist Accommodation	Tenure		2020	Profile 2033	Additional units required
Sheltered housing for older people	Market		859	1,141	282
	Affordable		1,175	1,302	127
	Total		2,034	2,443	<b>409</b>
Enhanced Sheltered/ Extra care housing	Market		96	157	61
	Affordable		128	188	60
	Total		224	345	<b>121</b>
All specialist accommodation for older person households	Market		955	1,298	343
	Affordable		1,303	1,490	187
	Total		2,258	2,788	<b>530</b>

The requirement for 530 additional specialist units for older person households represents 13.0% of the total household growth in Pembrokeshire for the period 2020 to 2033. The actual numbers and type of specialist accommodation needed may depend on changes in patterns of demand and expectations.

The Council continues to support disabled people to adapt their homes so that they can continue to live within their community. Approximately 140 adaptations are facilitated each year within the private sector. If adapted homes are subsequently sold, it is possible that new owners may remove adaptations and therefore it is not possible to estimate the total stock of housing in Pembrokeshire that is suitable for disabled people. The Council continues to adapt social housing and maintains a register of adapted homes. Where practicable, if an adapted home becomes available, it will be matched to the needs of someone who is on the waiting/transfer list. It is worth noting that since 2004, much more rigorous building regulations for access have applied and whilst this is not a guarantee that new homes will meet the needs of all disabled people, stock built since this date are more likely to be suitable. It is likely that there will be demand to adapt homes in the future. The increases in building work costs noted elsewhere will also impact on our ability to facilitate these adaptations.

In summary, the housing sector within Pembrokeshire, like many parts of the UK, faces a number of acute cross-cutting, interconnected challenges such as a limited supply of homes, rising house prices, rising fuel costs and a lack of social housing, as

well as the threat of coastal erosion and flooding to a number of its coastal communities, and subsequently, the housing stock in those communities. **The increase in cost of building materials is also impacting on the viability of schemes and new house building.** These challenges are having a significant negative impact upon the well-being of all age groups in Pembrokeshire.

There are number of factors that relate to how this current set of circumstances arose, such as the number of second homes in certain communities, disruption to the construction sector during the pandemic, a lack of housebuilding since the turn of the century, changes to planning regulations, a lack of contractors, **and** in-migration driving an increase in house prices due to the market becoming more competitive. In the private rented sector we have also seen a growth in the conversion of what were previously homes available for private rental into year round or seasonal holiday lets. The lack of construction and wider availability has also impacted the availability of long term rentals available on the market.

In addition many homes within the county are poorly insulated which has a number of negative knock-on effects to people's health. For example, a poorly insulated home can lead to increased heating costs in the winter leading to an increased risk of fuel poverty, as well as an increased risk of individuals developing respiratory conditions due to the presence of mould and damp. Poorly insulated homes also have a larger effect on climate change as more fuel must be burnt in order to keep them warm and fit for human habitation.

## Survey and Engagement Outcomes

When asked "Which three things do you value the most in a prosperous community?" respondents to our regional survey "Affordable housing opportunities" was the most valued issue for a prosperous community. Similarly, when asked "Looking ahead, what concerns you the most about prosperity in the county?" Lack of affordable housing was raised most often as a significant concern with 67% of respondents raising it as a concern for the future.

A response from our regional survey details the affect that the housing market is having on the Welsh language, communities and residents of Pembrokeshire; "I know of several Welsh speaking Pembrokeshire families not able to return to Wales due to



house prices/ or on the point of leaving due to house prices. They are all in work, but despite this, our local house prices are now prohibitive. WE ourselves, though 3rd time buyers and in our 50s are having to think about moving away, as we run a land business, and the prices are too high."

Another response ~~from our regional survey~~ details the affect that the housing market is having on the well-being of young people in Pembrokeshire; "It makes me so, so sad to have to move away from my people and my home to be able to start a life. We as two working (young) people in Pembrokeshire have no prospect of buying a home. We have not been able to start a family because we cannot find a home, the whole situation of financially being a young person in Pembrokeshire is very damaging for mental well-being."

Suitable housing for those with differing needs is a concern for Pembrokeshire residents when they look towards the future. 'Continued cuts to public services', 'not enough housing to meet different needs' and 'people thinking the lives of those who are different from them being less valuable than their own' were the three things that concerned people most about living in a society which strives to be equal for all. 68% of survey respondents stated that they were concerned about the levels of housing available to meet differing needs.

# ENVIRONMENT & CLIMATE CHANGE



A PROSPEROUS WALES	A RESILIENT WALES	A HEALTHIER WALES	A MORE EQUAL WALES	A WALES OF COHESIVE COMMUNITIES	A WALES OF VIBRANT CULTURE AND THRIVING WELSH LANGUAGE	A GLOBALLY RESPONSIBLE WALES
	✓					✓
Well-being area: Environmental						

## Overview

Climate change and the nature emergency are the defining issues of our time. The natural environment is a huge part of what makes our county such a special place to live and work, it is our most precious inheritance but addressing the climate and nature emergencies presents us with ~~one of the greatest~~ a huge challenges of our time. Both the climate crisis and loss of biodiversity are interwoven challenges which cannot be solved in isolation. Climate change places our habitats and wildlife at risk, but if helped to recover, healthy natural habitats can store carbon, reduce flood risk, help prevent coastal erosion, improve people's health and well-being, as well as maintain healthy soils, clean water and the pollinators needed for our crops – and therefore sustain us.

Natural resources are essential for the air we breathe, the water we drink and the food we eat. They give us energy, prosperity and security; they protect us and make us healthier, and our lives better.

The way we interact with our natural resources is vital to the social, economic and cultural well-being of people living in Pembrokeshire today and the generations to come. We need to manage our natural resources sustainably because natural resources that are healthy and thriving are also healthier for people, their communities and for the economy.

Natural Resources are defined by the Environment Act 2016 as:

- Animals, plants and other organisms
- Air, water and soil
- Minerals
- Geological features and processes
- Physiographical features

- Climatic features and processes

## Natural Resources Wales (NRW)

Natural Resources Wales are a government sponsored body, they are responsible for looking after natural resources and what they provide for Wales: to help reduce the risk to people and properties of flooding and pollution; to look after special places for well-being, wildlife and timber; and to work with others to help them to manage the resources sustainably. Areas of focus for Natural Resources Wales in the South West Region, which includes Pembrokeshire are:

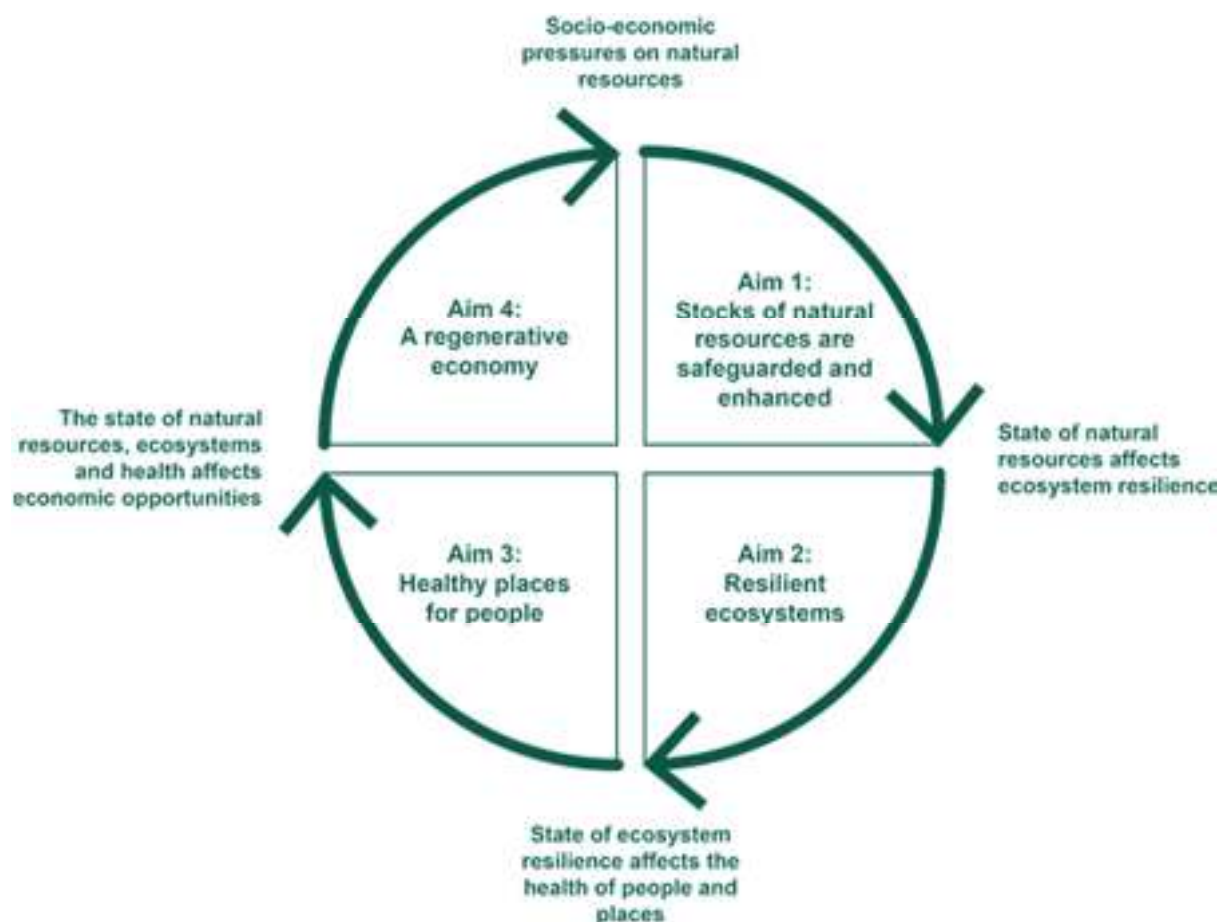
South West Area Statement	Link to Well-being Goals
Ensuring sustainable land management	A Globally Responsible Wales A Prosperous Wales A Resilient Wales
Reversing the decline of, and enhancing, biodiversity	A Globally Responsible Wales A Prosperous Wales A Resilient Wales
Reducing health inequalities	A Healthier Wales A More Equal Wales A Wales of Cohesive Communities
Cross-cutting theme: Mitigating and adapting to a changing climate	A Globally Responsible Wales A Prosperous Wales A More Equal Wales

Marine Area Statement	Link to Well-being Goals
Building Resilience of marine ecosystems	A Globally Responsible Wales A Resilient Wales A Prosperous Wales
Nature-based solutions and adaptations at the coast	A Globally Responsible Wales A Resilient Wales A Prosperous Wales
Making the most of marine planning	A Globally Responsible Wales A Resilient Wales A Prosperous Wales



NRW published the second State of Natural Resources Report (SoNaRR2020) in 2020 last year, in this which they assess to what extent Wales is achieving the Sustainable Management of Natural Resources (SMNR). **Error! Reference source not found.** details the four long-term aims of the SMNR and how they are interlinked. SoNaRR2020 concludes that Wales – and by extension all Local Authorities– are not yet meeting the four long-term aims of SMNR.

### The four aims and the linkages of sustainable management of natural resources.



To make Wales's use of natural resources more sustainable, we need transformational change to our:

- **Food** – The global food system has a significant impact on the environment. Land use is identified by the UN IPBES report (2019) as one of the big drivers of the nature emergency. Emissions of pollutants, depletion of resources, biodiversity loss and ecosystem degradation are consequences of the current food system in Wales and beyond.

- **Energy** - The global energy system is one of the main drivers of the climate emergency. Wales's current energy production and consumption creates many pressures for ecosystems and public health here and across the planet. Wales needs to increase its use of renewable and sustainable energy sources, reducing the current dependence on harmful fossil fuels.
- **Transport** - The transport system has an impact on ecosystems and health. Urban transport contributes to carbon emissions, air and water pollution, noise pollution and the social and economic effects of congestion or lack of transport opportunities.

## Natural Environment

### Land Use

Managing land sustainably can deliver a range of environmental and wellbeing benefits including; reducing flood risk, improving recreation opportunities, improving ecological diversity, improving water and air quality while producing sustainable high quality local food. **Our challenge is to manage conflicting and competing interests such as agriculture, industry, housing and recreation, whilst maintaining and enhancing the biodiversity and landscape we value.**

### Soil

Soil is an incredibly valuable and finite natural resource. It:

- Supports food production
- Stores and filters water, supporting crops and potentially helping to reduce flood and drought risks and protect water quality
- As the largest store of organic carbon on our planet, soils are important for regulating the climate and for climate change
- Provides a habitat for a vast array of organisms with 25% of all known species residing in soils. It further supports biodiversity by allowing plants to grow and habitats to develop in different soil types.

Across Wales there has been a decline in the organic matter, plant and animal life living in the soil, leading to a reduced quality and function. The majority of carbon in the terrestrial environment is stored in soils rather than vegetation. Soil erosion is being made worse by the change of land use and inappropriate land management.

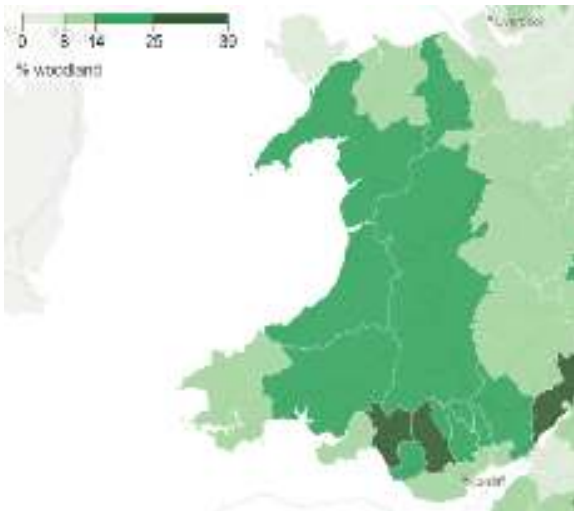
The most immediate pressure on the current pattern of land use is the uncertainty posed by Brexit. Soils in the built environment can provide the same range of services as in any other environment, but soil can also be degraded and destroyed by construction of buildings and infrastructure. Undamaged soils and Sustainable Drainage Schemes (SuDs) schemes are important to reduce flooding, improve water quality, mitigate habitat loss and provide more outdoor recreation and education opportunities.

Managing soils sustainably is becoming ever more important because society exerts pressure on soils. These pressures include climate change, land use change and land management which lead more directly to threats like pollution, sealing by infrastructure, soil compaction and erosion. The biggest threat to soils is climate change. Soils with high organic content and with good soil structure will be more resilient and therefore better able to retain and store more water for plant growth. Extreme weather events such as more intense rainfall, prolonged periods of dry and cold weather, and more extreme and frequent flooding events are likely to increase in future due to climate change. More intense rainfall increases the challenge of preventing soil erosion and run-off emphasising the importance of appropriate soil husbandry and land management to prevent an increased risk of flooding, pollution and the risk of landslides.

Agriculture is a dominant land use in Pembrokeshire. Sustainable land management is hugely important for farmers, the environment, the local economy, our culture and communities. Intensive agricultural practices can damage soil structure (e.g. through compaction, the creation of fine seed beds or reducing the levels of organic matter and biological activity), which may then contribute to water pollution from soils/sediments and nutrients. This also has a negative impact on the ecological status of rivers, coastal and estuarial waters in the county.

Data from 2016 referenced in the Welsh Government's Securing Wales' Future report, states that the distribution of agricultural land per thousand hectares in Wales is as follows;

Arable	Permanent Grass	Rough Grazing	All other land on agricultural holdings	Total
42.3	96.9	14.3	17.5	162.9



**Woodland as a percentage of area, local authority districts, UK, 2019**

## Tree Cover

The presence of trees is vital to communities, they improve air quality, store carbon, provide habitats and improve the well-being of people. Regionally, Pembrokeshire has the least tree cover at 10%, with Ceredigion and Carmarthenshire having 15% and 17% respectively.

Pembrokeshire has one of the lowest urban canopy cover percentages of any local authority area in Wales. The woodland that there is in the county comprises of sparse small woodland blocks in the rolling agricultural landscape with plantation forest and native woodland remnants in the steep valleys.

The majority of woodland **in the county** is privately owned and managed. The **Welsh Government Woodland Estate (WGWE)** is very diverse with an increasing representation of native species. Tree health is a particular issue for all woodland in Wales. *Phytophthora Ramorum* and *Hymenoscyphus Fraxinaeus* have affected larch and ash trees in the area.

The majority of the WGWE in Pembrokeshire is designated as ancient woodland and will be restored to predominantly native broadleaf over time. This contrasts with the conifer plantation forests of Carmarthenshire and Neath Port Talbot.



**Location of trees in Pembrokeshire, taken from the National Forest Inventory**



There are significant networks of woodland habitats around the Daugleddau estuary and Cleddau river valleys and also around Fishguard and the Gwaun Valley, forming the North Pembrokeshire Woodlands SAC, notable for lichen assemblages and bat communities. Overall Pembrokeshire woodlands are in a stable condition with opportunities to improve woodland habitat connectivity. Future prospects for the native woodland in Pembrokeshire are good with an extensive network of native woodland alongside the rivers and streams in the heart of the county and opportunities to join up and extend this woodland area.

Pembrokeshire provides ample opportunity for new planting but it is essential that **the right trees are planted in the right places for the right reasons** to ensure that existing valuable habitats are not lost.

#### **Pembrokeshire Nature Partnership – Plant Pembrokeshire**

*Plant Pembrokeshire is a project that will create a woodland by the people of Pembrokeshire, for the people of Pembrokeshire, by planting a tree for every child born to a Pembrokeshire family. Using land donated by Pembrokeshire County Council who have also sourced trees and planned the woodland, the Pembrokeshire Nature Partnership are working on the project alongside Hywel Dda University Health Board and Pembrokeshire Coast National Park Authority. Hywel Dda University Health Board work with parents to promote sustainable parenting and promote the benefits of the natural environment and Pembrokeshire Coast National Park Authority, alongside Tir Coed, work with volunteers and people from other organisations to plant the trees.*

*The project has many benefits, including improving the quality of the Cleddau catchment area by soaking up run-off, and reducing soil erosion and flooding and increasing biodiversity. The project also provides opportunities for people to improve their mental well-being by being in nature. 1,300 trees have so far been planted over the last three years, with the project providing an example of how public sector organisations, private companies and individuals can work together for the benefit of wildlife and the wider environment.*

## Hedges and Edges

Species-rich hedgerows with mature hedgerow trees are also a significant landscape and historic feature across much of the county. They can be important habitats for butterflies, moths, birds and small mammals. They are important cultural features in the landscape. Hedgerows act as windbreaks, help prevent soil loss, reduce flooding and link habitats. However, the current condition of hedgerows in the county is very variable - some have been restored/replanted in recent years, but others have been removed or continue to decline through lack of appropriate management. Today we also see the impact of ash dieback disease on our hedgerow trees.

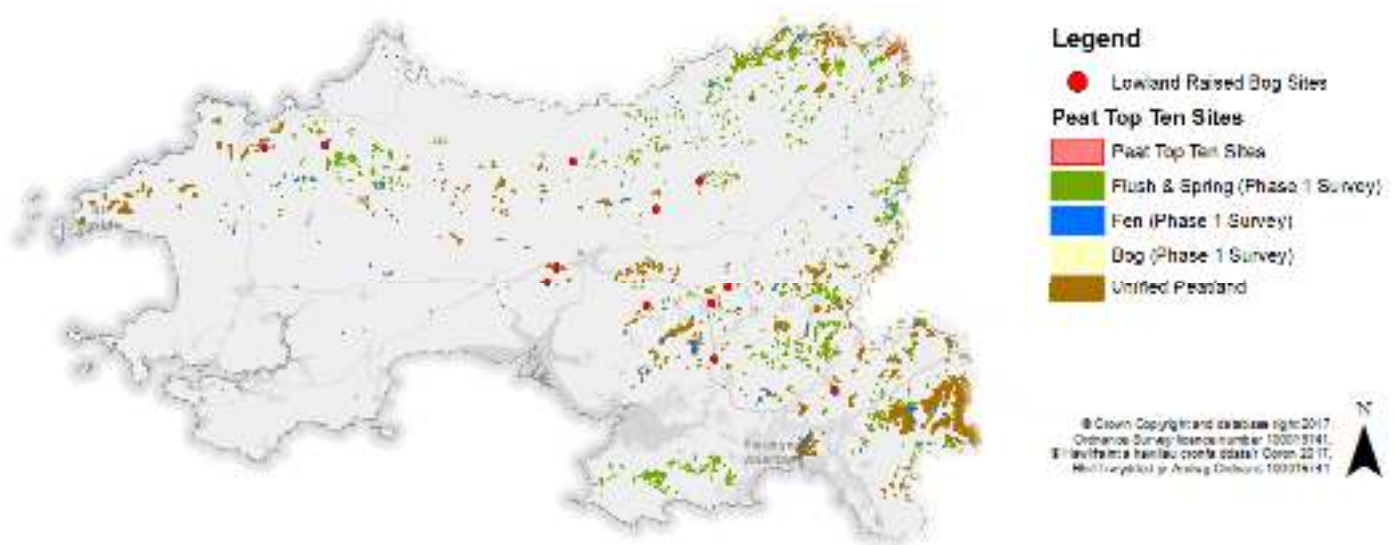
## Bogs and Peatlands

~~The extent of bog habitats has also shown a significant decline through time. Bog habitats are now scarce in the county, isolated within the wider agricultural landscape. They have been drained, planted on or lost to development.~~

Peatland ecosystems are important habitats which support a unique biodiversity. Over time healthy peatlands can capture and lock up vast amounts of carbon, while providing other vital benefits that help us become more resilient, such as flood prevention, clean water and improved health and wellbeing. The UK's peatlands store over three billion tonnes of carbon but peatlands are struggling. Globally 25% of peatlands have been destroyed, whilst in the UK at least 80% are damaged. Lowland raised bogs are the most threatened peatland with only 6% remaining, the majority in unfavourable and degraded condition and in need of restoration.

Meaningful implementation of Wales's national peatland restoration and woodland creation programmes will help safeguard soil from degradation processes such as erosion and soil organic matter loss, enhance soil carbon stock in the long term and mitigate drought and flood risk.

The LIFE Raised Bog project covers all of Wales and has been running for several years. The main focus so far has been work on Cors Caron but restoration work will be taking place at Esgyrn Bottom SSSI, part of the Afonydd Cleddau SAC in the autumn of 2022. Another all Wales project targeting bog restoration the LIFE Quaking Bogs project has also received approval and work will include sites in Pembrokeshire, mainly in the Preselis and St Davids peninsula.



## Air Quality

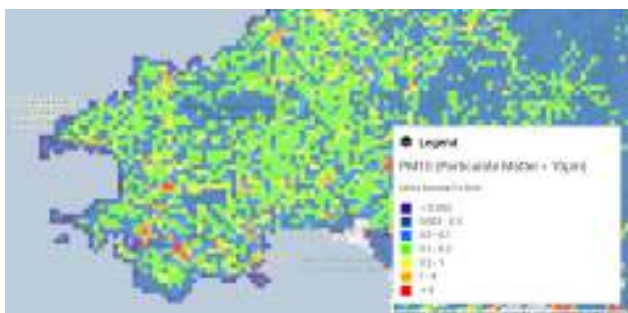
Clean air is a critical natural resource and is essential in protecting not only human health, but also Wales's natural and built environment. Air pollution affects both urban and rural areas. No levels of air pollution are 'safe'. Although air pollution from industry and transport has declined in recent decades, nitrogen-containing air pollutants continue to cause significant environmental harm whereas previously emissions of sulphur caused widespread acidification of water resources and damaged trees and forest soils.

Air quality monitoring in Wales is primarily undertaken by Local Authorities and, through several national networks, managed by the Welsh Government.

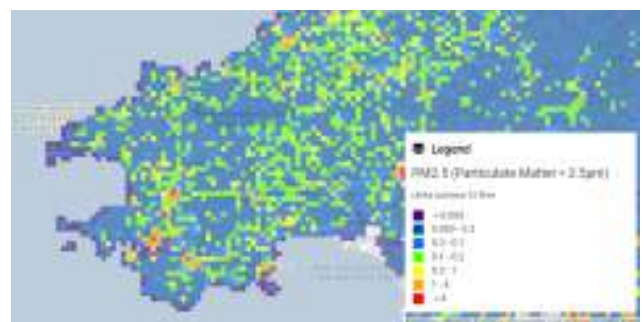
Poor air quality in the UK is estimated to cause 40,000 early deaths annually (Air Quality Expert Group, 2020), with 2,000 deaths in Wales alone, which amounts to 6% of total deaths (Public Health Wales, 2016). This was demonstrated during the Covid-19 pandemic where lockdown restrictions affected energy use, emissions and some air pollutants across the UK. Initial assessments suggest a reduction in nitrogen oxide (NO<sub>x</sub>), including NO<sub>2</sub> emissions in urban areas during lockdowns, as a result of lower traffic volumes (Clean Air Advisory Panel, 2020). This and the associated reduction in traffic noise is likely to have had a positive impact on well-being. A growing body of evidence indicates that the impact of air pollution goes beyond physical health and can impact on human well-being due to people's personal connections to the richness of their natural environment. SONaRR 2020 states that the effects of air pollution disproportionately affect those in deprived areas.

## Particulate Matter

Particulate matter (PM) consists of a mixture of solid particles and liquid droplets found in the air. A primary PM is directly emitted from source, a secondary PM can form in the atmosphere due to chemical reactions between pollutant gases. Overall figures for the region are lower than World Health Organisation (WHO) guidelines. Non-exhaust road transport emissions, domestic and industrial emissions contribute to the local peaks in urban areas. Domestic wood and coal burning also make a significant contribution. The size of the PM and length of exposure are key factors in the potential of adverse health conditions and determine where the impact will be on the body. Small particles less than  $2.5\mu\text{m}$  in diameter pose the greatest problems because they can get deep into the lungs and bloodstream leading to respiratory problems. When exposure to PM reduces lung function, it also reduces the ability of people to access nature and benefit from it; as a result, this also reduces their quality of life. There is extensive evidence to show that long-term exposure to PM increases mortality and morbidity from cardiovascular and respiratory diseases. PM has also been classified as carcinogenic to humans and causing lung cancer.



**Particulate matter under  $10\mu\text{m}$  – taken from National Atmospheric Emissions Inventory**



**Particulate matter under  $2.5\mu\text{m}$  – taken from National Atmospheric Emissions Inventory**

Levels of particulate matter in Pembrokeshire are generally low, as can be seen in the graphs above. As is typical there is a higher amount of larger, less dangerous, particulates in the air. Areas of highest population contain the highest levels of both classifications of particulate matter, particularly around Haverfordwest, Milford Haven and Pembroke.

## Air Quality Management Areas

Local authorities are responsible to declare Air Quality Management Areas (AGMAs) if national air quality objectives are not likely to be met. Across the region

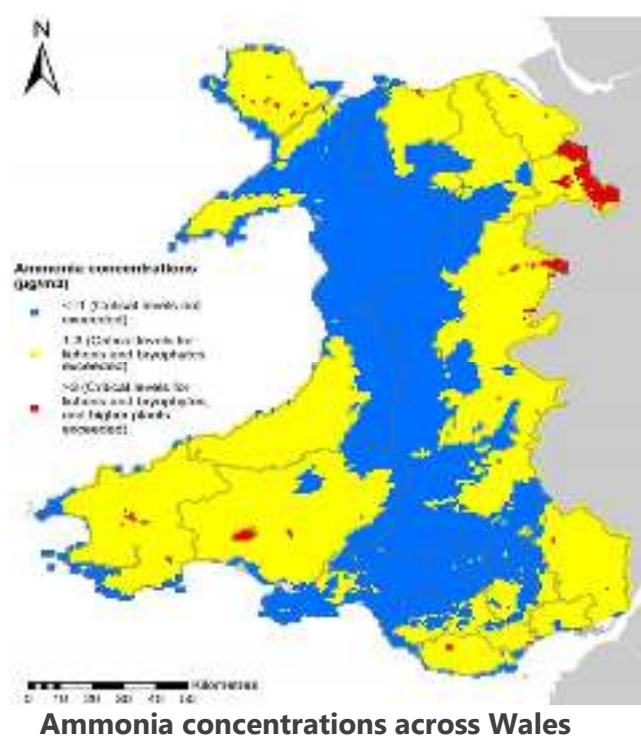
(Carmarthenshire, Ceredigion and Pembrokeshire) there are five active AQMAs: two in Pembrokeshire, none in Ceredigion and three in Carmarthenshire (see Table 5).

Local Authority	AQMA Name	Pollutants	Date Declared
Carmarthenshire County Council	Llandeilo AQMA	Nitrogen dioxide NO <sub>2</sub>	11/11/2011
Carmarthenshire County Council	Llanelli AQMA	Nitrogen dioxide NO <sub>2</sub>	02/08/2016
Carmarthenshire County Council	Carmarthen AQMA	Nitrogen dioxide NO <sub>2</sub>	02/08/2016
Pembrokeshire Council	AQMA No. 1 2012	Nitrogen dioxide NO <sub>2</sub>	06/07/2012
Pembrokeshire Council	AQMA No. 2 2012	Nitrogen dioxide NO <sub>2</sub>	06/07/2012

Table 5 AQMAs in the Carmarthenshire, Ceredigion and Pembrokeshire region

## Ammonia

Nitrogen is an important nutrient for plant growth and food production but excess can be emitted to the air as ammonia (NH<sub>3</sub>) from agriculture and waste management and re-deposited onto soils and plants, and into freshwater bodies. The impact of nitrogen, in particular ammonia pollution, is significant with 88% of sensitive habitats being damaged by high concentrations of nitrogen. More than half of Wales now experiences ammonia concentrations that are too high for lichen- and bryophyte-rich ecosystems to function properly; these include ancient woodland, bog, heathland and



acid grassland (See **Error! Reference source not found.**).

In Wales in 2012, emissions of ammonia were estimated at 25kt. Agriculture contributed 85% of the total and 52% of agricultural emissions were derived from cattle manure management alone. Concentrations are likely to increase unless measures to control agricultural emissions are implemented. Ammonia emissions can transform in the atmosphere and contribute to increased levels of particulate matter and ozone, causing harm to human health. Agriculturally-dominated and sparsely populated counties like Pembrokeshire, Carmarthenshire and Ceredigion have an important role to play – and arguably a responsibility for – mitigating any negative impacts of agricultural emissions on the well-being of people across the county. A key concern identified in SoNaRR 2020 “are the localised impacts of new ammonia sources associated with the rapid expansion of intensive poultry developments”. (Aazem and Barcham, 2015 cited in SoNaRR 2020).

## Actions Going Forward

Measures to combat air pollution, for example GI, can help transform urban and rural spaces by improving enjoyment and promoting positive behavioural changes. In addition, the cultural services imparted by ecosystems often depend on nitrogen-sensitive biodiversity, for example, in flower-rich meadows or lichen-draped woodlands.

The Welsh Government is committed to building healthier communities and better environments. Clean air has a central role in creating the right conditions for better health, well-being and greater physical activity in Wales. In September 2017, the Welsh Government published its national strategy, Prosperity for All, which sets out a cross-government commitment to reducing emissions and delivering vital improvements in air quality through planning, infrastructure, regulation, and health communication measures.

The existing vegetation in Wales takes up a significant amount of air pollutants. Restoring land cover and changing land use practice to maximise the regulating provision of the ecosystems can further reduce air pollutants. Studies have shown that this approach could be more beneficial than traditional abatement technologies and can be especially effective in combination.



Encouraging the use of the cleanest modes of transport for freight and passengers, active travel and the creation of urban green space, are likely to be key in reducing emissions in the future.

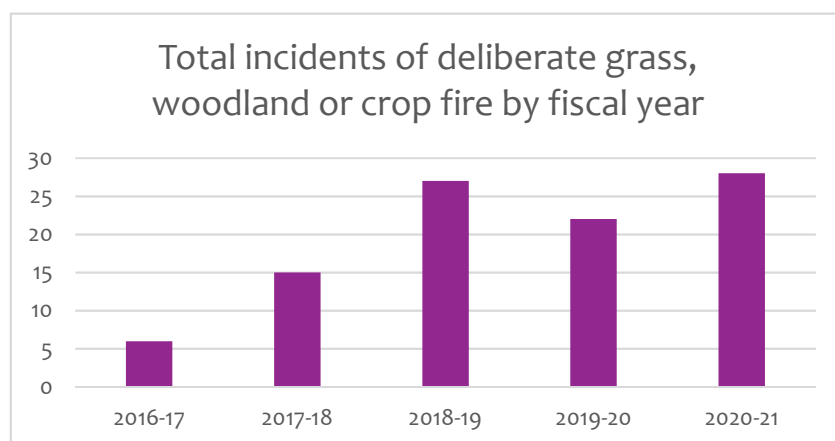
Expansion of the air quality monitoring network in Wales, in both the urban and rural environment, would help strengthen our evidence and reliance on computer modelling, to better understand the scale and impact of key pollutants such as ammonia on the environment. Better data sharing as a result of new legislation, especially within the agricultural sector, will also allow us to target our interventions and policy to ensure pollution can be minimised.

## Wildfires

Wildfires continue to be a problem across Wales with 15,576 grassfires between 2015 –2020. In the same period there were 4947 grassfires in the Mid and West Wales Fire and Rescue service area.



**Deliberate grass, woodland and crop fires recorded by MSOA 2016-21**



**Deliberate grass fires reported by Mid and West Wales Fire and Rescue Service**

In Pembrokeshire the areas most affected by deliberate wildfires are: Pembroke Dock, and Milford Haven. These are shown in blue on the graph of Pembrokeshire in Figure 8. Incidents of wildfires in our county have been relatively low, seeing an increase from 2016 and staying stable over the last 3 years.

The environmental harm caused by arson is significant, it can damage or destroy:

- Habitats, vulnerable plants, wildlife and grazing.
- Properties and historic features.



- Alter the physical structure, composition and hydrology of the soil.
- Affect water quality.
- Affect Air quality and potentially cause traffic accidents.



**Long-term trend of grass fires in Wales**

Smoke from wildfires carries small particulates that pose a danger to human health, as detailed above. To combat the setting of deliberate wildfires in Wales an all Wales task force has been created, Operation Dawns Glaw. When looking at the all Wales figures from 2001/2 there has been a significant improvement in both deliberate and accidental grassfires.

## Flood Risk

Flooding causes significant damage and distress to those who live in areas affected. Floods are one of the most common environmental emergencies; with widespread and long-lasting health, environmental and financial impacts affecting homes and businesses, and can significantly disrupt the normal functioning of whole communities. From a health perspective, quite often the worst affected are the most vulnerable in society.

Nearly 3000 properties in Pembrokeshire are currently at some level of flood risk from river or surface water flooding or coastal inundation. 1632 properties are at low risk, 418 at medium risk and 769 at high risk. Climate change will increase the number of properties, infrastructure and key services at risk of flooding. Places which do not currently flood will become at risk of flooding and those already known to be at risk will see the level of that risk become greater.

Extreme weather events will become more common; events such as the 2020 storms will increase the level and frequency of flooding. Three key climate change impacts relative to flood risk are extreme rainfall events, river flood flows and sea level rise.

NRW Communities at Risk Register (CaRR) identifies the 5 Pembrokeshire communities most at risk (i.e. combined tidal, pluvial and fluvial scores).

CaRR 'community' name	Top 5 communities Max score ranking (undefended) (CaRR 2019)
Haverfordwest	1
Pembroke	2
Tenby	3
Fishguard	4
St. Dogmaels	5

## Shoreline Management

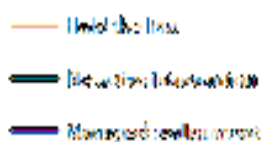
Climate change is predicted to cause a rise in sea levels, which together with predicted changes in storm intensities and increased wave action may pose further risk to exposed coastal areas and communities such as Amroth, Saundersfoot, Little Haven and Newgale

Shoreline management plans (SMPs) identify risks from flooding and coastal erosion, opportunities to maintain and improve the environment by managing these risks, and set out where we should continue to defend the coastline or where it would be more sustainable to adapt over time.



**Coastal Management Plan,  
20 year timescale**

Coastal adaptation will be required where there is a change of policy option over the SMP time periods or epochs, i.e. short term (Epoch 1 0-20 years), medium term (Epoch 2 20-50 years) and long term (Epoch 3 50-100 years); for example a change in policy option from 'Hold The Line' (HTL) to 'No Active Intervention' (NAI) or 'Managed Realignment' (MR), to deliver a more sustainable and resilient coastline to help manage and mitigate future flood and coastal erosion risks.



Where No Active Intervention (NAI) is proposed, consideration will need to be given to how this is undertaken. Locations that are expected to remain defended will need to consider nature-based solutions to improve environmental resilience and deliver wider benefits across the well-being goals.

## Water Quality and Health

Our rivers, lakes, groundwater, estuaries, coasts and seas provide us with important natural benefits, many of which contribute to the well-being of local communities and the wider population. These benefits include:

- Providing clean fresh water for people to drink, for industry and for agriculture
- Clean rivers and seas for recreation, relaxation and enjoyment
- Income generation from business and industry, tourism, energy production, angling and commercial sea and shell fisheries
- Supporting resilient terrestrial and marine ecosystems and habitats
- Providing seafood (fish and shellfish) and for crop growth

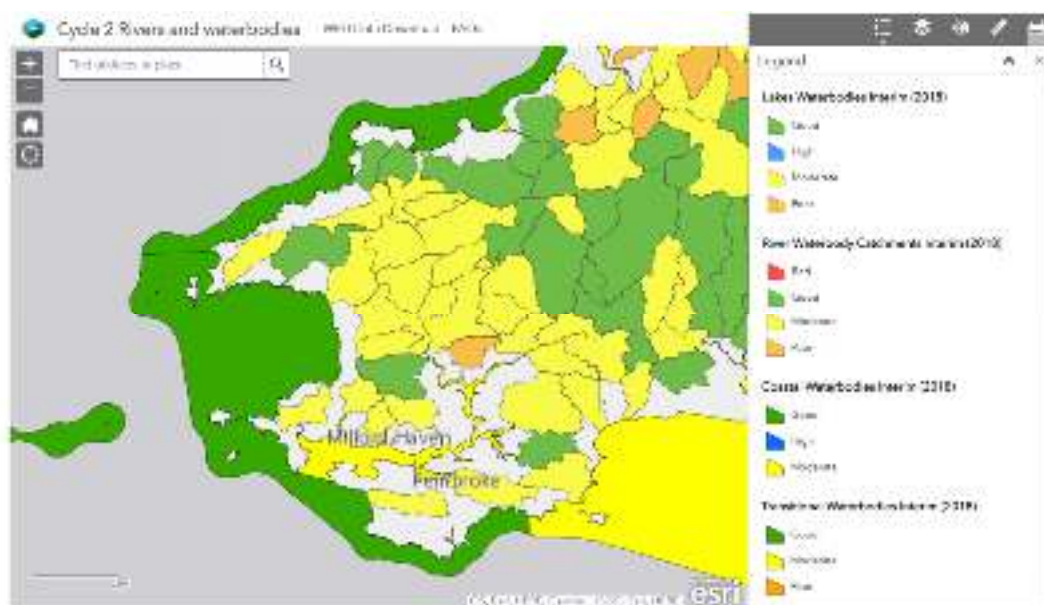
By working together to improve and maintain the management and quality of our water resources, we can deliver benefits for the environment, the local economy, health and quality of life.

There are a number of significant factors ~~having~~ **that have** an impact upon our waterways in Pembrokeshire. Water quality is being affected by pollution from nitrates, phosphorus and sediments from agriculture and sewage. Artificial structures and changes to river channels and banks pose barriers to fish and disruption of natural habitats. Invasive species are widespread, including Japanese knotweed and Himalayan balsam and there is an increasing demand for water.

Nutrient concentrations in Welsh rivers and globally are a widespread problem and Pembrokeshire is no exception. ~~Pollutants, in particular nitrate, phosphorus and sediments, are having a detrimental impact on water quality.~~

~~In this predominantly rural county diffuse pollution from agricultural sources is contributing to water quality failures, both in terms of water chemistry, but also dependent ecological indicators. The problem is exacerbated by continuous sewage and storm sewage overflow discharges from water industry sources.~~

To assess Water Framework Directive (WFD) compliance, NRW assess the condition of water bodies through monitoring, which produces an overall classification. The current classification or status for each water body is shown



#### **Classification of water bodies in Pembrokeshire taken from Water Watch Wales**

A decreasing proportion of water bodies are achieving the required Water Framework Directive (WFD) Good Ecological Status (GES), with more deteriorating than improving, over the longer term.

The overall proportion of non-tidal water bodies at GES within Pembrokeshire (30% of the 69 waterbodies) is significantly lower than the average for Wales (40%).

In this predominantly rural county diffuse pollution from agricultural sources is contributing to water quality failures, both in terms of water chemistry, but also dependent ecological indicators. The problem is exacerbated by continuous sewage and storm sewage overflow discharges from water industry sources.

Along with work to tackle nutrient and sediment pollution, addressing and improving fish passage is a key issue to address to see improvement in a small number of water bodies, such as Pembroke River quality.

Continued efforts to reduce water quality impacts from drainage misconnections and from storm sewage discharges is required in urban areas.

Most of the tidal water bodies (termed transitional) within Pembrokeshire are currently failing to achieve standards for dissolved inorganic nitrogen and, in some

cases, related biological indicators such as diatoms and/or macroalgae (seaweed). In addition to detrimental ecological impacts this can also cause problems for recreation users of the Milford Haven Waterway and commercial fishing operations. Continuous sewage discharges and diffuse pollution from agriculture and rural land management are the predominant issues identified. Levels of certain chemical contaminants including Tributyltin (TBT) and Mercury (thought to be due to atmospheric deposition) have also been recorded as above statutory guidelines in tidal waters.

Compliance Assessment of Welsh River Special Area of Conservation (SACs) against Phosphorus Targets in 2021 found 67% of waterbodies within the Cleddau River SAC, including every water body of the Western Cleddau, failed to meet target phosphate levels. This has significant implications for any proposed new development within the catchment because any new development that might result in an increase in the amount of phosphate within the SAC must be able to demonstrate that it will at least not add to, or it will reduce, phosphate levels in the receiving waterbody.

At present, there are areas of Pembrokeshire where no house building or development can occur due to the failing of the rivers Cleddau and Teifi against target phosphate levels. This has major implications for affected communities.

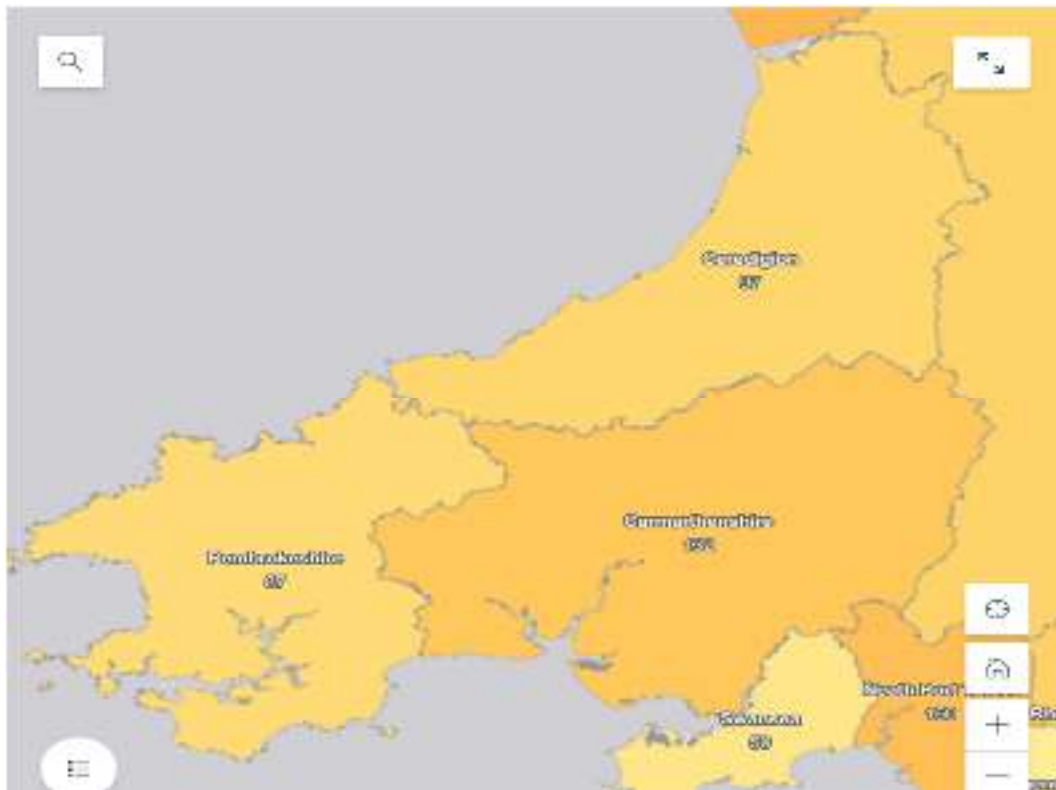
## Bathing Waters

In Pembrokeshire we are lucky to be able to swim and enjoy recreation in some of the cleanest waters in the UK. This is similar for our neighbours in Ceredigion and Carmarthenshire. 27 of the 29 bathing waters in Pembrokeshire have achieved the highest 'excellent' status, the other two were awarded 'good' status.

## Pollution Incidents

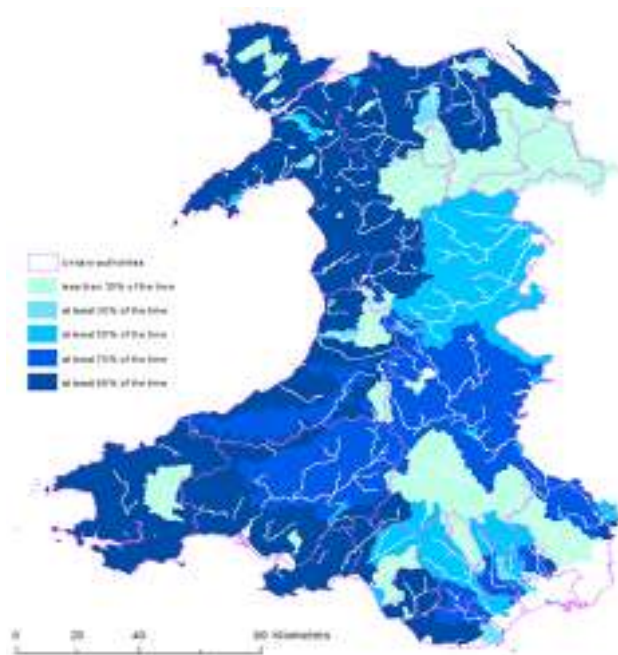
Pembrokeshire had 302 confirmed incidents between 2016 and 2020, 89% were low impact and 11% high impact. In 107 of the total number of confirmed incidents agricultural materials and waste was the main type of pollutant followed by 52 incidents caused by sewage. Approximately 15% of incidents from agricultural sources and 3 % from water industry sources had a high impact.

## Number of confirmed environmental pollution incidents, taken from the Wales Environment Pollution Incidents Interactive Map



## Water resources

The demand for water must be balanced with the importance of protecting water resources for a healthy environment. Water is taken from rivers in Pembrokeshire for public water supply, agriculture, industry, power generation and amenity uses. Within Pembrokeshire there isn't **does not have** a big surplus of water available for future additional use. This is because most of the water 'available' is already licensed for use, particularly at low flows. The Eastern and Western Cleddau catchments provide most of Pembrokeshire's public water supply. As these rivers are designated SACs and therefore afforded a high level of environmental protection, there is potential conflict with the demand for water.



Demand for water is increasing as the local population increases and tourism numbers increase. The impacts of Covid led to an even greater increase in tourist numbers but whether this increase will continue in future is unknown. Water resources will come under increased pressure in the future, impacting **upon** the ecosystems, people and businesses which rely upon them.

Actions that we can take to improve the current situation are:

- Help people to understand where their water comes from why we need to use it wisely to avoid wasteful practices and do more to improve water efficiency.
- Water Resource Management Planning by Dwr Cymru/Welsh Water to ensure that there is enough water to supply consumers under future climate and population scenarios.

## Waste and Recycling

Living in a 'disposable' society where waste is continually generated increases pressure on the use of our natural resources. Once waste is generated it requires treatment at facilities that require land, consume energy and water and produce emissions into the environment. If waste is not handled and treated properly it can be harmful to ecosystems, biodiversity and the well-being of the population.

Wales is transitioning to a high recycling nation which is a necessary component of a circular and regenerative economy. However, more needs to be done to prevent waste from being generated if we are to achieve zero waste and one planet living. The pace of becoming a high recycling nation must be matched with the provision of suitable waste facilities and end markets for materials, particularly for material streams that are currently difficult to recycle.





**Percentage of all waste recycled**

Residents in Pembrokeshire have continued to improve upon their excellent recycling rates. Pembrokeshire currently has the highest rate of combined waste reuse, recycling or composting in Wales at over 70%. The Welsh government target for recycling rates will be increasing from the current rate of 64% to 70% in 2024. Pembrokeshire is one of four counties in Wales currently exceeding a 70% rate in advance of this change, alongside neighbouring Ceredigion.

Taking a circular economy approach is a key pillar of a green recovery, helping not only to address the climate and nature crisis, but also driving better and more equitable economic outcomes for Wales.

It is currently not clear what the impact of Covid-19 has had on recycling rates and caution should be given to making comparisons to previous years. However, the picture in Pembrokeshire is cause for optimism.

## Ecosystem Resilience

Ecosystem resilience is the capacity of ecosystems to deal with disturbances, either by resisting them, recovering from them, or adapting to them, whilst retaining their ability to deliver services and benefits now and in the future. Disturbances include, (but are not limited to); habitat and species loss and deterioration; climate change; pollution and invasive non-native species.

Healthy and resilient ecosystems that are resistant to threats and disturbances provide benefits including:

- Clean air and water
- Provision of food
- Ability to adapt to climate change and extreme weather events e.g. flood prevention
- Store carbon ('green' and 'blue') to mitigate the impacts of climate change
- Protected habitats, biodiversity and landscapes for their intrinsic value and associated improved health and well-being

- Economic from tourism, recreation and enjoyment of landscapes and iconic species such as seabirds and seals

Work that can be done to improve the ecosystem resilience in our county starts with the development of an understanding of value of the natural environment and recognise biodiversity as an asset. Biodiversity underpins the social and economic systems we rely on in Wales and despite a more integrated policy framework, we struggle to find ways to measure it as an economic asset. Clear information is needed to show where declines in biodiversity and other natural resources are leading to impacts on well-being. Developing this understanding and bringing that understanding into decision making will be a critical step in building future ecosystem resilience.

The county has an extensive network of 'designated' (protected) sites; As well as the Pembrokeshire Coast National Park, Pembrokeshire has 77 Sites of Special Scientific Interest (SSSIs), 10 Special Areas of Conservation (SACs), 4 Special Protection Areas (SPAs) and 1 Marine Conservation Zone (MCZ) – Skomer. These designations cover and protect marine, terrestrial and freshwater habitats and the species dependant on them.

Pembrokeshire's important semi-natural habitats include woodland, semi-natural grassland, heathland, rivers, wetlands and coastal habitats.

The rich mosaic of habitats are especially noted for:-

- The range and diversity of marine habitats and species e.g. grey seals, maerl (type of seaweed) habitats and the largest native oyster beds in Wales
- Iconic seacliff landscape with coastal grasslands and maritime heaths
- The extent of unimproved neutral grassland on the Castlemartin peninsular
- The extensive heaths and commons of the Preseli Hills SAC
- Significant examples of upland and lowland oak woodlands
- The eastern and Western Cleddau Rivers SAC and the Pembrokeshire Marine SAC

There are a number of pressures which impact upon these valuable habitats and the ecosystems they support. These include; development, leading to incremental loss and fragmentation of habitats reducing genetic diversity; intensification of agriculture (e.g. agri-pesticide use impacting pollinators, damage to peripheral habitats like hedges, nutrient and sediment pollution e.g. elevated phosphate in SAC

rivers); impacts of non-native species and disease; increased recreation and inappropriate land use and lack of management such as grazing. Climate change is likely to further exacerbate these pressures.

The majority of Pembrokeshire's terrestrial, freshwater and marine, protected sites are in unknown or unfavourable condition, which means that although they are still of immense ecological value, they could be improved.

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Pembrokeshire Marine SAC is considered to be one of the best areas in the UK for large shallow inlets and bays, estuaries, reefs and grey seals. Also supporting Atlantic salt meadows, mud and salt flats, coastal lagoons and sandbanks. Several SAC features, including grey seals and Allis Shad, **a widespread North Atlantic fish from the herring family**, are in favourable condition but 10 of the 15 features are in an unfavourable condition, including estuaries, mudflats and sandflats.

Otters are in favourable condition in the Afonydd Cleddau SAC. Brook and river Lamprey are in **an** unfavourable – recovering condition but other features for which it is designated (Sea Lamprey, Bullhead, Alluvial forest, Active Raised Bog and water courses with the Ranunculion fluitantis and Callitriche-Batrachion vegetation) are unfavourable-unclassified as there is insufficient information to fully assess them.

Typical of national trends, the Eastern and Western Cleddau rivers are currently classified as 'At risk', and the Nevern 'Probably at risk' for both salmon and Sea Trout populations with Sea Trout particularly badly impacted by the effects of intensive agriculture.

**Interventions to support ecosystem resilience often have benefits beyond those which are the primary aim. For example, contour planting of hedgerows to attenuate flood risk may improve water quality, provide shelter for out-wintered stock and provide habitat for nesting birds. In order to understand opportunities, threats and complex inter-relationships, the Council's Ecologist and conservation team have developed a GIS based land use planning tool which displays relevant ecological information and is used to inform and assess planning applications and inform biodiversity enhancement projects.**

## Climate Change

Climate change is a cross-cutting issue, it is happening now, it is affecting our well-being and will impact the well-being of future generations. By the 2050s in Wales: Annual temperatures are projected to rise by 1.2°C, Summer rainfall is expected to decrease by around, 15% Winter rainfall is projected to rise by 6% and Sea levels ~~is~~ **are** projected to rise by 22 cm. There is clear evidence of climate change in Wales, e.g. increases ~~s~~ in mean daily temperatures, reduction in air frosts, and increase in storm events. This is predicted to have a range of impacts not only directly on health and well-being but also on habitats and species such as a decline in native species, changes in migration patterns and increases in invasive species. In addition, the State of Natural Resources Report identified the potential for increased coastal erosion, affecting beaches, intertidal areas and other coastal features, which could have a significant impact along our extensive coastline.

Any climate change policies need to be integrated with policies for biodiversity. A climate emergency is a biodiversity emergency. Climate change mitigations can exacerbate the biodiversity crisis so there is always a need for them to be considered together.

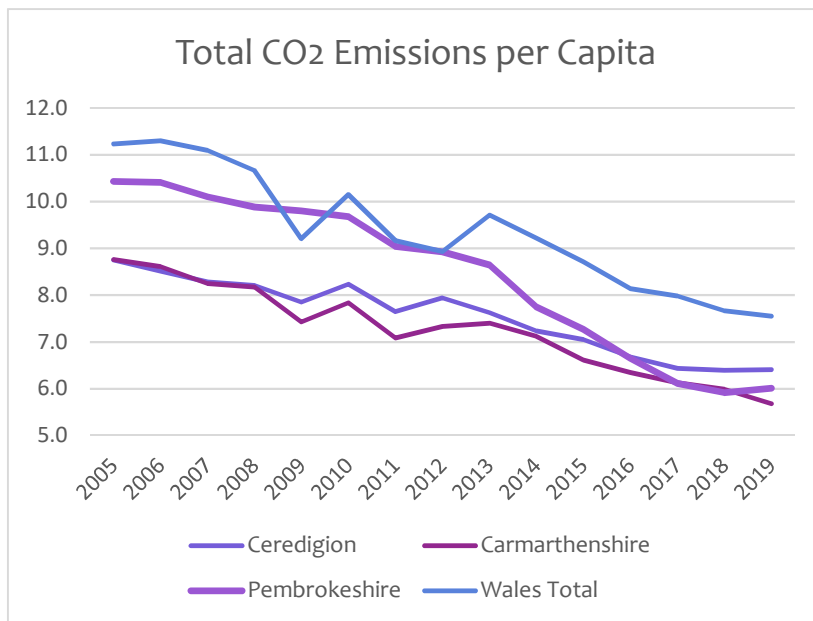
Further emphasis should be given to the role of nature recovery in both mitigating and adapting to climate change, recognising the significance of these two interrelated challenges. By putting nature into recovery, we can tackle climate change. Thriving habitats, both terrestrial and marine, can safely lock up vast amounts of carbon, while providing other vital benefits that help us adapt to our future climate, such as flood prevention, clean water and improved health and well-being.

In 2021, the UK Climate Change Committee ([www.theccc.org.uk](http://www.theccc.org.uk)) released the third independent assessment of UK Climate Risk. The Summary for Wales identifies the following risks as high magnitude, requiring action now:

- The impact of climate change on the natural environment (terrestrial, freshwater, coastal and marine, forests and agriculture)
- Increases in the range, quantities and negative consequences of pests, pathogens and invasive non-native species

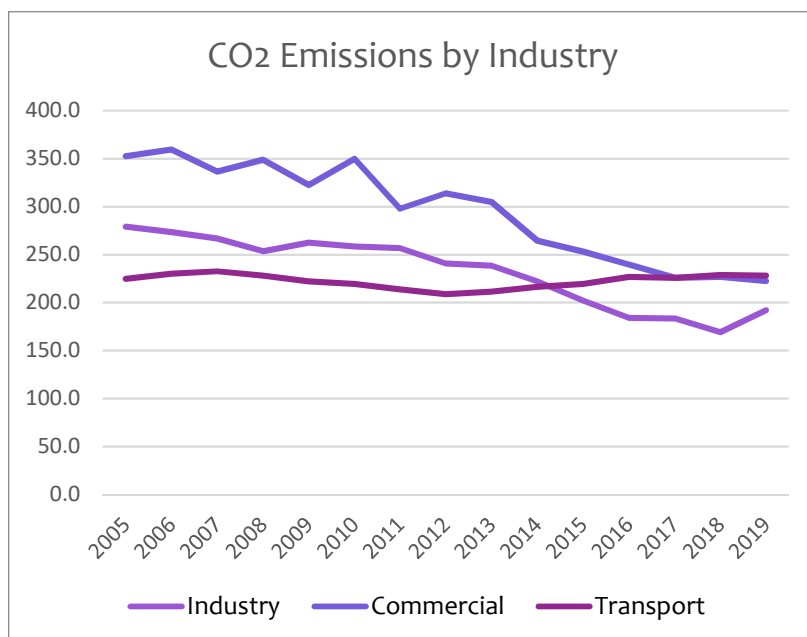
- More frequent flooding and coastal erosion, leading to: (a) damage to coastal businesses; (b) increased severity and frequency of flooding to homes and communities; and (c) damage to infrastructure services (energy, transport, water supplies and ICT)
- The impact of high temperatures, high winds and lightning on the transport network
- The impact of high temperatures on people's health and wellbeing
- Extreme weather events causing disruption of health and social care services
- Changes in temperature, precipitation, groundwater and other landscape changes causing damage to cultural heritage assets
- International impacts of climate change (e.g., food availability, safety and security, risks to international law/governance) that could affect the UK through disruption of trade routes, supply chains and public health.
- The Welsh Government has set out an ambitious pathway to achieve a Net Zero Public Sector by 2030 and a Net Zero Wales by 2050, which will be a challenge and require us to work together in partnership to achieve. Pembrokeshire County Council Action Plan towards becoming a Net Zero Local Authority by 2030. Funded by the UK Community Renewal Fund, Pembrokeshire Coastal Forum and Netherwood Sustainable Futures are working with the PSB to develop a Pembrokeshire-wide Climate Adaptation Strategy to provide a co-ordinated strategic approach to address climate risk by agencies, authorities and local communities. This work will help provide a fuller picture of how identified impacts will be addressed and how current policies and strategies link to the ability to manage risks.

## Carbon Dioxide



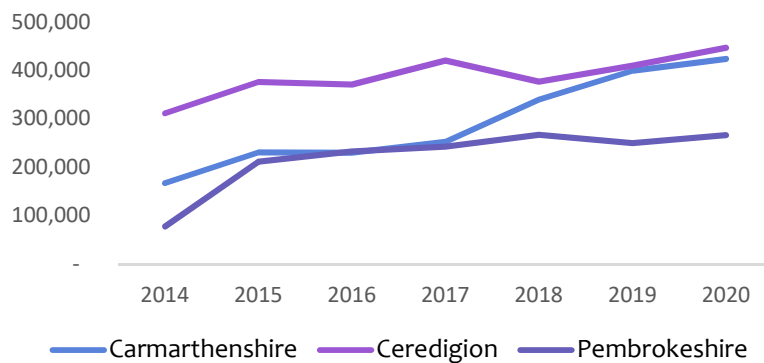
Carbon dioxide emissions do not directly pose the same health risks as other gases, such as carbon monoxide. However, impacts of high carbon dioxide emissions are felt globally through climate change; in turn creating a large impact on the health and well-being of people.

The CO2 emissions per capita in Pembrokeshire are reducing, following the same pattern as seen in Ceredigion, Carmarthenshire and across Wales. The gap between the difference in emissions between the three main sources, industry, commercial and transport has narrowed. Transport is now the leading source of emissions in Pembrokeshire, emissions from industry have risen in the past year.

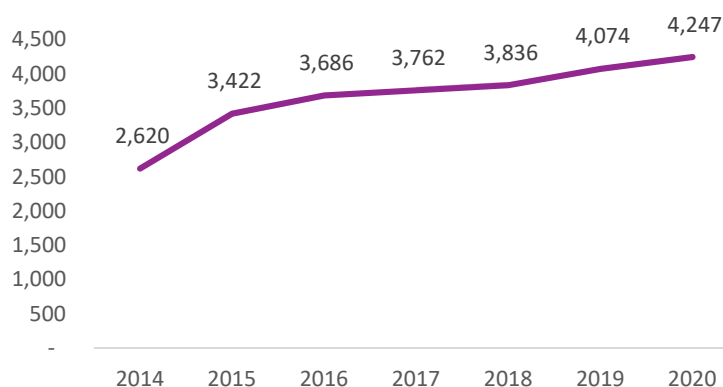


## Renewable Energy Generation

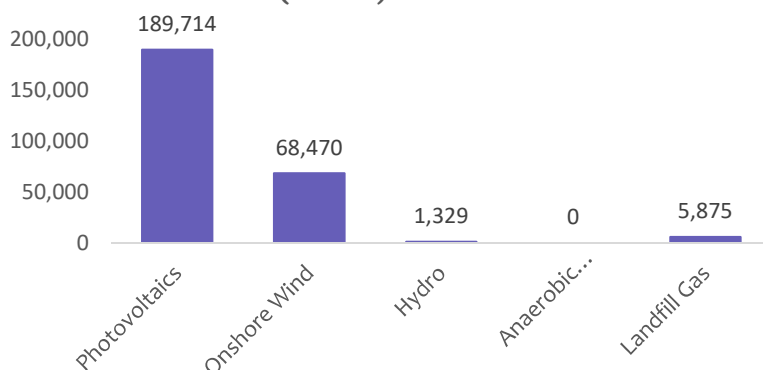
TOTAL RENEWABLE ELECTRICITY GENERATION (MWh)



TOTAL RENEWABLE ENERGY SITES



RENEWABLE ELECTRICITY GENERATED (MWh) IN 2020



The capacity and generation of renewable electricity has been increasing in Pembrokeshire, the wider region, and across Wales in recent years.

As of 2020, there were 4247 renewable energy sites in Pembrokeshire, a significant increase from the 2620 sites present in 2014. Of these, photovoltaics generated the most electricity in 2020, followed by on shore wind farms.

There are a number of opportunities for taking action to address the impacts of climate change:-

We need to transform our energy system - Making buildings energy efficient and low carbon is one example of reducing overall energy use, and therefore greenhouse gas emissions, whilst also helping towards the behavioural changes needed in society to address many of the issues faced.

Encouraging the local generation of energy and promoting demand management and energy efficiency are also important to effect change. Pembrokeshire has the



highest concentration of wave resource in Wales equating to an indicative capacity of up to 5.6 GW providing a significant opportunity for development of the industry. Pembrokeshire County Council is leading the way in renewable energy with a collaborative £4.5 million project exploring the vital role hydrogen could play in a decarbonised energy future. A proposed Marine Energy Test Area (META) with eight pre-consented sites located in and around the Milford Haven Waterway, META aims to de-risk the development of marine energy projects by providing the opportunity to test devices, sub-assemblies and components. The sites are accessible yet still representative of real sea environments. META is non-grid connected and so is ideal for early stage developers, and is also a perfect base for research and innovation.

We need to transform our transport system - SoNaRR 2020 recommends considering actions in the social sphere, driving change in how and why people travel or transport things. This could include building on the change of lifestyle we all experienced during the Covid-19 pandemic - More working from home, ~~limited travel~~ enabling people to travel more sustainably, people staying local for holidays and recreation and encouraging the purchase of local produce to reduce transport costs. Improving active travel routes, enabling the switch to electric vehicles and embracing global energy transition based on a hydrogen economy can all play a part. It is recognised that infrastructure changes will play a big part in how realistic it is for people to change to more sustainable travel methods, such as electric vehicles.

We need to transform our Food System – increasing food production through sustainable farming practices, which will include low carbon management practices, increased biodiversity-friendly management practices, new incentives and regulatory mechanisms, altered diets and reducing food waste will all help to make a more efficient food system.

Removing carbon from the atmosphere and maintaining long-term storage of it (sequestration), for example through peatland restoration, increased tree cover in the right places with the right species and supporting projects to increase ‘blue carbon’ storage within the marine environment is vitally important. This needs to be done in a way that benefits both the local community and maximises the environmental rewards. Using large areas of land to plant single species of trees will neither benefit the local environment nor the communities in Pembrokeshire.

As a society, we need to address our over-use of resources and its impact in Wales and globally. Our society relies on ecosystems as a source of natural resources and to dispose of wastes and emissions. Wales's global footprint makes it clear that our systems of production and consumption are putting too much pressure on the environment. We need to reduce our use of natural resources and the pollution and waste we generate, in order to have an economy, which regenerates ecosystems, instead of degenerating them.

## Summary of Engagement responses

The environment is a priority for the young people in Pembrokeshire. 59% of the young people who responded to our youth survey strongly agreed or agreed that they felt connected to their local environment. 82% strongly agreed or agreed that the future of the environment was very important.

From the regional survey a strong theme raised by local people was of ~~that~~ **the** surrounding agriculture and local food. **When asked**, 80% of survey respondents would consider using locally sourced food ~~when asked "What would you consider doing to improve your local environment? To support this~~ and 58% of respondents **said they** would like to see more advertising of local food businesses. Several comments were made about making more **of the** food produced in Pembrokeshire available to local people; "Sourcing food locally would significantly improve the community's environmental impact. Supporting or facilitating our local food producers to be able to deliver this would make a significant difference. Educating our children that sourcing locally as opposed to restricting diets would also go a long way to reinforcing good behaviours."

When responding to the regional survey ~~a~~ **the** majority of residents in Pembrokeshire stated **when asked what they would consider doing to improve their local environment** that they would recycle more (75%) and reduce waste (74%) ~~when asked "What would you consider doing to improve your local environment? Around half (55%)~~ **said they** would like recycling in the county to be made easier.

<b>Recycle more</b>	<b>75%</b>
<b>Reduce waste</b>	<b>74%</b>

A comment from an engagement **session** held by the Pembrokeshire Nature Partnership **detailed**s the importance of ecosystem resilience; "**The** Resilience goal is overarching. Without a healthy, functioning environment no other goals are possible. It is the keystone piece. Natural capital is the building block from which ALL other capital is made. It must be used sustainably."

54% of respondents to the regional survey stated that **the** ability to adapt and be resilient to climate change was one of their top concerns about their local environment when looking to the future.

When asked "What would you consider doing to improve your local environment?" over half of regional survey respondents stated that they would "improve energy efficiency and purchase green / renewable energy" or "use renewable energy". A suggestion of a move from fossil fuels to a renewable energy industry was raised in several engagement responses. A quote taken from a session held by Pembrokeshire Nature Partnership stated; "Engineering can transfer from fossil fuels in the Haven to the renewable sector. Prospects ~~of~~ **for** Renewable Energy mean skilled well-paid jobs, **and jobs** Jobs in environmental management and agriculture"

# EDUCATION AND LEARNING



A PROSPEROUS WALES	A RESILIENT WALES	A HEALTHIER WALES	A MORE EQUAL WALES	A WALES OF COHESIVE COMMUNITIES	A WALES OF VIBRANT CULTURE AND THRIVING WELSH LANGUAGE	A GLOBALLY RESPONSIBLE WALES
✓			✓		✓	
Well-being areas: Social / Economic						

## Overview

Education and learning is a key issue for the PSB as it underpins other themes. Without basic skills such as literacy and numeracy, citizens can be excluded from many aspects of society. The skills acquired in school and college underpin the economy. As the new curriculum demonstrates, education and learning ~~and~~ **are** inextricably linked to culture and self-expression. Education and learning is important in its own right and ultimately, it is part of what it is to be human and is part of the fabric of society.

Learning and maintaining the capacity to learn enables people to continue to engage with their families and community and for people to maintain their independence. The increased use of digital communication and the need to learn how to use these technologies is a case in point.

Some PSB partners have a particular role in formal education services, such as Pembrokeshire County Council and Pembrokeshire College, and these organisations, as well as third sector organisation such as PAVS and PLANED, have a role in delivering lifelong learning. All PSB partners have a role as employers for workforce training, particularly for apprenticeships. Education and learning ~~should not be pigeon-holed as~~ **are not** the responsibility of one or two PSB partners.

Further education is provided by Pembrokeshire College and ~~it's~~ **the most recent** Estyn inspection found that the college's performance was good with excellent prospects for improvement. The college has expanded and there are 2,000 full-time and 13,000 part-time learners and apprentices split between two campuses (the MITEC centre is focused on engineering). Through Work-Based Learning (WBL)

Apprenticeships and Traineeships, the college is working with more than 3,500 employers.

As noted in the economy section, there is a limited higher education offer within the county. Pembrokeshire College offers a range of higher education courses in conjunction with other institutions such as Trinity St Davids and Swansea University, many of which are targeted at known schools shortages, such as engineering, and health and social care. Over time, there has been a steady increase in on-line learning opportunities (the Open University was established over 50 years ago) and it is possible that Covid-19 will result in a permanent shift towards on-line learning. If so, the impact of the relative lack of higher education institutes within Pembrokeshire may wane.

For formal education services, further education services provided by Pembrokeshire College are rated good by Estyn, and there are many examples of good schools (for instance Ysgol y Preseli in Crymych has been ranked the fourth best state secondary school by the Sunday Times Parent Power schools guide). However, Estyn's December 2019 LEA inspection found that there despite strong strategic direction, under performance had not always been dealt with robustly. It also found that whilst there had been improvement from previous inspections, consistency of improvement remained an issue.

Since Estyn's 2019 Inspection, there have been a six of inspections of schools (including one secondary school) that required some degree of follow-up. In all cases, these have been removed from lists of schools that require significant improvement of review. Routine inspections of schools such as Gynradd Llandudoch assessed the school as good. Whilst there is no room for complacency, these inspections provide externally validated evidence of the progress schools are making to improve.

The Covid-19 pandemic coincided with implementing the Estyn Post Inspection Action Plan. The initial lockdown was extremely disruptive to schools and colleges and schools necessarily focussed on providing a safe environment for learning. One of the adjustments made was that public examinations were replaced by teacher assessments for GCSE and A-levels and these are not comparable with previous years.



A complicating factor to measuring progress is that Welsh Government had already changed how it collated examination results, making it more difficult to draw comparisons between local authorities or to make generalised assessments of education and learning across broad areas. As a result, the analysis of data section, which draws on the Public Services Board well-being assessment core dataset uses data from a time at which we know improvement was needed. However, this remains the most recent data and in future the PSB will need to rely on more qualitative assessments on the progress which is being made.

Since the last Well-being Assessment, the new national curriculum has been agreed. This will be implemented over the next year and places much more emphasis on young people having a broad range of skills as well as developing a sense of place. Another important development is changes to how young people with Additional Learning Needs are supported.

Covid-19 has interrupted young people's learning especially those young people on low incomes or with additional learning needs. Covid-19 has also been a stressful time, limiting opportunities for social interaction and straining people's mental health. This too is likely to have an impact on learning. On a more positive note, it has also tested new digital ways of delivering education and learning.

## Analysis of data

### School provision

The range and type of schools in Pembrokeshire from September 2021 is shown below.

Age Range	Secondary	Community Primary	Voluntary Controlled	Voluntary Aided	Special	Total
3 – 11		32	10	6		49
3 – 16	1			1		2
3 - 19					1	1
4 – 11		3		1		3
11 - 16	1					1
11 - 19	4		1			5
	6	35	11	8	1	61



There is a considerable variation in the size of primary schools which have capacity to offer places to about 10,250 pupils. The largest primary school has almost 700 pupils, the smallest only 21 with the median average being around 125 and the upper quartile around 230. The 25% largest primary schools provide just over half of the 9,525 places taken up. There are approximately 750 surplus places for primary schools.

The vast majority of primary schools offer nursery provision. Access to childcare is key in addressing gender inequalities in the workplace (see life stages analysis).

Pembrokeshire's two middle schools offer 1,075 places (one of these, Caer Elen is Welsh medium).

There is variation in the size of the six secondary schools in Pembrokeshire. The largest has 1,620 on roll, the smallest around 525 and the median size is around 900. There are about 5,960 secondary students on roll whereas the capacity is just over 7,000.

Post sixteen education is delivered within the framework of a Memorandum of Understanding with Pembrokeshire College. The aim of this is greater collaboration between Schools and the College to minimise duplication and maximise the offer of courses to students. Since the last assessment, the number of school sixth forms has (following extensive debate) been reduced as the number of learners meant sixth forms were not viable. Campus 6 at Pembrokeshire College offers a wide range of A-levels and vocational equivalents such as Extended Diplomas.

Pembrokeshire's well-regarded Special school, Portfield, caters for children and young people with severe, profound and complex learning difficulties in the age range 3 -19 years. The whole spectrum of children's needs are supported through the involvement of many professionals.

Learning Resource Centres provide additional support for young people with additional learning needs (e.g. autism) with the aim of supporting young people to reach their potential within a mainstream school setting. Eight are based at primary schools providing 160 places. There are currently three centres for secondary age children, with a proposal to expand this to four, providing capacity to meet the needs of 92 learners.

Whilst not a school in its own right (as young people remain on the roll of their own school) there is also a pupil referral unit which provides intensive support for children and young people with Behavioural, Emotional and Social difficulties.

Schools provide more than education; they are community hubs in their own right and decisions to open, close or merge schools are taken very carefully (Council has opted to make these decisions itself rather than delegate them to the Executive).

The Council has a school re-organisation policy that aims to match the number of school places to the number of children in an area and, over the past decades, there has been a steady reduction in the number of schools. Factors include:

- a fall in the number of young people of school age,
- changing locations of where pupils live; in general, this is towards main towns and away from rural areas
- the need to update school buildings and provide learning environments that are fit for the future. The successful C21st schools programme has seen well over £100m invested in new or re-furnished school buildings and more projects are either on site or are planned.
- the educational advantages of federating or merging small schools, such as reducing the number of head teachers with significant teaching requirements.

Pembrokeshire has bucked the national trend by increasing the amount of Welsh medium provision. The Welsh in Education Strategic Plan for the period 2022 – 2031 is currently in draft and will be agreed in early 2022. The expansion of Welsh medium provision is a priority within this plan, and is required in order to meet challenging Welsh Government targets.

## Location of pupils and need

The table below is summarised from the January 2021 Pupil Level Annual School Census and shows how many pupils (of all ages) live in Pembrokeshire and the communities that they live in. It also shows how many children have been identified by their families as entitled to free school meals.

It is not straight-forward to tie back the number of pupils living in communities to the number of people living there as some schools have sixth forms; others do not as well as inaccuracies in population estimates. Communities that are close to education provision in other counties (e.g. Whitland School or Cardigan school) such

as Northeast Pembrokeshire, Saundersfoot/Kilgetty area and Tenby area have a lower proportion of pupils attending Pembrokeshire schools compared with those that are further from the border

Community	Pupils not entitled to FSM	Pupils entitled to FSM	Total number of pupils	% entitled to FSM
Northeast Pembrokeshire	766	51	817	6.2
Fishguard Area	1108	178	1286	13.8
Northwest Pembrokeshire	771	105	876	12.0
East Pembrokeshire	830	75	905	8.3
Haverfordwest North	920	254	1174	21.6
Haverfordwest South & Merlin's Bridge	997	230	1227	18.7
Narberth Area	574	39	613	6.4
West Pembrokeshire	965	118	1083	10.9
Neyland Area	1108	122	1230	9.9
Milford Haven East	905	251	1156	21.7
Saundersfoot/Kilgetty Area	819	94	913	10.3
Milford Haven West	1031	278	1309	21.2
Pembroke Dock	1213	388	1601	24.2
Pembroke East & Carew	942	82	1024	8.0
Pembroke West & Angle Peninsula	958	283	1241	22.8
Tenby Area	631	68	699	9.7

Free school meals is covered in more detail in the poverty section. It is worth noting that only those pupils who apply for free school meals are counted in this list; other measures of childhood poverty do not contain this distortion.

There is a wide variation in the percentage who are entitled to free school meals with much higher proportions in the main towns, or communities that cover part of a main town such as Pembroke West & Angle Peninsula

In addition to those entitled to free school meals, in January 2021, a further 830 pupils received free school meals via transitional arrangements. Following the co-operation agreement between the Labour and Plaid group in the Senedd, all primary school children will be entitled to a free school meal.

## Educational outcomes

The Flying Start programme supports children and their families who live in communities with relatively high levels of deprivation. The percentage of Flying Start children reaching or exceeding their developmental milestones at 3 years in Pembrokeshire in 2015 was 54%, which dropped to 46% in 2016, the most recent published figures. The figure for 2016 was a little below the median average, whereas 2015's figure was at the upper quartile.

For GCSE results, the percentage of pupils aged 15 who achieved Level 2 threshold including a GCSE grade A\*-C in English or Welsh first language and Mathematics for 2015 to 2017 (the last year that results were measured in this way) was at the Welsh median average; the actual percentage figure dropped from 59% to 55% to 54% for each year respectively. However, education results tend to be influenced by levels of deprivation. Given the relative levels of poverty in Pembrokeshire at this time, compared with the rest of Wales, results might have been expected to be higher.

The following is part of the Welsh Index of Multiple Deprivation underlying data set and shows another measure of GCSE performance based on where pupils live. This shows a considerable variation in outcomes from Northeast Pembrokeshire and East Pembrokeshire which are well within the upper quartile for Wales to Pembroke Dock which is very low compared with other MSOAs

Community	Key Stage 4 average point score	Percentile rank: Key Stage 4 average point score
Northeast Pembrokeshire	128	20
Fishguard Area	121	40
Northwest Pembrokeshire	126	26

East Pembrokeshire	131	13
Haverfordwest North	117	54
Haverfordwest South & Merlin's Bridge	111	77
Narberth Area	123	35
West Pembrokeshire	120	44
Neyland Area	108	86
Milford Haven East	107	88
Saundersfoot/Kilgetty Area	130	16
Milford Haven West	121	40
Pembroke Dock	98	98
Pembroke East & Carew	122	38
Pembroke West & Angle Peninsula	102	95
Tenby Area	119	47

The impact of young people leaving school without achieving literacy and numeracy qualifications has impacted on other parts of the education system. Estyn's 2017 report on Pembrokeshire College noted "More than half of the college's learners enter the college without either a GCSE grade C in English or Welsh, or in mathematics. Those learners taking discrete classes to improve their English and Mathematics generally make solid progress from their starting points. The rates at which learners achieve their Essential Skills Wales qualifications are good, and show an improving trend."

The Council has a particular responsibility to people in care. In 2016, the most recent figures we have available, no 16 year olds left care ~~with no~~ **without** qualifications and this has tended to be the norm in previous years.

Child poverty, as measured by entitlement to school meals impacts upon attainment. The figures below are taken from a 2019 report and do not necessarily reflect the most up-to-date position. Nonetheless, they are indicative of the generalised impact of poverty on attainment. The section on responding to trends gives further details on addressing the attainment gap and this is arguably the key point.

- The Foundation Phase Indicator for eFSM has declined from 81.2% in 2015 to 67% in 2019; the FPI eFSM gap, has increased from 9.8% in 14/15 to 18.5% in 18/19.
- The KS2 CSI for eFSM increased from 73.7% in 16/17 to 77.5% in 18/19; the eFSM KS2 gap has decreased from 18.6% in 16/17 to 13% in 18/19.
- The KS3 CSI for eFSM reduced from 70.3% in 16/17 to 66.7% in 18/19; the eFSM KS3 gap declined from 22.1% in 16/17 to 21.2% in 18/19.
- The KS4 Capped 9 Points Score for eFSM declined from 273.4 in 16/17 to 255.1 in 18/19; the gap has increased from 84.8 to 91.4 between 16/17 and 18/19.
- The KS4 L2i eFSM decreased from 30.3% in 16/17 to 20.5% in 18/19; the gap has increased from 30.7 to 32.7 between 16/17 and 18/19.
- The attendance of Primary eFSM learners in 18/19 was 92.8%, with a 3 yr. average of 92.82%. eFSM attendance is equal to, or higher than national averages since 15/16 (18/19 comparator not available).
- Secondary eFSM (88.7% in 18/19) attendance has been lower than national averages since 13/14 (18/19 comparator not available).

A-level results across Pembrokeshire generally compare well with the national average (the college and many school sixth forms). More data on the core results will be available in the final assessment.

## Higher education

The table below, part of the Welsh Index of Multiple Deprivation underlying data set shows the percentage of leavers who go onto higher education in 2019. This shows a very wide variation in the likelihood of young people embarking on higher level skills courses, ranging from 12.2% in Milford (99% of MSOAs had proportions of young people entering higher education that were higher than this) though to 37.6% in Saundersfoot/Kilgetty, well within the upper quartile for Wales.

Community	Key Stage 4 leavers entering Higher Education (%)	Percentile rank: Key Stage 4 leavers entering Higher Education (%)
Northeast Pembrokeshire	31.3	43
Fishguard Area	25.5	71
Northwest Pembrokeshire	26.9	63
East Pembrokeshire	31.8	42
Haverfordwest North	22.3	81

Haverfordwest South & Merlin's Bridge	20.3	86
Narberth Area	28	58
West Pembrokeshire	24.7	74
Neyland Area	17.9	92
Milford Haven East	12.2	99
Saundersfoot/Kilgetty Area	37.6	18
Milford Haven West	29.3	52
Pembroke Dock	19	90
Pembroke East & Carew	34.9	27
Pembroke West & Angle Peninsula	25.8	68
Tenby Area	32.4	39

## Adult learning

Learning Pembrokeshire provide a range of courses for different audiences. These include essential skills and ESOL, key to meeting reducing inequalities and ensuring that people can participate in society. A variety of courses are offered to support Welsh learners. Courses are also offered to support employers / sectors such as food safety and food allergen management for catering and personal licensing. Others are for general interest / leisure courses such as yoga, Tai Chi and Pilates, and arts courses. Digital courses are provided to support employment e.g. ECDL as well as ones focussed on digital literacy / basic IT skills

PAVS offers a training programme to support the sector (for instance on funding and on responsibilities of being a trustee) as well as courses with a broader applicability, for instance for safeguarding as well as digital training. There is a dedicated area on their website. PLANED offer a range of digital media courses as well.

It is worth noting that there is a wide range of informal learning through community groups most of which happens organically and with little input from the public sector. Some of these groups are supported by projects run by PSB partners. For instance PLANED's 'Echoes of the past' provides a local welcome to local heritage. Pembrokeshire's local history groups offer well-researched insights into centuries of heritage which have shaped its landscape and people.



People interact in different ways for education and learning depending on how old they are. For young people, education and learning takes up a significant proportion of their lives and their well-being will reflect their experience of school and how it nurtures them. For other people, education and training may be linked to gaining workbased skills. For older people, education and learning may be an end in itself; a way of meeting.

## Impact on Life Stages

### New beginnings

For the youngest age group (and their parents and carers), **play and** nursery provision is key. ~~The quality of provision is inspected by Estyn.~~ **The Economy section has more information about nurseries and the Childcare sufficiency audit. The text that follows relates to play and the Play Sufficiency Assessment.**

**Children learn about themselves, others and the world through play. The Pembrokeshire Play Partnership promises to work to improve the availability, commitment and understanding of the importance of high quality play opportunities for children and young people of Pembrokeshire. Play, and specifically outdoor play, is very beneficial for children and can improve a child's physical health and fitness and have a positive impact on children's mental well-being.**

**The last Pembrokeshire Play Sufficiency Assessment undertaken in 2019 identified a number of areas for improvement in order to provide play opportunities for children in the county. These included providing opportunities for those with diverse needs and aiming to ensure that additional support is available for play opportunities to be fully inclusive. Making use of open spaces was another area identified for improvement suggesting that Community Asset Transfers could be used as a way of sustaining community play parks (Community Asset Transfers are where communities take responsibility for maintaining a play park for example, perhaps through a long-term lease). Work has also been undertaken to provide better access to play provision within communities following consultation with a range of partners.**

### Younger people

The implications for school age people are commented on throughout the education and learning section.

## Youth and Adulthood

The growth in apprenticeships offers an alternative way to high skilled jobs rather than the academic graduate route. Continued education and learning may become more relevant to working age people as the nature of work changes and jobs change.

## Ageing well

As the state retirement age has increased (and may increase further) and with more people working up until this age, there will be a continued need for lifelong learning. Rather than older people engaging with 'leisure' courses, there may be a need for greater vocational training for older people, who in the past, may have left the labour market.

## Responding to trends

### School provision

A paper on Planning School Places was considered by the Council's Schools and Learning Overview & Scrutiny Committee on 30 September 2021 ([Link https://mgenglish.pembrokeshire.gov.uk/documents/s62763/OS%20Planning%20Place%20-%20Sept%202021%201.pdf](https://mgenglish.pembrokeshire.gov.uk/documents/s62763/OS%20Planning%20Place%20-%20Sept%202021%201.pdf)) This sets out detailed demographic trends and puts it into the context of other factors such as building condition.

The table below summarises the complex issues within the report and proposes objectives and indicative actions:

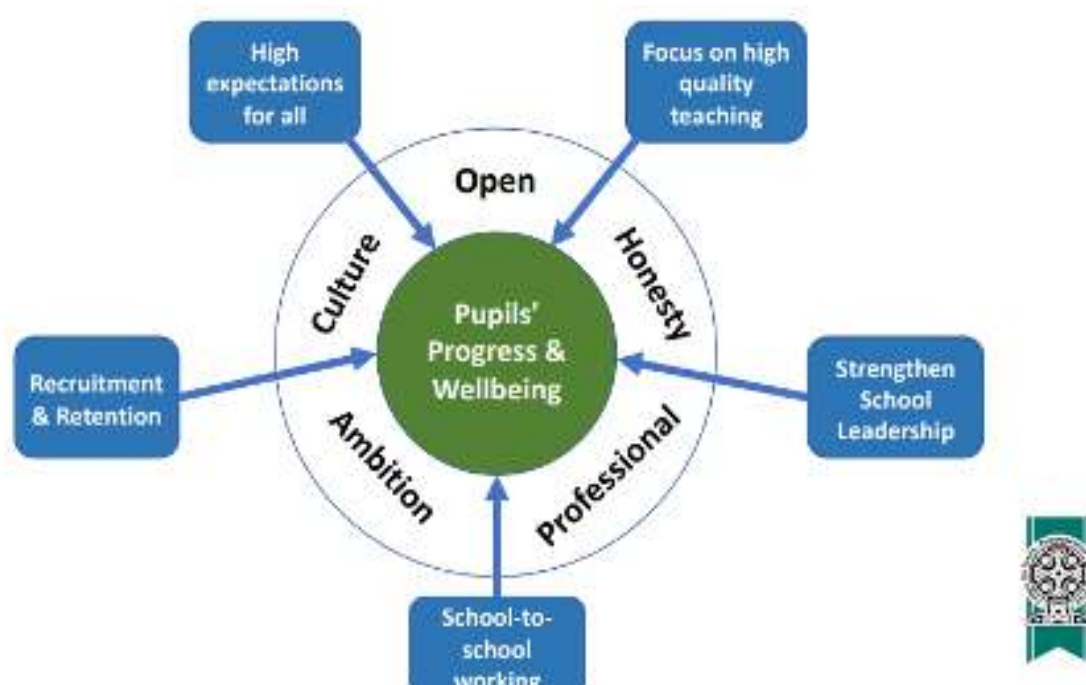
Objectives	What this might involve:
Improve Standards	<ul style="list-style-type: none"><li>• Reduce the number of headteachers with a significant teaching commitment</li><li>• Reduction in the number of schools</li><li>• Removal of VC status from PCC owned faith schools</li><li>• Reduce the number of schools in 'poor' condition</li><li>• Further extend 3-16 / 3-19 provision</li></ul>
More Federations	
Extend Welsh medium provision	
Sustainable education community	
Better quality buildings	

### Educational outcomes

A new strategy for Education is in development. The strategy runs ~~til~~ until 2027 and its vision is to make *Pembrokeshire a great place to grow, learn and live*. The

introduction of the draft sets out the challenge ahead “Pembrokeshire has made some improvements in recent years. We are clear that more remains to be done to ensure that Pembrokeshire is a great place to grow, learn and live. We need to bring about a shift in focus to enable schools to lead improvement across the system, moving away from a culture of dependency, and encouraging innovation in teaching and leadership.”

Progress against the Estyn Post Inspection Action Plan continues to be monitored by as a sub group of the Schools and Learning Overview & Scrutiny Committee. The following diagram summaries the objectives that have been set (in blue) whilst the words within the circle highlight the culture that leaders wish to engender.



Estyn held an improvement conference in November 2021. ~~The findings of this visit will be fed into the final version of this assessment.~~ This found that steady progress is being made against many of the recommendations from previous inspections and that PCC had communicated effectively with schools during the pandemic. It noted schools are improving and that there are many fewer primary and secondary schools that are now a cause of concern. It found that Leaders have an improved understanding of the issues for these schools, and that the PCC Education leadership structure has a balanced distribution of responsibilities. Estyn found some areas for improvement though: there are still a small number of schools that require

intervention and that, in general, self-evaluation and improvement planning in Education is not sharp or robust enough.

ERW, the body which offers support offering support for school improvement ERW which operated over a six county footprint (South West Wales + Mid Wales) has been wound up and a new body, Partneriaeth, created which covers Pembrokeshire, Carmarthenshire and Swansea. It is clear that the future of school improvement work is likely to be through regional delivery. School improvement is one of the four Corporate Joint Committee functions (though to date this has not been commenced).

There are specific projects in place to address the attainment gap between those who are and who are not entitled to free school meals. The Raising Attainment for Disadvantaged Youngsters (RADY) will be rolled out in all schools along with a roll out for Peer Tutoring for eFSM pupils. This follows on from work in previous years, for instance critically evaluating the use of pupil deprivation grant to ensure it is focussed on projects that will address this issue.

## Outcomes from survey

There is a limited amount of information in the surveys and engagement work on education and learning.

### Main survey

Access to training and further education was one of the ten options respondents were asked to rank that they valued in a prosperous economy. Access to training and education was ranked 9<sup>th</sup>, about half the number of mentions of the top three items.

The survey report contains comments on education and these are replicated below:

- "Better schools might encourage well-qualified people to apply for jobs here where there are shortages. More research is needed into why it is difficult to attract good applicants for some jobs such as GPs."
- "Very unhappy with the new PSE curriculum coming in 2022. Again the Welsh Government did not listen to the people and the consultation was done so quietly and not covered by the media."

- “I would like local schools to be more outdoor based and adapt to integrate the needs of children with additional needs better.”

Other comments around education include the opportunities for using the outdoors as a learning environment, and promoting land-based careers such as agriculture. A few comments were also made about the need for investment in school sports facilities, especially 4G pitches.

Schools and colleges featured in the questions about a vibrant community and thriving Welsh language. Only 40 out of the total 1,038 mentions were for lack of Welsh education schools / colleges, one of the lowest ranked answers. In a similar way, the number of mentions for “Support your children through Welsh medium education” and “More information on the benefits of Welsh medium education” were ranked much lower than other answers.

Some of the comments made about the Welsh language argued for greater Welsh medium provision whilst other respondents were less positive about more Welsh medium education:

- “I am a Welsh speaker, our children attend a Welsh medium school, noting the above question (what would you consider doing to help...) we watch TV programmes in Welsh without sub-titles.”
- “More Welsh opportunities in mainstream schooling not just in Welsh medium schools! Welsh should be encouraged in all schools not just in 1st language schools.
- “English medium schools should be available to all students in Wales as at the moment equality and fairness on that front is disappearing”

The metadata for the survey asked whether respondents volunteered. Of the 28 people volunteering with organisations supporting young people, 10 of the mentions were school based (e.g. Governor) emphasising both the important role that volunteers play in schools as well as the way in which school’s governance structures are part of wider structures for civic society.

## Youth survey

School plays a large part in young people’s lives. School mentioned 35 times in “What is best about your community” and 78 times in “Three things made you smile this week” emphasising the positive view that young people have about schools.

## Future trends

### Demographic change

Education and learning will need to respond to demographic change. This is a complex area and it is also an area that the PSB can influence; land use planning policies such as the number, type and location of new housing, housing policies, policies to promote fast broadband and the attractiveness of home working and policies around economic development can influence demographic change and therefore the future demand for formal education services.

Without a co-ordinated initiatives to attract younger people and their dependents, it is likely that the number of school aged children within Pembrokeshire will continue to fall.

### Future skills needs

The skills required in near future are commented on in the Economy section in the part that describes the work of the Regional Learning Partnership. Over the long term this list will also be shaped by:

- Decarbonisation and growth in the green economy. This is not limited to skills for engineering; there is also likely to be demand for environmental and agricultural skills
- Continuing demand for health and social care skills
- The growth in automation. This is likely to reduce demand for lower skilled jobs, particularly in administration. Over time, automation may reduce or change demand for higher skilled professional jobs. The implication of this is that people will need to develop broad-based competencies, be flexible and continue to invest in their own skills base.

Reports published by the Future Generations Commissioner are clear that how the skills agenda is also important:

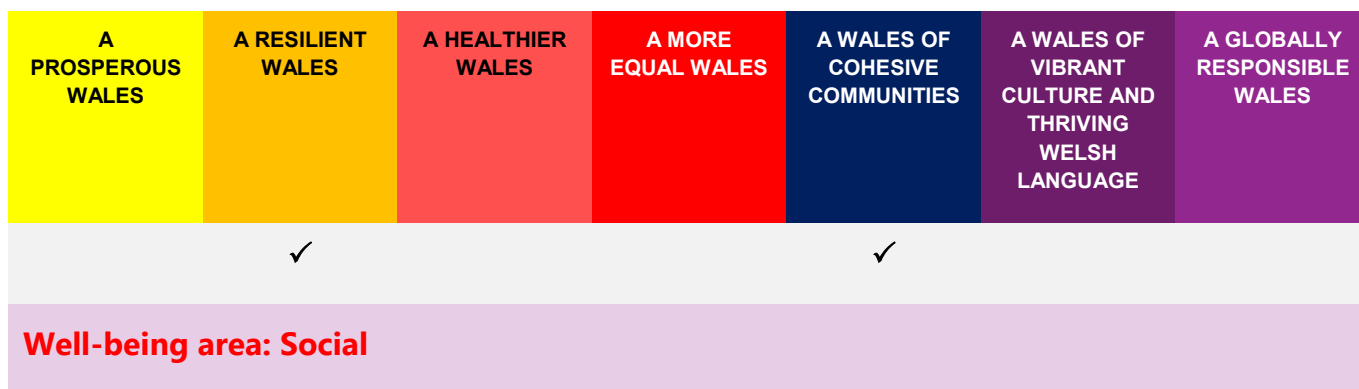
- Learning to be created and delivered in partnership with businesses, charities and other organisations across Wales.
- Assessments should be broad based and should be centred around pupils not testing
- any future approach to skills must address equality issues and should be just.



# SAFE, COHESIVE & RESOURCEFUL COMMUNITIES







## Overview

An individual's perception of whether they live in a safe community, and feel safe in that community, has a significant impact on their feelings of general well-being. People's feelings of safety are affected by their experiences and perceptions of crime and this in turn has an impact upon how cohesive or connected that community feels to them. Alongside this, the resilience of a community, and its ability to deal with challenges that affect the lives of its residents, can affect feelings of well-being. Being an active member of a vibrant community, for example through being a member of a local group or through volunteering, can enhance feelings of well-being and belonging, so that individuals feel more connected to their community and invested in its future.

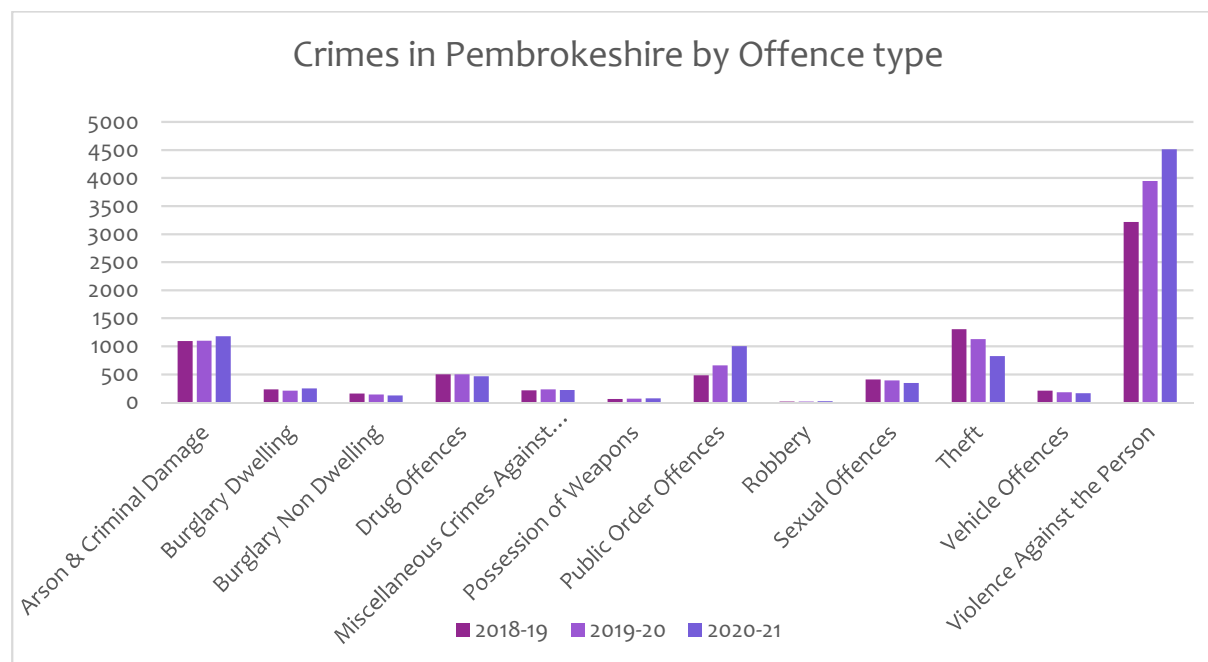
## Community Safety

### Crime and disorder

Patterns of crime have been influenced by the pandemic, with falls in some types of crime and increases in others. The Crime Survey for England and Wales, undertaken by the Office for National Statistics (ONS), shows a 32% increase in fraud incidents in the year ending June 2021, whereas many areas have shown a reduction in theft and robbery due to the majority of people staying at home. However, the impact of the pandemic on how the survey was conducted mean that questions regarding some crimes, particularly domestic abuse and sexual assault, have not been included in the latest survey.

Pembrokeshire is one of the safest places to live in the UK and has very low levels of crime and disorder compared to other areas of Wales. Total levels of recorded crime

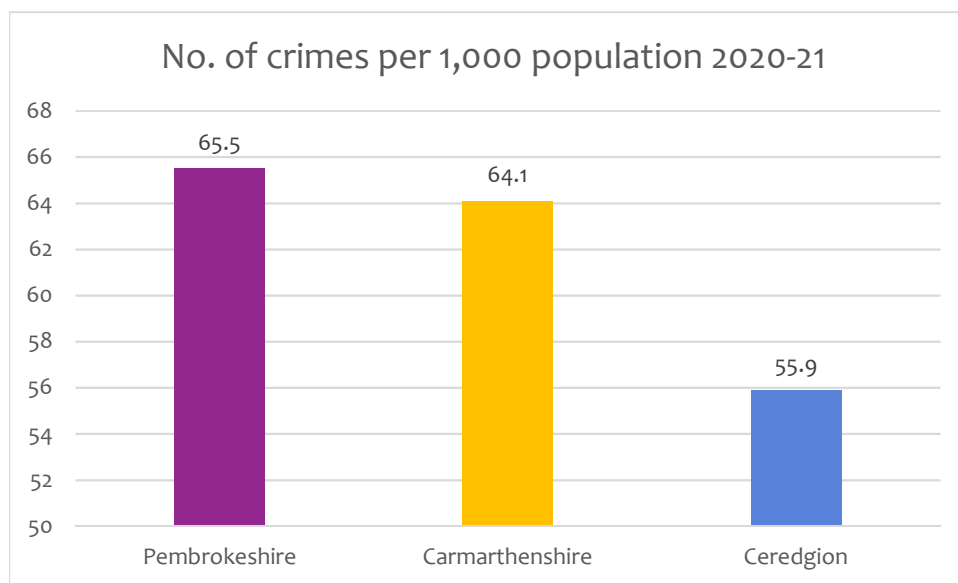
for Pembrokeshire in 2020-21 were 9,162. The graph below shows comparisons of crime volumes and offence types in Pembrokeshire for the last three years;



The data shows increases over the past three years in public order offences and violence against the person and a significant decrease in theft, which is in line with the results of the Crime Survey for England and Wales undertaken earlier this year. Figures for 2020-21 show that over a quarter of violence against the person offences in the Haverfordwest North area were alcohol related with around a third of public order offences in the same area also being alcohol related. Certain areas within the county have higher percentages of public order offences committed via social media or digital means, rather than in person. The highest percentages were recorded in Tenby (6.67% of total public order offences), Saundersfoot/Kilgetty area (5%) and Pembroke East and Carew (4.55%), most likely related to issues associated with the housing of asylum seekers in Penally.

Although theft offences overall reduced in 2020-21, some types of theft increased, in particular shoplifting, which made up a significant proportion of total theft offences in some areas (Pembroke Dock, Milford Haven West and Haverfordwest North). Changes to recording practices occurred in May 2017 with all crimes now being recorded at point of contact. This has increased recording accuracy and as a result recorded crime volumes have increased.

Across the region, there have also been increases in Public Order offences over the last three years and increases in Violence against the Person offences, apart from in Ceredigion in 2020-21 where there was a slight decrease in the numbers recorded. With regard to crime rates per 1,000 population, Pembrokeshire's crime rate is close to that of Carmarthenshire, even though there is a considerable difference in estimated population for each county (ONS data puts mid-year 2020 estimates at 126,751 in Pembrokeshire and 190,073 for Carmarthenshire). It is unclear why this is the case, although elements such as demographics may be having an impact.



According to data gathered through the National Survey for Wales in 2018-19, 89% of people in Pembrokeshire reported feeling safe at home, walking in their local area or travelling. Survey results for the first part of 2021 (April to June) show that this figure has dropped to 81%.

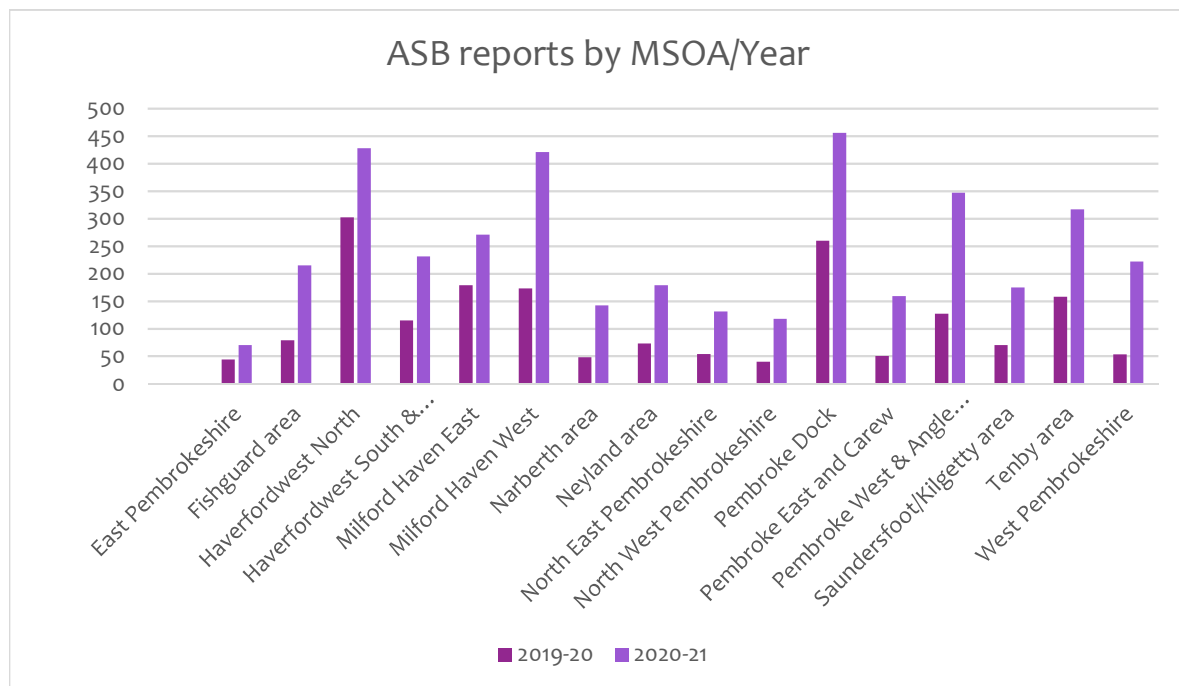
Safer Pembrokeshire is the Community Safety Partnership for Pembrokeshire and is responsible for ensuring that partners work together to keep people safe in the county. Prior to the start of the pandemic in early 2020 work was ongoing to update the Community Safety Strategy for Pembrokeshire. Although it was not possible to complete this work due to the pandemic, a crime and disorder survey was undertaken in May 2021 to gauge people's perceptions and experiences of crime as a basis from which to reconsider a revised strategy. However, the number of respondents to the survey was low and the partnership has therefore agreed to re-

run the survey in early 2022 supported by a more focused publicity and communication plan, in an effort to increase the response rate and raise awareness.

In February 2021 it was agreed that the PSB would receive regular updates around community safety and cohesion from the Community Safety Partnership. This was due to an increase in community safety and community cohesion issues related directly and indirectly to the Covid-19 pandemic, which affected a number of communities across Pembrokeshire in various ways, as well as impacting on the resources of a number of PSB partners.

Pembrokeshire has experienced considerable pressures during school holiday periods over the last two years, mainly due to an increase in people holidaying in the UK because of travel restrictions imposed during the pandemic. This led to incidences of anti-social behaviour (ASB) in several popular holiday locations associated with large groups gathering and individuals not adhering to social distancing requirements in shops and hospitality venues. Issues associated with 'fly camping' have also been an issue, with people having camped illegally in tents and motorhomes dumping the contents of chemical toilets and litter near these locations. Since lockdown and travel restrictions have eased incidences environmental damage caused by 'fly camping' has eased.

Anti-social behaviour is more of an issue within certain areas of the county, particularly in relation to Covid-19 rules and restrictions and linked to second home ownership, but reports increased across all areas of the county during 2020-21. Anti-social behaviour is an issue that has been directly attributed to large gatherings of young people, although it can often be the case that ASB is being perceived as taking place when this is not actually the case. For this reason work is ongoing within the local authority to provide safe spaces for young people to gather and socialise, thereby reducing the perception of ASB attributed to young people gathering in groups.



## Reducing reoffending

People who leave prison are less likely to reoffend if they have strong foundations in place, such as a stable home, a steady job, and good health free from substance misuse. The HM Prison and Probation Service Reducing Reoffending Plan (2021-2024) sets out how the HMPPS plans to work with partners to reduce reoffending through a whole system approach across Wales that targets the complex root causes of criminal activity effectively.

In January 2021 the Police and Crime Commissioner for Dyfed Powys confirmed that he was to invest in a refreshed integrated offender management programme, in partnership with the National Probation service. Integrated Offender Management (IOM) involves the joint management of people who are considered as being highly likely to re-offend. The refreshed Home Office and Ministry of Justice's National Integrated Offender Management Strategy refocuses IOM on neighbourhood crime: robbery, burglary, theft, and vehicle theft. Currently, neighbourhood offences have the highest levels of reoffending of any offence types, and make up a high proportion of overall reoffending.

## VAWDASV

Violence against women, domestic abuse and sexual violence (VAWDASV) has far-reaching consequences for families, children, communities and society as a whole. The cross-government definition of domestic violence and abuse is: *'Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to the following types of abuse:*

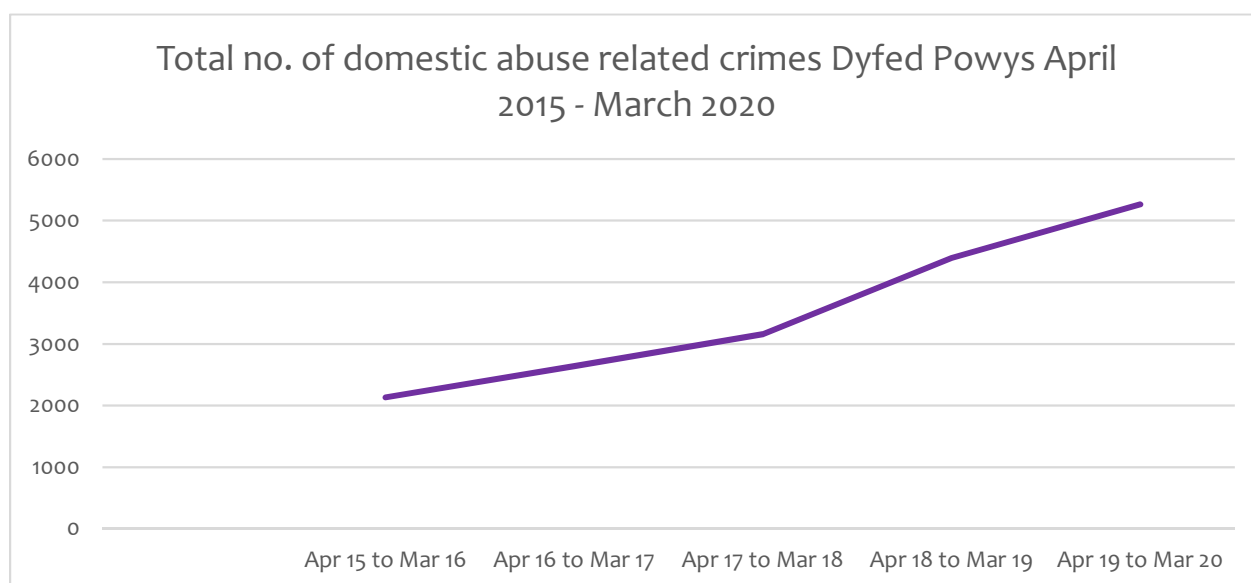
- psychological
- physical
- sexual
- financial
- emotional

The Mid and West Wales VAWDASV Strategy aims to embed Violence against Women, Domestic Abuse and Sexual Violence as “everyone's business” within work and day-to-day life. Violence against Women, Domestic Abuse and Sexual Violence is a cross cutting theme that requires all areas of public policy to address and to shape and improve the delivery of services for those affected.

Domestic abuse impacts **upon** all ages **groups**. It not only affects younger people ~~it~~ **and** can ~~also~~ be prevalent in older people's relationships. Signs of abuse in older people's relationships may be difficult to identify, as ~~it~~ **abusive behaviour** may be deeply embedded over a long period of time, and older people themselves may not recognise **themselves as** being in an abusive relationship. The Older Person's Commissioner for Wales has recently identified financial and economic abuse as particular issues affecting older people. Consideration should therefore be given to how domestic abuse is recognised and responded to across all age ranges and domestic situations and how people are targeted in terms of messaging and signposting towards support services.

With the exception of controlling or coercive behaviour, domestic abuse is not a specific criminal offence and therefore offences that are domestic abuse-related will be recorded under the respective offence that has been committed, for example, assault with injury. Police are however required to flag when an offence is domestic abuse-related and report this data to the Home Office.

Data from the ONS supplied by the Home Office on Police recorded crime shows that the number of domestic abuse related crime in Dyfed Powys has increased year on year since 2015-16. The graph below shows the total number of domestic abuse related crimes in the Dyfed Powys region from Year Ending March 2016 to Year Ending March 2020;



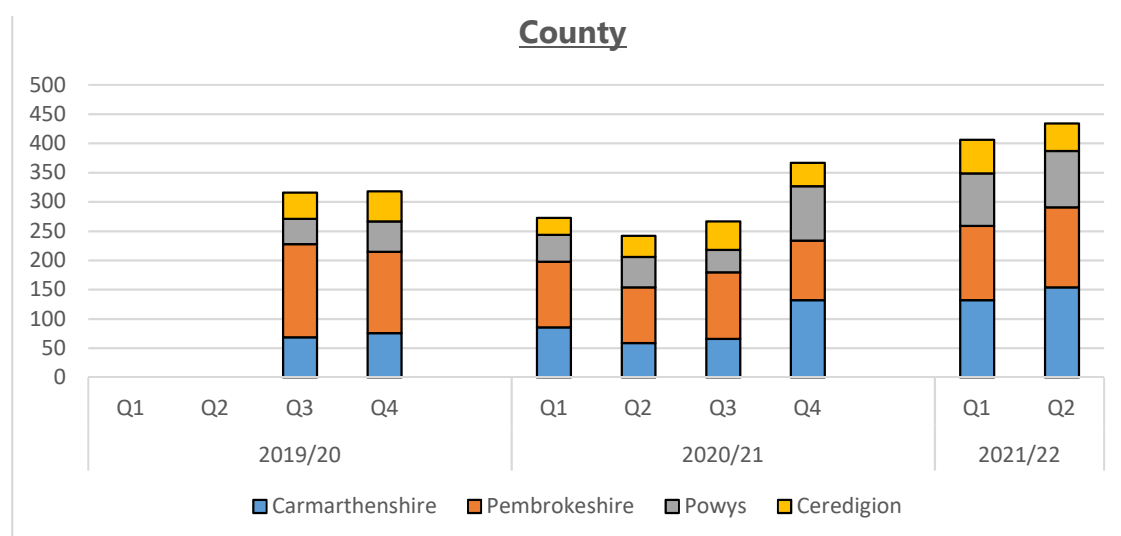
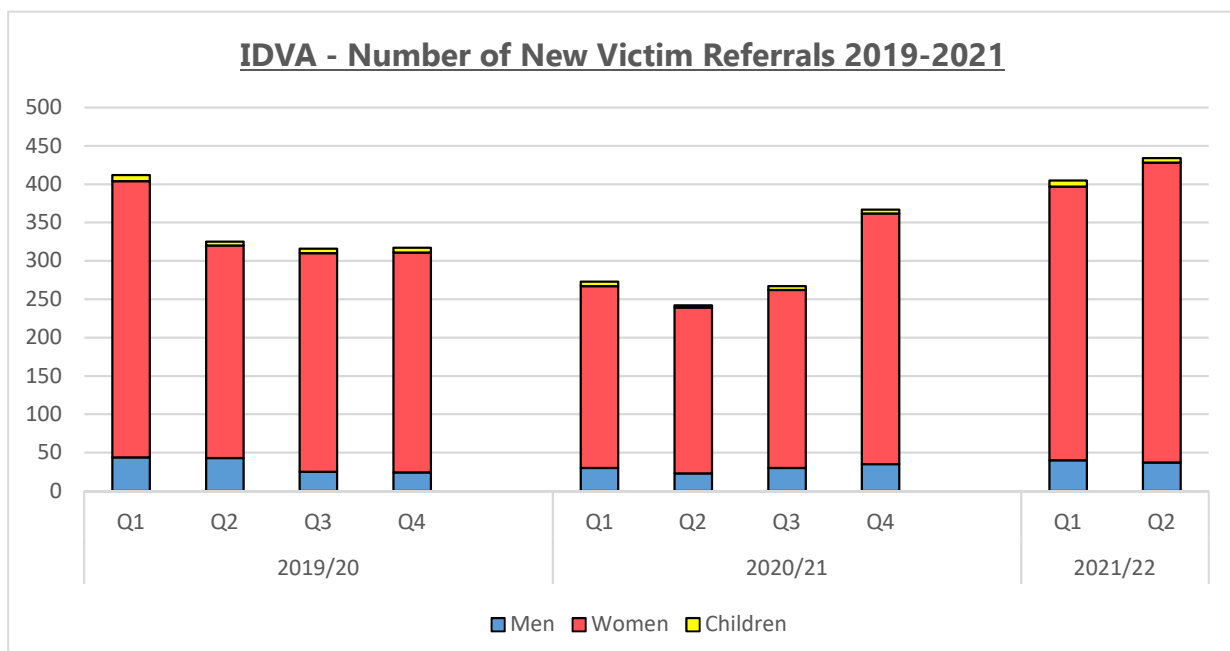
The latest data from Stats Wales provided by Local Authorities showed that in Pembrokeshire in 2018-19 there were 151 cases of alleged domestic abuse against males and 225 cases of alleged domestic abuse against females.

Reports to specialist domestic abuse services from those experiencing abuse in the home increased significantly during lockdown due to stay at home advice, preventing victims from leaving their homes. Independent Domestic Violence Advocates (IDVAs) help people living in fear of domestic abuse. They help to keep victims safe by giving them a voice and work in partnership with many other agencies. Where the risk of harm is high, they work with victims to make their homes safe or help them find somewhere safe to stay. The help provided by IDVAs covers many areas of the victim's life, for example, it could mean helping the victim's children to live safely and well or helping victims through the Court system. The Dyfed-Powys Police and Crime Commissioner along with the four local authorities in the area commission the IDVA service in Dyfed Powys.



Since the start of the pandemic there ~~was~~ **has been** an increase in the numbers of individuals needing support from IDVAs. At the start of the first lockdown, numbers dropped as restrictions made seeking help harder, however, this changed when restrictions lifted when numbers soared.

The graphs below show figures for individuals referred to the service between 2019-2020 and the first two quarters of 2021-22;



Hafan Cymru is a non-profit organisation that provides housing related support across Wales, including for those experiencing, or at risk of, domestic abuse. In response to the impacts of the pandemic on young people witnessing domestic abuse in the home, Hafan Cymru has set up a Children and Young People's Well-being Project in the area for those in the 5 – 18 age group. With schools closed for a considerable amount of time children and young people experiencing the negative effects of domestic abuse in the home were without 'safe spaces' to retreat to and unable to connect with friends and peers in the same ways as they would have done. The project offers structured activities to provide an outlet for enjoyment or expression and a range of tools are used to help young people to open up about feelings or worries.

## Substance Misuse

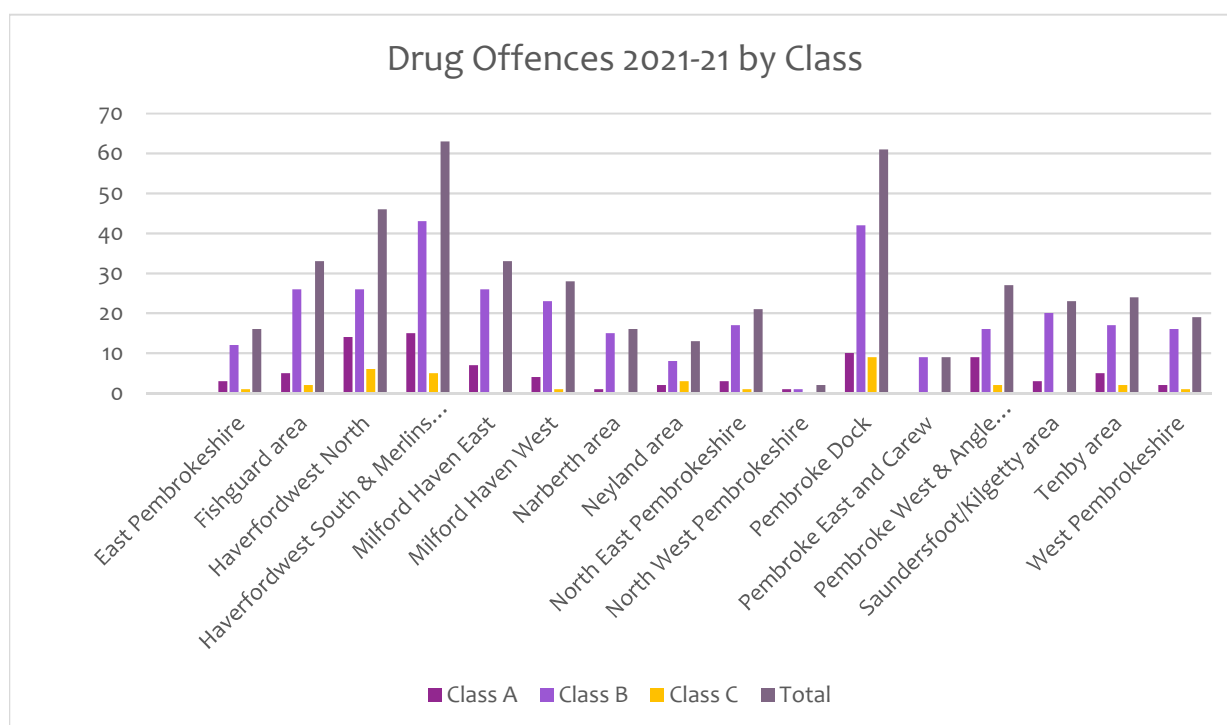
Drug and alcohol misuse can have a range of adverse effects on outcomes for individuals and the communities in which they live.

Responsibility for planning and commissioning substance misuse services in Wales rests with Area Planning Boards. In the Hywel Dda region the statutory partners who are required to make sure that there is a local plan in place to tackle substance misuse are;

- Hywel Dda University Health Board
- Local Authorities (Ceredigion/Pembrokeshire/Carmarthenshire)
- Dyfed Powys Police
- National Probation Service
- Fire Service

Service providers across the region work closely with criminal justice and other services in order to reduce criminal activity caused by substance misuse.

Data from Dyfed Powys Police shows that the highest number of drug related offences were recorded in Haverfordwest South and Merlins Bridge, Pembroke Dock and Haverfordwest North, with the majority of these relating to Class B drug offences (Class B drugs include amphetamines, barbiturates, cannabis and dihydrocodeine).



## Fires and Road Safety

Mid and West Wales Fire and rescue data shows that there was an increase in deliberate fires in 2020-21 to 108, up from 74 recorded in 2019-20. The majority of these were reported in Pembroke Dock (23), Pembroke West and Castlemartin (15) and Milford Haven West (13). Within these figures, most fires were related to the burning of refuse outdoors, grassland or woodland fires or other outdoor fires on land or within outdoor buildings. Accidental fires reduced in most areas in 2020-21, however, dwelling fires and vehicle fires were the most prevalent during this period.

Data from Stats Wales Service also shows that the number of road traffic collisions attended reduced by almost half from 2019-20 to 2020-21, this probably being due to Covid restrictions which meant that people were only permitted to drive for essential reasons and only within the county. Data shows that there were 164 road accidents in Pembrokeshire in 2020, with 132 slight injuries, 31 serious injuries and one death. This figure was down from 246 in 2019 (169 slight injuries, 71 serious, 6 deaths). Again this reduction in reported injuries is most likely due to stay at home advice and Covid rules which restricted movement by vehicle. Engagement, training

and interactions to promote road safety are carried out by MAWWFRS through a combination of proactive and reactive work.

## Community Cohesion

Community cohesion **is** important in providing a sense of feeling safe in a community. National Survey results for 2018-19 showed that overall, people who agreed that they felt a sense of belonging to the local area were more likely to feel safe in that local area, compared with people who did not. In addition, people who agreed that those from different backgrounds get on well together in their local area were found to be more likely to feel safe in the local area, compared to those who did not.

Data from the National Survey for Wales 2018-19 show that the following **factors** are linked to people agreeing that their local area has a sense of community:

- Being older.
- Having ~~high~~ positive mental well-being.
- Feeling safe in different situations (e.g. walking in the area after dark).
- Being satisfied with the local area as a place to live.
- Having a good understanding of what the local councillor does for the community.
- Feeling able to influence decisions affecting the local area.
- Feeling satisfied with the availability of local services and facilities.

Overall, 52% of adults agreed that there was a sense of community in their local area.

In Pembrokeshire, residents responding to the National Survey for Wales reported high levels of satisfaction with their local area, with 90% reporting that they were satisfied in 2016-17 and 2018-19 and 92% reporting that they were very satisfied or fairly satisfied in the first part of 2021. Regarding feeling that their area had a sense of community, including feeling a sense of belonging, that people from different backgrounds get on well and that people treat each other with respect, survey results from 2018-19 show that 62% of Pembrokeshire residents felt that their area had a sense of community. This figure may well have increased due to the numerous

community initiatives that developed during the pandemic, however, data is not recorded to a local authority level for the first part of 2021.

Community Cohesion in Pembrokeshire linked to extremism, in particular far right extremism, was an issue that came to the fore in 2020 following a decision by the Home Office to house 234 asylum seekers in the former Penally MOD Camp. For a short time, Pembrokeshire became a target for members of far right groups seeking to capitalise on the decision to house the asylum seekers in the county in order to further their own agenda. The resources of the local authority, Dyfed Powys Police and a number of other agencies were significantly impacted, however, they worked closely with the asylum seekers and local community to foster positive relationships and target those responsible for committing crimes both online via social media and whilst protesting at the site. However, there were positive outcomes to the decision, as it led to the creation of a local county of Sanctuary movement, helping refugees and asylum seekers.

**(new paragraph)** Training around countering far right extremism has recently been held for professionals in the region by Small Steps, a company that employs former right wing group members to deliver their training programmes. This training focused on raising awareness, identification of signs and symbols and the tactics used by far right members to build support for their cause and how counter narratives can be used to reduce the appeal of far right extremism to vulnerable individuals who may be targeted by such groups. Following closure of the asylum camp, Pembrokeshire has seen a noticeable reduction in right wing activity together with a reduction in reports related to race hate incidents.

Hate crime relates to incidences where people are targeted for abuse because they identify with one or more of the following:

- disability
- race or ethnicity
- religion or belief (which includes non-belief)
- sexual orientation
- gender identity

Over the past 2 years information submitted to the Cohesion Team by Victim Support evidence that hate crime is relatively low in Pembrokeshire. Over this period Victim Support has received an average of 12 hate crime referrals per month. The

majority relate to race issues averaging 8 reports, followed by sexual orientation, disability and religion. The latter three groups average a single number of reports each per month.

During the past year **2021** the Cohesion Team have introduced a Weekly Community Tension Monitoring Meetings, bringing together numerous Public and Third sector Organisations in order to understand tensions and issues emerging with Pembrokeshire. Tension monitoring has been a very effective method of testing the temperature within communities and has helped identify issues early on, and enabled partners to put in place plans to mitigate any tensions before they develop into bigger concerns. ~~Tension m~~Monitoring over the last twelve months ~~have~~ **has** included looking at trends in Hate Crime, Protest Groups, Covid-19 and Anti-Vaccine related concerns together with low level ASB management.

Campaigns such as Hate Crime Awareness Week, which takes place every year in October, are important to raise awareness of hate crime and how to report it. Much work goes on during the ~~week~~ **campaign** to share messaging and information about local and online events and work **happening** in Schools. Throughout the year, training **on hate crime awareness**, coordinated by ~~the WLGA~~ **Welsh Local Government Association**, takes place in schools across the county ~~on hate crime awareness~~.

## Community Resilience

A community with a strong volunteer presence and community network is likely to be more resilient to challenges and better placed to respond to them, whether these challenges are due to environmental issues or where residents require help to access services, for example.

The emergence of Covid-19 and the ensuing lockdown established the importance of volunteers in supporting our communities. 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, a company that utilises technology enabled care to support ongoing independence. The Hub provided a single point of access for people who were shielding or self-isolating, or those experiencing other issues who needed some additional support with things such as shopping or

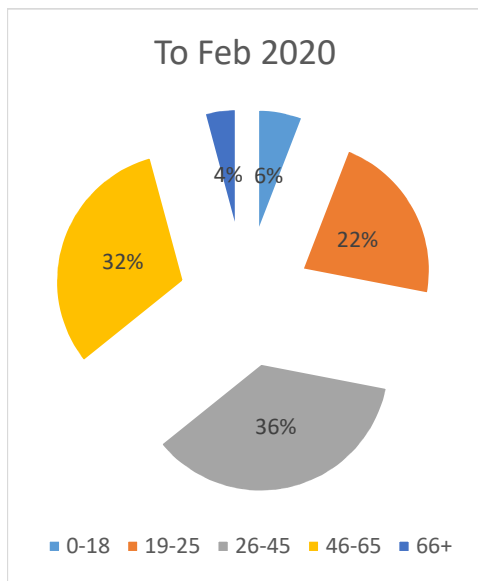
collecting prescriptions, for example. The Hub received and responded to around 8,300 telephone calls over the initial lockdown period and it has subsequently been agreed to establish the Pembrokeshire Community Hub as a permanent element of community infrastructure.

One of the challenges moving forward is how to embed the principles underpinning the Hub concept into everyday working in order to support and enable the future sustainability and resilience of communities in Pembrokeshire and to promote the wellbeing, independence and social inclusion of people across the county. A project group is currently working on developing delivery plans that will support this approach, and to mitigate **against** the short, medium and long-term impacts of the crisis. This work will ensure that Pembrokeshire emerges stronger from the current crisis and is well prepared in the event of any future crisis.

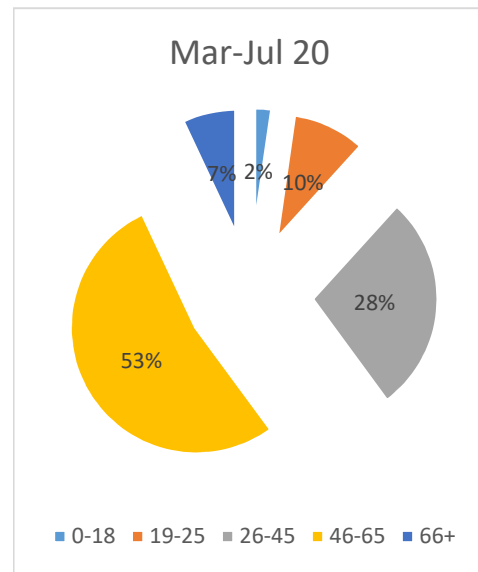
Data shows that the volunteer demographic **within the county** changed during the first lockdown, with a significantly higher percentage of ~~‘work-age’~~ **working age** (26-65) **people registering as** volunteers ~~registering~~, many of whom mentioned they had been furloughed, were working part-time, or had spare time ~~as~~ **due to** other things they were involved with ~~had~~ **having** closed (such as sports groups etc.). Numbers **of volunteers** in this age range have **subsequently** fluctuated but have remained higher than pre-March 2020. There was also a reduction in enquiries from young people under 25 during the first lockdown but more enquiries from people over 66, many **of whom** were not able to undertake their normal volunteering role as places such as charity shops closed. Since the start of 2021 there has been an increase in enquiries from those under 25 especially school/ college students looking to volunteer in health/ hospital environment due to future career aspirations.



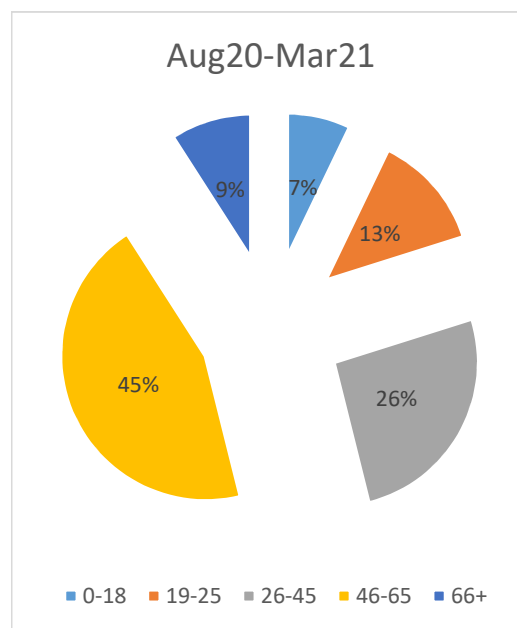
## Age range of volunteers (%)



Age range of volunteers prior to first lockdown



Age range of volunteers during March to July 2020



Age range of volunteers August 2020 to March 2021

### **Case Study - Greening Fishguard and Goodwick**

*Greening Fishguard and Goodwick is a community volunteering project which started about 7 years ago to look after the green spaces in the area. The project brings together people in the communities of Fishguard and Goodwick, to look after municipal areas of land that traditionally would have been planted with daffodils and annual flowers. These have now been turned by the volunteers on the project into 'sustainable' areas with a diverse range of flowers, which support bees and other insects. Children from the local primary school are also involved through caring for a vegetable plot which has been set up in a car park near to their school. The project highlights the importance of caring for our green spaces but also the benefits of bringing members of the community together on a shared project which supports physical and mental health.*

Around 96 informal community-led support groups came into being to help their neighbours during the Covid crisis. A number of these groups continue to operate and **have** come together as the Pembrokeshire Community Support Network, facilitated by PAVS. The number of voluntary sector organisations in Pembrokeshire registered with the Wales Council for Voluntary Action (WCVA) as of June 2021 was 2695. The largest number of these organisations, just over 17%, were organisations delivering activities directly into communities. Data from the National Survey for Wales from 2019 shows that Pembrokeshire had one of the highest rates of volunteers in Wales at 31.2%. This is likely to have increased as a direct consequence of the pandemic and the establishment of the Pembrokeshire Community Hub.

### **Case Study - Together for Change**

*Together for Change (TfC) was established in September 2020 by Solva Care in collaboration with PAVS and PLANED. Its focus is on community-level action and organisations. As a Pembrokeshire-wide partnership, Together for Change are committed to working across sectors to develop agreement on future approaches to the provision and delivery of support for communities.*

*The programme works at both a strategic and community level across three workstreams; **Strategic**, to create a joint vision and strategy with public and third sector partners around a social and green model of health and well-being;*

***Research**, which aims to undertake research and evaluation at a community level; and, **Communities**, which involves the sharing of best practice with communities developing their own networks, as well as work with PLANED to engage with town and community councils and strengthen the democratic process.*

## Survey and Engagement outcomes

### Community Safety

Pembrokeshire's Community Safety Partnership undertook a survey between March - May 2021 focused on people's experiences and perceptions of crime. Although there was a low number of respondents to the survey (92), 62% of respondents either agreed or strongly agreed with the statement that levels of anti-social behaviour in their area had increased over the last 12 months. Further work is needed to identify both the areas these concerns related to and the particular issues that lead to incidences of ASB.

When asked about how safe they felt in their community over the last 12 months, 49% of respondents said that they felt less safe than they did a year ago. The top five concerns identified by respondents about issues of concern in their area were; people using or dealing drugs; speeding and other motoring offences; acquisitive crime - burglary/theft/robbery; online fraud (including romance fraud); and finally, violence without injury (verbal arguments, pushing and shoving). However, 74% of respondents their local area was a welcoming place to live and visit and 71% said it was a tolerant place to live and visit.

In June 2021, as Pembrokeshire emerged from lockdown due to COVID, PLANED undertook a community focused survey to gauge the thoughts, needs and opportunities within communities. The majority of the respondents to the survey reported that they felt a sense of belonging to their local area and that people treated each other with respect. Over 80% of respondents also reported that they felt safe walking alone in open and accessible green spaces in their community.

### Community Cohesion

In March 2021 a report was produced on behalf of the Mid and West Wales Community Cohesion Team reviewing the status of community cohesion in Mid and

South West Wales. Background work for the report included focus groups with representatives of the following sectors of the community: Communities of Interest, Black, Asian and Minority Ethnic (BAME) communities; EU (non-Welsh) citizens; Rural and isolated; First language Welsh speakers; Gypsy / Traveller Communities; Syrian Refugees; LGBTQ+ people, disabled people and/or people with health conditions; young people.

The results of the consultation showed overall positive opinions towards the current levels of community cohesion in Mid and South West Wales, with 77% referring to community cohesion as good. This rose to 92% when the responses of those who referred to community cohesion as good but requiring improvement were included. Brexit was perceived as having had a negative impact on community cohesion in Mid and South West Wales. Results from survey question about the impact of Brexit on community cohesion revealed that 63.7% of participants believed that the Brexit referendum has had a negative impact on community cohesion.

The consultation showed positive attitudes towards the impact of Covid-19 on community cohesion, however, qualitative feedback demonstrated concerns about the longevity of the positive impacts and increase of negative impacts. 67.3% of survey respondents believed that community cohesion had either improved (40%) or not changed (27.3%) since the beginning of the pandemic. However, the qualitative data showed that most people had concerns about positive impacts being short lived, with concerns about different risks and threats to community cohesion, such as an increasing socio-economic divide, increased exclusion of already marginalised communities, decrease in opportunities to socialise and resentment due to Covid-19 rules infringement.

The main barriers to community cohesion identified by participants during the consultation were;

- Lack of access to travel, public services, and a decline in community venues and public places.
- Lack of efficient communication about opportunities for community engagement, and a lack of awareness around available services to the community.
- Lack of funding from public bodies, and a dependency and reliance on third sector organisations as another barrier to community cohesion.

- Important stigmas towards some communities such as LGBTQ+ communities, Gypsies/Travellers, refugee communities, young people, etc.), with references to the role of the media.
- Challenge of language barrier especially in regards to access to online information and online services.

Several trends around suggestions on what could be done to improve community cohesion were identified during the consultation:

- Informal community activities and get togethers: This was described as an important way to promote cultural diversity and inclusion, especially due to the rural nature of the area. Suggestions often referred to small-scale community events, promoting intergenerational mixing, and working towards the normalisation of participation in local community events.
- Improving access to transport and services.
- Giving a bigger voice to the community: consultation with the local community which leads to tangible actions, and more representation and involvement of the community in the design and implementation of policies and programmes.

Some of the main high level findings from the Well-being Assessment Survey and corresponding Youth Survey highlighted a number of concerns from Pembrokeshire residents, particularly among those over 65, disabled respondents and those in minority ethnic groups;

'Feeling safe in my community', 'People in my local area treating each other with respect' and 'Feeling safe in my home' were the three things, which people valued most highly in relation to the community that they lived in. 'Feeling part of my community' was more important by those who lived in North Pembrokeshire and those who were aged 65 or over.

'Community resources being closed down', 'Lack of investment in our community' and 'The voice of the local communities not being heard' were the three things that concerned people most about community cohesion looking forward, with 'The voice of the local communities not being heard' being much more of a concern to disabled respondents.

With regard to reporting suspicious activity, those who lived in North Pembrokeshire, who were aged 65 or over or from minority ethnic groups were less likely to report suspicious activity when they see it. Those who lived in main towns were more likely to report suspicious activity.

More information on how to report a crime, hate crime or anti-social behaviour was considered more important by those who were disabled and those from a minority ethnic group.

'More funding for local groups', 'More information on community groups' and 'More information on well-being services' were the three types of support that people felt would be most valuable in encouraging them to take steps to help achieve cohesion in their community.

The results of the youth survey showed that 60% of young people strongly agreed or agreed that they felt part of their community.

We also received a wide range of comments regarding infrastructure related to community cohesion. The largest number of these related to the need to improve public transportation services and there were also comments on the transport infrastructure, particular in relation to the provision of safe routes for cycling and walking.

## Community Resilience

A number of people who responded to the survey noted that they volunteered in more than one capacity for a wide range of hours each month. Volunteers ranged from trustees or board members of community projects, those providing support to children's or young people's groups, cultural or heritage related volunteering, volunteering for faith groups or sports clubs, working with environmental groups or charities or sitting on local town or community councils. The main barrier to volunteering expressed by respondents was the lack of time available, particularly for those of working age.

Results from the Well-being Assessment survey regarding what people would consider doing to help achieve good community cohesion in their neighbourhood revealed that those aged 65 or over, from minority ethnic groups or those who spoke Welsh were more likely to consider taking positive and practical action to improve their community. Joining a community or volunteer group was less important to people overall, but those living in North Pembrokeshire and those who speak Welsh were more likely to do this. The lowest number of responses was from those who considered that taking part in local democracy would help to achieve community cohesion.

The value attached to connectedness within communities was high, especially in responses from those groups working directly with and in communities. The

importance of feeling well connected and the need to improve information about how people can get involved was considered especially important.

### **Pembrokeshire Association of Voluntary Services (PAVS)**

***Relationships and connectedness*** increase wellbeing more than wealth.

*Meaningful social connection is vital for wellbeing. Helping people feel useful and valued is priceless - the mental health issues that arise from feeling useless are many and varied. People have so much knowledge to share. Rural communities are much better connected emotionally than major towns. They depend on each other and help each other. They meet in the village pub for a chat.*

Of those responding to the PLANED Covid-19 survey, over 50% said that they routinely volunteered to support local groups, projects and events, with the majority of people providing up to 9 hours of support over the previous six months.

Young people felt that a community with events, local opportunities and jobs was important to their well-being, as was a friendly and supportive community.

Availability of venues for events to take place and better public transport were two of the areas young people felt needed to improve in order to help these things happen.

## Impacts on Life Stages

There are no particular impacts on any life stage when it comes to feelings of safety, resilience and connectedness within a community, with issues affecting communities being felt across all age groups. Issues with transport, for example, has impacts across all life stages. Better public transport links for travel to work and safe routes for walking and cycling to increased connectedness between communities are important for everyone in a community. A lack of community venues is also something that affects all age groups, as a lack of suitable venues to host events and groups means fewer opportunities to increase the cohesiveness of that community.

## Future trends and projections

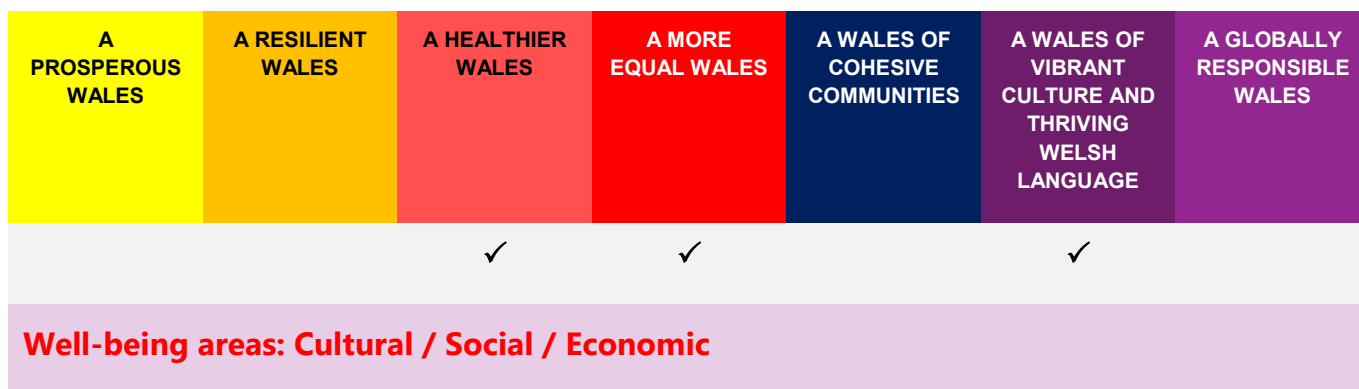
- Increase in public order offences being committed via social media or by digital means
- Increases in ASB across all areas of the county



- Increase in referrals to specialist providers regarding support for Domestic Abuse
- Greater numbers of community groups undertaking what would traditionally have been seen as support provided by public services
- The voice of communities not being heard was a concern for residents going forward, especially disabled residents
- Need to improve public transport and transport infrastructure related to safe places to walk, cycle and connect communities
- Reduction in number of community venues impacting on ability to support community events and groups

# CULTURE AND LEISURE





## Overview

Culture ~~is~~ and leisure activities are closely related to our natural and physical environment and ~~has~~ have a strong connection to many sources of well-being such as learning, sharing, good physical and mental health, connections with others, self-fulfilment, self-expression and self-worth. It is a necessary part of both individual overall well-being and people's perception of being part of a community. ~~It~~ and plays an important part in the vibrancy, connectivity and cohesiveness of a place. For individuals to thrive they need to have access to cultural events and leisure activities, to be able to engage with each other in shared experiences and feel part of a shared community. Similarly, ~~participating in cultural events~~ participation is an important part of individual development and fulfilment and spans all age groups, bringing positive experiences and growth through all life stages, from the earliest childhood memories in school right through to being an active member of a community in retirement. Central to this for many people in Pembrokeshire is ~~through the~~ use of the Welsh language, whether in daily life as a fluent and active user, or as a Welsh learner who wants to become more grounded and aware of the heritage and culture of Pembrokeshire.

## Culture and the arts

Pembrokeshire has a number of popular arts and culture venues across the county as well as great restaurants and sport facilities. The Torch Theatre, Theatre Gwaun and Queens Hall are home to a wide range of events and activities from comedy and drama to music and pantomimes, and there are many libraries spread across the county. Pembrokeshire is also well-furnished with a rich and diverse arts scene. Oriol y Parc, Tenby Museum and Art Gallery, the Haverfordwest Town Museum and the

Waterfront Gallery in Haverfordwest are hosts to exhibitions from local artists and craft workers. There are six leisure centres in the county along with many grass root sports clubs providing opportunities for active participation across our towns and villages. The Council also has numerous maps available as part of Active Travel, which help people find routes to integrate sport into their everyday lives and commute.

Pembrokeshire has a wealth of **built** historic environment features including over 2500 listed buildings, 531 Scheduled Monuments and 9 Historic Landscapes. **The preservation of our built heritage is important as both a link to our past but also as an asset for residents and a key attraction for visitors.** Most of the historic environment within the county is accessible to the public, so both locals and visitors can interact and form a relationship with Pembrokeshire's past. The physical heritage as well as the oral tradition and memories of the historic environment plays an important role in the formation and affirmation of personal, regional, national and spiritual identity. The historic environment is more than a representative of a past culture, it also represents a present culture that is very much alive. Pembrokeshire is home to many culturally significant landmarks and buildings such as St David's Cathedral, Pentre Ifan and Pembroke Castle. Additionally the Pembrokeshire Coastal Path is a notable part of the county's heritage and provides a wonderful opportunity to enjoy the beauty of Pembrokeshire for residents and tourists alike.

A somewhat unique characteristic of Pembrokeshire's geography and history is the Landsker Line, which separates North and South Pembrokeshire **and** which has had a significant impact on the use of the Welsh language in the county and people's ability to be able to use Welsh in their everyday lives. The recent expansion of Welsh medium education within many traditional non-Welsh speaking areas of the county will likely have a positive effect on this as learning the language becomes more commonplace.

## Creative Industries in South West and Mid Wales

Generally, the impact of the pandemic has been significant for the vast majority of businesses with financial challenges and a severe drop in trade and demand for services exacerbated by the affected by lockdowns. In Wales only 11% of eligible employees in arts, entertainment and recreation received furlough payments, and while this is higher than most regions in the UK, it points to the importance of



volunteers in ensuring that many local groups can be sustained. In 2019, 31.8% of people volunteered (which is one of the highest in Wales) with the majority of volunteers being retirees. This cohort are likely to be more cautious about group activities during the pandemic and also vulnerable to broader impacts such as shielding or caring for other ageing relatives or friends.

The impact of the pandemic on consumer behaviour and the rate at which venues will re-open and events will begin again makes it very difficult for the sector to plan effectively, particularly given the amount of uncertainty at present and the possibility of future lockdowns or restrictions. This clearly has knock-on impacts on staffing levels and recruitment. The workforce is characterised by a high proportion of self-employment and therefore the majority of these respondents indicated that they have not furloughed staff.

A concern for the sector is the loss of talented and highly skilled staff who will be unavailable when the sector fully re-opens due to having sought alternative employment and greater **job security** ~~certainty~~ elsewhere. This could have devastating effects for a sector which was an important economic driver prior to the pandemic, and could have resulting negative impacts on people's well-being if they are no longer able to enjoy the various types of rich cultural activities which were available before.

## Libraries

Libraries are an integral part of bringing a community together, personal development and education. Pembrokeshire refreshed both its user surveys in March 2019, as part of its annual consultation with users. Results demonstrate both consistently high levels of satisfaction with the service, and the positive impact of the library on people's lives, and survey findings are closely analysed to identify trends and areas for improvement. Pembrokeshire continues to meet the target for easy access to service points, with 13 branches (and a mobile library service) serving its dispersed population.

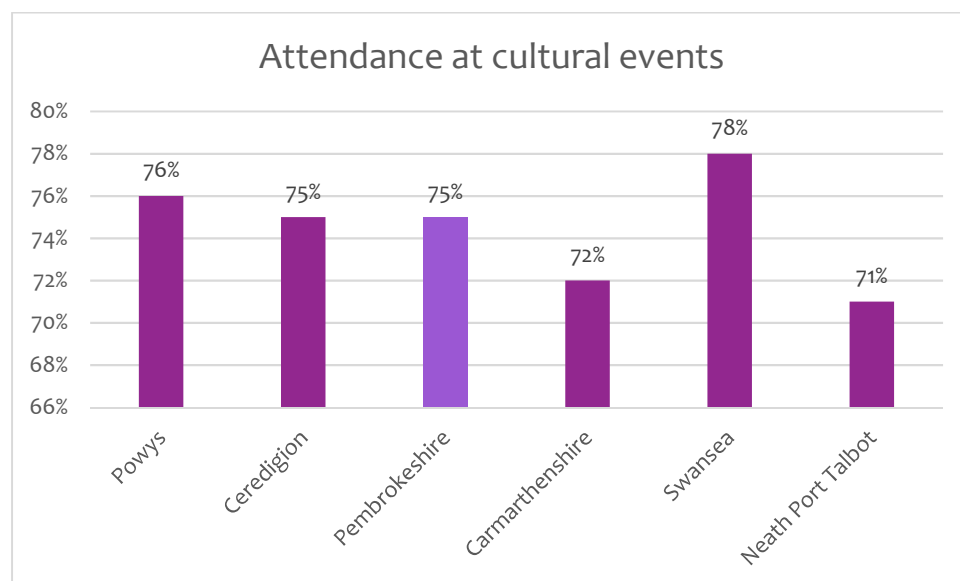
Libraries have been greatly affected by Covid and particular so during lockdowns. The number of visitors reduced following the introduction of social distancing rules and limited or on occasions no seating areas available. The Order & Collect service meant that the community was able to use the library even during limited capacity.

The survey about the service suggested that 30.8% of people felt more connected to the community through the service. Just over half respondents contacted the library by phone and 34% by the online order form. This shows the importance of providing a variety of contact methods to meet the needs of library members and to make contacting the library as easy and convenient as possible.

Library visiting numbers have improved since the roll-out of the vaccination programme and as people have become more comfortable with social distancing measures. Between April and October 2021 there were 46,807 visitors through the doors, which suggests that people are feeling safer physically visiting the library at this point.

There is evidence that library staff play an important role in broadening people's enjoyment of reading. The majority of respondents to the library service survey suggested that many people (70%) preferred a member of staff to select the particular titles for them from a list of genres they liked to read, such as crime, thrillers or romance. ~~and~~ Of this group, 95% have been introduced to new authors and 87% have been encouraged to read a book they would not have chosen for themselves.

## Cultural events



Attendance and participation in cultural events is important for health, well-being and education. It is crucial that there is sufficient focus on making events accessible and

helping the public to be able to attend and take part in cultural events as we start to slowly shift towards living with the pandemic. The following information was collected before 2020 and it is important that in the recovery of the cultural sector is emphasised for the overall well-being of the population.

Many factors can enable or limit access to cultural events, such as:

- Age (more likely to attend if aged 25-34)
- Deprivation (more likely to attend if living in the least deprived 20% of areas)
- Access to car
- Education level
- Access/use of internet
- Health: 47% of those who described their general health as being bad or very bad attended arts events three times a year, compared with 81% of people who felt in good or very good health.
- Well-being: Those who attend arts, culture and heritage events are more likely to have high satisfaction with life: 85% of this group said they were satisfied with life, compared with 74% of those who do not attend such events. They are also less likely to feel lonely.
- Education: Those with higher levels of qualifications are more likely to attend – 88% of those with a degree or equivalent attended or participated in cultural activities three times a year, compared with 45% of those with no qualifications.

Adults from households with children aged 5 to 10 years were more likely to visit the theatre (42% vs 36% of those with no children), combined arts events (34% vs 22%), heritage sites (68% vs 63%), museums and galleries (47% vs 39%) and libraries (40% vs 27%). Those providing small to moderate amounts of unpaid care to other adults were also more likely than non-carers to attend arts events (66% vs 61%), heritage sites (19% vs 17%) and libraries (32% vs 30%) suggesting that sharing activities with others may be an important driver for engagement.

## Welsh Language

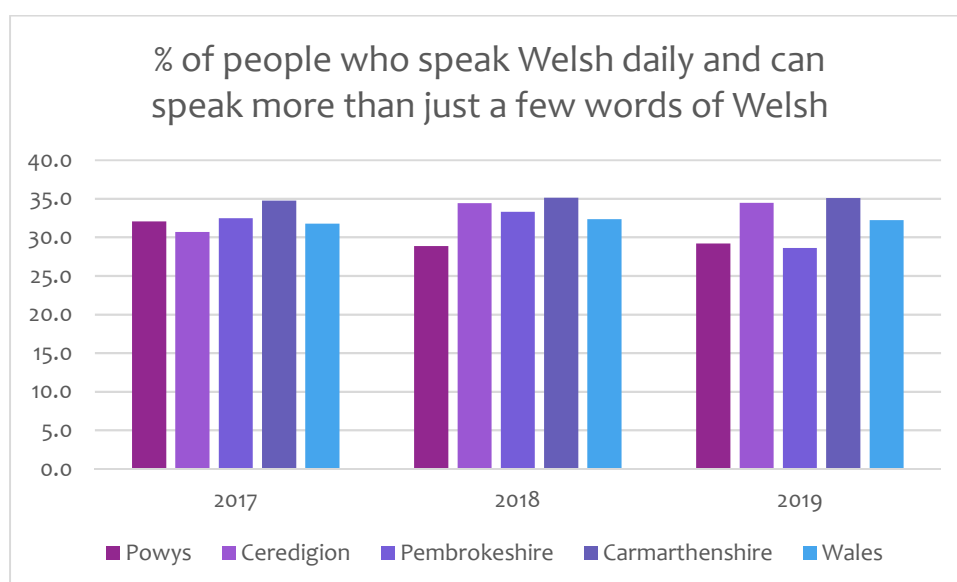
Being able to use Welsh in everyday life has a significant impact on the overall wellbeing of Welsh-speaking individuals and communities. It is important that those who wish to use the Welsh language in their everyday lives are able to do so without barriers for an individual's sense of self-identity, culture and connection with our heritage to be enhanced. A broad and diverse range of Welsh cultural events and



experiences is the best way to engage as many people as possible is using the Welsh language.

	% of people 3+ who can speak Welsh (ONS 2011)	% of people who speak Welsh daily and can speak more than just a few words of Welsh (2018)	% of people who speak Welsh daily and can speak more than just a few words of Welsh (2019)
Ceredigion	47.4	32.6	36.1
Powys	18.6	7.9	8.5
Pembrokeshire	19.3	9.2	10.2
Carmarthenshire	43.9	29.8	30.4
Wales	19	11	10.4

In 2019 the percentage of people who can speak Welsh in the county reduced from previous years and numbers are lower than in our neighbouring counties of Ceredigion and Carmarthenshire. **However, use of the Welsh language is increasing.**



## Nature and sport

The Pembrokeshire Coastal Path covers 186 miles (299 km). From St Dogmaels in the north to Amroth in the south, the trail covers almost every kind of maritime landscape from steep limestone cliffs, undulating red sandstone bays, volcanic headlands, beaches, estuaries and flooded glacial valleys. Lying almost entirely within the Pembrokeshire Coast National Park, the trail displays an array of coastal flowers and bird life, as well as evidence of human activity from Neolithic times to the present. The path is an accessible way for the community to spend time in nature

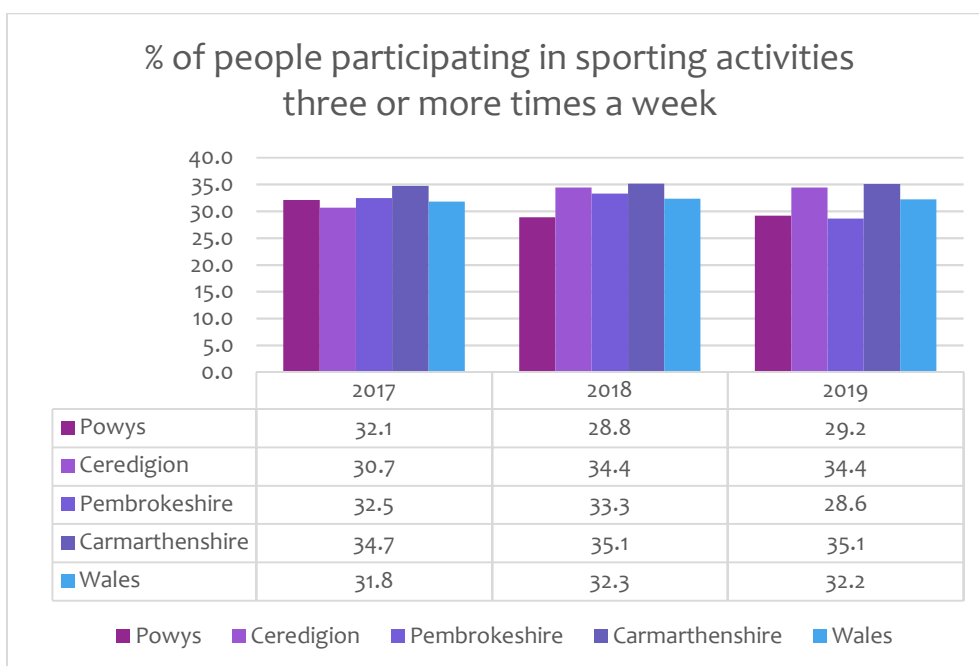
and stay active. It also brings visitors and offers a fertile ground for educational programmes for all ages.

The bathing water quality in Pembrokeshire is high, with 29 of its beaches recognised as complying with the necessary standards in 2021, 27 of which were judged to be excellent. Similarly, Pembrokeshire has 11 beaches recognised under the Blue Flag scheme which is a hallmark of high quality of bathing water, cleanliness, safety and activities across beaches, and is used as a standard across the globe. An associated measure is that of the Green Coast Award, which again focuses on high water quality and high environmental standards and 7 **seven** beautiful, untouched, rugged beaches that line so much of Pembrokeshire are recognised under this scheme. Pembrokeshire has been awarded the most Blue Flags and Green Coast Awards in Wales. Overall, the exceptional quality of many of beaches are vitally important to the local economy, valued by residents and tourists alike, and a source of pride for many people who live here and value the natural beauty and landscape.

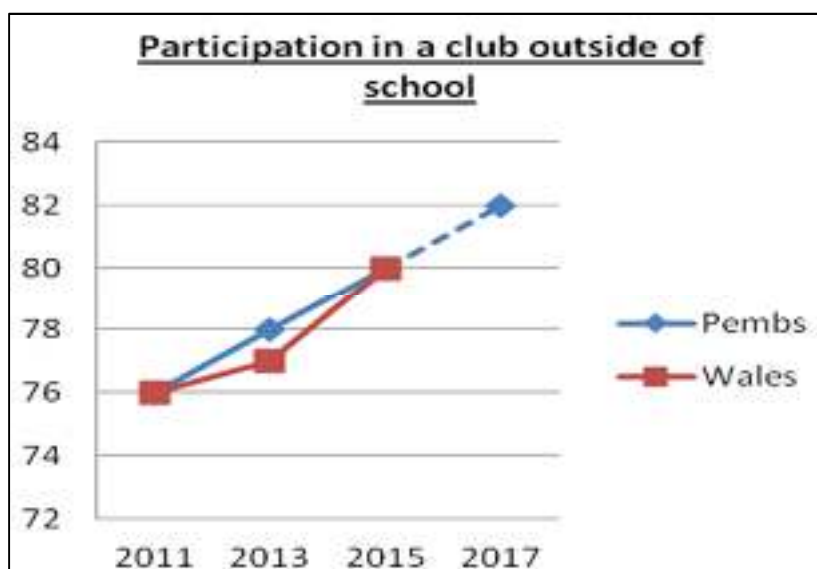
Access to the Coast provides many opportunities for volunteering and taking part in various activities. Locals can join surfing, walking and sports clubs as well as volunteer to take part in nature projects. 3,810 trees have been planted between 2019 and 2021 alone. These activities offer intergenerational cooperation and helps to build a cohesive community.

In Wales, most forest sites and national nature reserves managed by Natural Resources Wales (NRW) saw a 90% reduction in visits during the first lockdown in March to June 2020, but a substantial rebound during the more open summer season from July to September, with visitor numbers at some sites almost doubling compared to previous years. Pembrokeshire specific figures are not available, but 40% of adults reported that they spent more time outside and 35% reported not to have visited a natural site in the last 14 days (The People and Nature Survey for England April-June 2020).

The % **percentage** of people participating in sporting activities three or more times a week in Pembrokeshire was below the Wales average in 2019.



82% of pupils participated in sporting activities through a community club in 2017 (Wales 80%) which ranks Pembrokeshire as the 12<sup>th</sup> highest in Wales. It is important to note that this number will be different after the pandemic due to lockdowns, rules around social distancing and parents being more cautious.



Pembrokeshire is considered to be particularly well-served when it comes to the availability of sporting facilities for community use. As well as the numerous clubs and facilities in towns and villages, there are a host of options also accessible for

community use on school sites (outside school hours) across the county, as highlighted below:

School site	Pitch type
Fishguard	Astro turf
Caer Elen	3G pitch
Haverfordwest High (Portfield)	Astro turf
Haverfordwest High (Prendergast)	Astro turf (3G to be added to new school shortly)
Milford Haven (Thornton Hall)	Astro turf
Gelliswick School	3G
Ysgol Harri Tudor (Pembroke)	Astro turf and 3G
Greenhill School (Tenby)	Astro turf
Ysgol y Preseli (Crymych)	Astro turf

## Survey and Engagement outcomes

The results of our survey showed that locally produced food festivals and events, and history and heritage were most important to people with regard to culture in Pembrokeshire.

As well as events held within communities, twice-yearly food festivals are held in Haverfordwest town centre, which showcases the work of local and regional food producers. Although postponed in 2019 due to the pandemic, the festival is due to come back in December 2021. Also held in Haverfordwest town centre, the weekly outdoor farmers market offers customers a chance to buy locally produced products and produce direct from local suppliers and has been running for over 20 years. Pembrokeshire Fish Week runs over several days in the summer and is co-ordinated by Pembrokeshire County Council and supported by a number of organisations including the Port of Milford Haven. The event focuses on the county's first-class seafood, spectacular coastline, award winning beaches, and fascinating maritime heritage. Again, the event has been postponed over the pandemic but it is hoped that it can be brought back in 2022.

For Welsh speakers, our survey showed that having the opportunity to use the language was more important to those living in the North of the county, which statistically has the highest proportion of Welsh speakers in the county. In terms of contributions to culture, Welsh speakers also identified that opportunities to use Welsh informally and in the workplace were important.

When asked what they would consider doing to help achieve a vibrant community with a thriving Welsh language, the majority of respondents to the survey said that visiting a local museum or other heritage establishment, the introduction of schemes to support young people to live and work locally, and learning to improve Welsh language skills were most important. Those who lived in main towns were more likely to find a local sport or community club to join or volunteer for, possibly because these types of clubs are more established in urban areas.

The majority of responses to the survey noted that opportunities to learn and improve skills, the availability of more information on local community groups, and good transport links to arts and culture venues were the three areas of support that people felt would contribute most strongly towards a vibrant local culture and thriving Welsh language. Good transport links were especially important to those over the age of 65 and for carers.

63% of young people who responded to the young people's version of the survey strongly agreed or agreed that there were activities available locally that they were interested in taking part in.

A number of specific comments were received about leisure centre provision, based mainly around access to leisure centres in terms of class times and centre opening times and concerns about the cost of classes. Comments about access to green spaces and outdoor exercise equipment and outdoor play spaces, alongside safe cycling routes, were also received.

Being able to access museums, libraries and cultural events is important across every life stage.

Having the arts in young people's lives is essential; we know that intuitively. Parents sing to their babies, dance with their toddlers, and occupy children with crayons and paper. To be able to involve a child in activities is essential for their development. There is some evidence that the experiences young children have in museums may shape their thinking, values, aspirations, artistic appreciation, understanding of science, and identities throughout their lives. Pembrokeshire offers many museums and immersive experiences on the Coastal Path and at Heritage sites for families and people of all ages. One of the challenges is to introduce museum, early childhood and public policy professionals to each other so that they can:

- 1) recognizse their shared goals
- 2) understand the resources and learning environments available in museums that can benefit young children
- 3) join forces to articulate indicators of success
- 4) conduct rigorous research studies to advance knowledge and produce evidence of the immediate and lifelong value of museum learning for our youngest children

For young people and adults one of the biggest challenges is that they are unable to afford the house prices in their local area. ~~Especially with the~~ With a lack of Higher Education ~~institutes~~ providers in the county most young people leave to study and ~~are~~ then unable to afford to move back and buy a property. This results in a lower number of professionals who would be able to help the cultural industry thrive.

Pembrokeshire County Council does offer apprenticeship opportunities as part of the Welsh Futureworks scheme. Many small businesses also train and help young people through traineeships and apprenticeships. These types of jobs were disproportionately affected by Covid, as they are less likely to qualify for furlough and businesses are less likely to keep them on when financially struggling.

The role of volunteers in supporting and sustaining cultural activities in the county cannot be underestimated. For example, in Haverfordwest Town Museum ~~provide~~ opportunities for ~~they have~~ 1,500 volunteers a year. Volunteering for a museum, for charities and Arts venues helps to bring different generations together. Milford Haven Museum is entirely volunteer run, providing the community with a valuable place to get experience as a young person and to feel part of the community as a retired person.

The results of our survey did not show any particular impact on any specific life stages, apart from the importance of good transport links, which was important to those aged over 65. Instead, being able to get involved in the culture and heritage of an area is important to everyone in terms of supporting the well-being of individuals and communities.

The Wales Centre for Public Policy notes that participation in cultural events is generally higher for families with children (aged 5 to 10 years), with those over the age of 75 less likely to participate. Their research also found that those that attend cultural events regularly are more likely to have higher levels of well-being. They also note that those with their own personal transport are more likely to attend

cultural events, highlighting the importance of a strong transport infrastructure which supports cultural well-being.

## Future Trends

The Wales Centre for Public Policy also highlights the impact of the Covid-19 pandemic, on the arts, culture and heritage sectors. Lockdown restrictions have meant that many venues and events have been shut or postponed for long periods of time, with some likely to have closed permanently. Cinemas and other venues have now largely re-opened in the county, although it is difficult to predict what the long-term impacts on these cultural elements will be in terms of returning footfall and future resilience. Widening access to culture and the Welsh language across the county may help to support future development and provide opportunities to measure well-being and identify any future concerns.

Culture and the arts have strong connections to people's sense of well-being. Traditionally culture is related to identity, social cohesion and integration, sense of belonging to a community and place, and the protection and enhancement of cultural diversity. The various arts and culture venues across the county are essential to the well-being of the people in Pembrokeshire. The restaurants, food and accommodation venues help cultural events to find a place and to cater the needs of locals in many different ways; they offer a place for the community to come together, actively use Welsh in an informal setting and accommodate tourists, who help Pembrokeshire culture thrive.

Both the Pandemic and Brexit will have effects on tourism and the local communities that is hard to fully understand at this, though the full impact is not yet known at this time given the seismic nature of both events. Despite the negative effects of lockdowns and lower numbers of foreign tourists tourism many venues were able to reopen and make up some of the losses experienced over the Summer of 2021. Volunteers and the local community have helped each other through initiatives like the HaverHub. It that helped organise food deliveries for vulnerable people and volunteers in the local area. And Haverhub also now it has a range of groups, events and art exhibitions to help the community thrive. They also and continue to offer volunteering opportunities. Another exciting project to be launched soon is Pembrokeshire Inspired, which is a digital project where local events can be shared under the relevant categories by venues or participants.



# NEXT STEPS



## Next steps

This is a draft version of the Well-being Assessment. This document will now be subject to formal public consultation in early 2022.

We will continue to work on strengthening the document over the next couple of months prior to approval of a final version, which is anticipated to happen in March 2022.

Changes will be made in response to the feedback we receive as part of the formal consultation period as appropriate, and also to improve the document through focusing on areas for improvement as indicated below:

- Inclusion of more futures thinking following the publications of the final version of Welsh Government's Future Trends report which is anticipated shortly
- Further development of our MSOA information
- Completion and updating of some gaps in data and evidence
- Inclusion of appropriate case studies
- Tidying up of some formatting and spacing issues to ensure the presentation of information is consistent
- Collated list of links to key references and evidence sources

This Well-being Assessment provides the evidence base for us to work with people in Pembrokeshire – people and communities, front-line staff who are at the forefront of service delivery, partners and key stakeholders - to identify the PSB's priorities for the next 5 years, and to ensure we work collaboratively to improve well-being now and in the future.

These priorities, and the actions we will take to achieve them, will be expressed in the next iteration of the Well-being Plan, which we will publish by May 2023. We will work together using an integrated partnership approach to develop innovative and co-produced solutions to achieve outcomes which contribute to the national Well-being Goals and to meet our requirements under the Well-being of Future Generations Act.

The PSB has committed to using the findings from this Assessment to develop a "Pembrokeshire 2040" vision which will establish a sense of collective purpose and shared direction which all partners in the county will work towards over the long term. This vision, and the outcome statements supporting it, will establish the type of place

we want Pembrokeshire to become, so that we can start planning today for what we want the county to look like in the future.

Planning for this is currently under development, however we are keen that this piece of work will provide an opportunity for everyone to be involved by way of specific scenario planning and futures thinking workshops for key stakeholder and community groups, and broader citizen engagement activities. The end goal is that the “Pembrokeshire 2040” vision exercise will ultimately provide the overarching framework through which the PSB can establish its own Well-being Objectives to support the development of the Well-being Plan, as well as providing the longer term priorities for the county which partner organisations can align with in their own forward planning processes. It is anticipated that this work will take place between April and June, with the vision and Well-being Objectives being established by early summer.

We will revisit the assessment on a regular basis as we move forward as part of a programme of ongoing engagement and involvement with our citizens and communities. We will refresh our data when appropriate to ensure our evidence base is reliable and robust and a platform from which we can develop long term, preventative solutions to the key factors which influence the well-being of people in Pembrokeshire.

Central to this will be the newly developed “Gorwel” (“Horizon” in English) data and engagement platform, as it will support facilitating this engagement by providing improved opportunities for people and communities to feed back their experiences of well-being in Pembrokeshire, alongside the challenges they face and what matters most to them. It will also provide PSBs and interested parties with up to date data on well-being. The aim is to facilitate an ongoing dialogue with the people of Pembrokeshire, and strengthen our understanding of well-being issues over the coming years.

We will also continue to work with the West Wales Regional Partnership Board to ensure that the Well-being Plan addresses relevant issues identified within the Population Assessment of care and support needs in the region and create synergy with the Area Plan that will be produced over the same timescale.

## Responses via response form/email

### Public/third sector

Organisation	Comments	Response
Public response	<p><b><u>Housing/Economy</u></b></p> <p>WBA needs to place higher priority on the second homes phenomenon, which has been a factor for many years but has been exacerbated by the Covid-led urban exodus. As well as the loss of Welsh speakers in many of the country's traditional Welsh language communities, it has reduced the ability of local employees to afford rocketing house prices. This is then leading to areas where out of season occupancy falls to such low levels that the local economies are significantly threatened. And this all on top of town &amp; city centres needing to be reinvented to replace failing retail occupancy.</p>	Concerns raised have been identified in the document.
Grwp Resilience	<p><b>Pembrokeshire the Place</b></p> <ul style="list-style-type: none"> <li>Democracy - There is poor confidence in the majority in Pembs of being able to shape the world around them, especially through the political process.</li> </ul> <p><b>Environment</b></p> <ul style="list-style-type: none"> <li>National Park is developing planning guidance which will have the effect of preventing communities developing their own renewable energy. This conflicts with a priority raised in public engagement with the survey which is for</li> </ul>	<p>Recognised – the Local Authority is undertaking additional work to inform the public about how the democratic process works and to encourage individuals and specific groups who don't traditionally stand for elections to participate. A 'Become a Councillor' event was held on 14<sup>th</sup> March 2022.</p> <p>This is a National Park issue, which is outside the remit of the PSB.</p>

	<p>community renewable energy to address climate change</p> <ul style="list-style-type: none"> <li>Climate issues were a high priority in public engagement where there was the opportunity for people to raise their own issues rather than respond to set questions. This leads to the potential for all the issues prioritised in the survey to be addressed through a community led zero carbon action plan, dovetailing with the councils zero carbon plan. The council's detailed comprehensive plan focusses on its internal operations and rather leaves out the impact of services. This is understandable, and can be corrected through a civil society led action plan to dovetail with it.</li> </ul>	<p>Climate issues have been identified in the document and reference made to these impacting on some communities more than others. PSB action around climate issues to be determined as part of the development of the Well-being Plan.</p>
<p>Pembrokeshire People First</p>	<p><b>Impact of Covid-19</b></p> <p>Digital connection - crucial for most households since Covid 19 as most information and support is brought to us via the internet. Adults with a learning disability see this as a huge barrier as many are unable to work with this technology</p> <p><b>Health and Social Care</b></p> <ul style="list-style-type: none"> <li>Delivery of services to older people – I believe it is important to gather information i.e. statistics, in order to evaluate the support needed for this age group both now and for the future.</li> </ul>	<p>Noted – referenced in Covid section. Sentence added to reflect comment regarding digital access for adults with learning disabilities</p> <p>Data is being gathered by various organisations relating to future needs for older people</p>

	<ul style="list-style-type: none"> <li>• Health inequalities and loneliness – still a huge gap here when it comes to adults with learning disabilities</li> <li>• Lack of face-to-face activities, closure of day centres combined with poor public transport increases loneliness and isolation.</li> <li>• Barriers to leisure services – classes not publicised, more GP's need to be actively social subscribing and offering up community leisure services to aid positive health and wellbeing</li> <li>•</li> </ul> <p><b>Housing</b></p> <ul style="list-style-type: none"> <li>• Home adaptations – a priority as older people and those with a learning disability live longer and wish to remain within their homes</li> </ul> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>• Public Transport – reduced drastically during Covid and many services have not been reinstated. Many people state that they cannot consider evening activities whatsoever due to no public transport. This also causes issues when attending medical appointments – they cannot be accessed due to no bus service – this then means the appointment is cancelled and they go 'back on the waiting list' through no fault of their own.</li> </ul>	<p>Referenced in document</p> <p>Noted, reference added</p> <p>Barriers to accessing leisure services referenced in document</p> <p>Noted – document amended to reflect current situation with regard to housing stock and disabled adaptations</p> <p>Issues concerning the lack of public transport are referenced throughout the document</p>
Pembroke Town Walls Trust	<p><b>Environment</b></p> <ul style="list-style-type: none"> <li>• The need for the nature emergency to be considered as important as, if not more important</li> </ul>	<p>Noted – document amended to reflect comment</p>

	<p>than, climate change. There is a need to look at ways that biodiversity in town centres can be improved.</p> <p><b>Culture and Leisure</b></p> <ul style="list-style-type: none"> <li>Restoring and displaying our heritage</li> </ul> <p><b>Education and learning</b></p> <ul style="list-style-type: none"> <li>Increase skills levels for young people and provide apprenticeships to enable them to live and work in the county</li> </ul>	<p>Reference to the importance of heritage added to Culture and Leisure Section</p> <p>Referenced in both the Economy and Education and Learning Sections</p>
Paul Sartori Foundation	<p><b>Health and Social Care</b></p> <p>There will be increased demand on Palliative Care services There is 25% anticipated increase in demand for Palliative Care by 2040, thought to have been brought forward by the Pandemic to 2030.</p>	<p>Paul Sartori contacted for more information - increased demand referenced in document.</p>

### Partners

Partner name	Comments	Response
Pembrokeshire Nature Partnership	<p><b>Pembrokeshire the Place</b></p> <p>Environmental quality is one of the defining features of Pembrokeshire in many people's minds, yet it is not mentioned</p>	<p>Additional comment to emphasise this included</p>



	<p><b>Economy</b> The crucial role of high quality and resilient ecosystems in underpinning the agriculture and tourism sectors</p> <p><b>Health and Social Care</b> The role of access to nature in supporting wellbeing</p> <p><b>Environment</b> The denuded and declining state of species and habitats are only mentioned with reference to pollutants in water. The loss of habitats and declining ecological condition of those remaining due to pressures such as development, agricultural intensification, climate change, invasive species and inappropriate management are missed. The first point in the Environment section still gives primacy to the climate emergency, even though it links it to the nature emergency. 'Climate change and the nature emergency are the defining issues of our time' would be a better opening line. If we 'fix' climate change without addressing the nature emergency, society will still be faced with the potential collapse of ecosystems and loss of the supporting functions of nature across society and the economy.</p> <p>The conflation of nature and climate emergencies into one 'Environment' category does little to clarify the depth and breadth of the challenges we face in the minds of the lay-person. This is evident from the response to the 'what can we do about it' question, where a common theme</p>	<p>Agreed – referenced in NRW response and additional text added</p> <p>Additional paragraph added to Health and Social Care Section</p> <p>Noted – document amended to reflect comments</p>
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	seemed to be 'switch to a green energy supplier'. This would not address the nature emergency.	
Mike Cavanagh – Tourism and Leisure PCC	<p><b>Impact of Covid-19</b></p> <p>Tourism - The issue here is that over the last 2 seasons, we have seen very different demographics and dynamics in terms of staycations, and this has had consequences in terms of community impact.</p> <p><b>Health and Social Care</b></p> <p><i>From a survey of our residents, affordability and accessibility to leisure services can be a barrier to healthy behaviours</i></p> <p>This is crying out to be addressed and wouldn't be massively difficult to do so. I think it should be in a category where we pledge to take action as opposed to just monitor and effectively do nothing. I can bring forward proposals but they would be stronger if they are supported by the well-being assessment treating it as an area that should be actively addressed</p> <p><b>Culture and Leisure</b></p> <p>Welsh language increasing in the county is also down for monitoring/tracking which I think surely needs more active measures to continue that trend if we are to contribute to the 2050 strategy for 1 million speakers.</p>	<p>Noted – section amended to reflect comment</p> <p>This is a Pembrokeshire County Council issue and outside the remit of the PSB</p> <p>There has been an increase over recent years in the number of Welsh speakers in the County and this positive step forward is reflected in the document.</p>

Local Development Plan Team – PCC	<p><b>Pembrokeshire in Context</b></p> <p>No reference is made to the Pembrokeshire Coast National Park designation and high quality landscape.</p> <p>Population growth – the conclusions on page 35 are different to those seen elsewhere, which indicate that Pembrokeshire’s population will plateau and then start to decline in the late 2020s and early 2030s. There is further information on this on the LDP 2 Evidence Base website pages.</p> <p><b>Impact of Covid-19</b></p> <p>Environment – The text reads; ‘The reduction in tourism allowed for the recovery of natural spaces’. However, once the initial Covid 19 lockdown ended, Pembrokeshire saw a significant increase in visitors in 2020 and 2021, as ‘staycations’ boomed. This may have had exactly the opposite effect to the one referenced (page 53).</p> <p>Page 63, bullet point 4 – some of Pembrokeshire’s major industries are polluting the environment, but they are doing so to meet national requirements for fuel and power. Care is needed to ensure that apportionment for carbon foot printing reflects the location of final consumption, as many products are exported elsewhere via overhead lines and pipelines.</p>	<p>Noted – additional text added to emphasise this</p> <p>Noted – section amended to reflect comment</p> <p>Noted – section amended to reflect comment</p> <p>Noted – section amended to reflect comment</p>

## Economy

Page 63, bullet point 4 – some of Pembrokeshire’s major industries are polluting the environment, but they are doing so to meet national requirements for fuel and power. Care is needed to ensure that apportionment for carbon foot printing reflects the location of final consumption, as many products are exported elsewhere via overhead lines and pipelines.

Town Centres and Retail - Updated figures on the A Class vacancy rates from the 2021 retail survey are below:

<b>Town</b>	<b>% vacant A Class 2021</b>
Fishguard	22%
Haverfordwest	25%
Milford Haven	29%
Milford Marina	5%
Narberth	9%
Pembroke	19%
Pembroke Dock	24%

The Town Centres which are performing well are Narberth and Milford Marina (page 66).

Responding to energy opportunities – this could reference the environmental and landscape impacts of individual installations and their cumulative impacts (pages 74 & 75).

Noted – section amended to reflect comment

Noted – section amended

Noted – section amended

Noted – section amended

	<p>Agriculture – the proportions of best and most versatile agricultural land in Pembrokeshire are much higher than the Welsh average. This provides a sound foundation for Pembrokeshire’s agricultural industry, but can also be a potential barrier to future development (page 79).</p> <p><b>Health and Social Care</b></p> <p>Difficulties in accessing GP services in some areas, particularly Pembroke Dock, Pembroke and Neyland</p> <p>Health behaviours – reference could be made to outdoor activities and facilities in Pembrokeshire, such as parkrun and the Brunel way cycle path etc in addition to the provision that Leisure Centres provide (page 85).</p> <p><b>Housing</b></p> <p>Due to the failing of phosphate targets, there is an impact on the future delivery of housing, including affordable housing in the affected areas of Pembrokeshire.</p> <p>Reference is made to second homes, however, holiday homes and ‘Airbnb’ rental properties are also high in number and affecting the housing market.</p> <p>Housing – a more appropriate picture of housing could be used on page 101 as opposed to Carew Castle.</p>	<p>Noted – section amended</p> <p>Aware anecdotally that GP services in the areas referenced are oversubscribed but no official data to support this</p> <p>Noted – section amended to reflect comment</p> <p>Noted – section amended to reflect comment</p> <p>Noted – section amended to reflect comment</p> <p>Noted – photograph amended</p>
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	<p>Housing – the Welsh Government targets relate to social rented stock and more generally to social housing stock. An issue in Pembrokeshire (and across Wales) is the age of the housing stock, which is a crosscutting issue affecting different tenure types. Insulation and fuel efficiency needs to be considered on a broad footprint (page 102/103).</p> <p>Typos – Tyddewi should be one word and Trefdraeth is misspelt (page 106)</p> <p>Childhood – could say 'efficient' to heat instead of 'cheap' to heat (page 114).</p> <p>Housing – the increase in building materials is also impacting on the viability of schemes and new house building (page 116).</p> <p><b>Environment</b></p> <p>The indicator for 'pollutants, in particular nitrate, phosphorus and sediments, are having a detrimental impact on water quality, habitats and species diversity' should be a red 'prioritise/critical issue for area'.</p> <p>Ecology and biodiversity - ecological resilience and the provision of ecosystem services to society such as regulation of flooding, water quality, pollination and recreation are complex, inter-related and often under-valued until they fail. For example, the quality of the</p>	<p>Noted – section amended to reflect comment</p> <p>Amendments made</p> <p>Amendment made</p> <p>Noted – section amended to reflect comment</p> <p>Noted – section amended to reflect comment</p> <p>Noted – section amended to reflect comment</p>
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	<p>natural environment underpins both the tourism and agricultural economies and is central to sense of place and wellbeing. Interventions to support ecosystem resilience often have benefits beyond those which are the primary aim. For example, contour planting of hedgerows to attenuate flood risk may improve water quality, provide shelter for out-wintered stock and provide habitat for nesting birds. In order to understand opportunities, threats and complex inter-relationships, the Council's Ecologist and conservation team have developed a GIS based land use planning tool which displays relevant ecological information and is used to inform and assess planning applications and inform biodiversity enhancement projects.</p> <p>At present, there are areas of Pembrokeshire where no house building or development can occur due to the failing of the rivers Cleddau and Teifi against phosphate levels. This has major implications for affected communities.</p> <p>Error messages - Page 121 and 129 – to note there is an Error! Message on these pages</p> <p>Agricultural land - Reference could be made to the high proportion of best and most versatile agricultural land in Pembrokeshire, either in terms of the advantages or the challenges that it presents when that land is needed for non-agricultural development purposes (page 123).</p>	<p>Noted – section amended to reflect comment</p> <p>Amendments made</p> <p>Noted – section amended to reflect comment</p>
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	<p>Food - To support the desire to consider buying locally sourced food, stronger links with local supermarkets could be formed to ensure supermarkets source and provide more locally sourced food in their stores. The Covid-19 pandemic may have encouraged people to shop more locally for food. The Farmer's Markets are referred to elsewhere which provide this opportunity. This would also have a more positive impact on carbon footprint (page 124).</p> <p>Typo - Daugleddau (page 125).</p> <p>Bog and peatland - To note that there are no extensive bog and peatland resources in Pembrokeshire and none that would be considered for commercial exploitation. The Biodiversity Supplementary Planning Guidance contains information on the importance of bogs and peatlands (paragraph 65 and appendix 11). There are some concerns on a pan-Wales basis regarding the impacts of ongoing commercial peat production (page 126).</p> <p>Air Quality - It may be helpful to have a little more detail about the circumstances that have led to Pembrokeshire's Air Quality Management Areas being declared – the combination of traffic volumes, narrow town centre streets and tall terraces of buildings (page 128).</p> <p>Shoreline Management Plans - It would be helpful to have more detail about the two Shoreline Management Plans</p>	<p>This comment is more action-focused and could be considered as part of the Well-being Plan</p> <p>Amendment made</p> <p>Noted – section amended to reflect comment</p> <p>Noted – section amended to reflect comment</p> <p>Noted – referenced in document</p>
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	<p>that cover Pembrokeshire (SMP 20 – South Wales – Lavernock Point to St. Anne’s Head and SMP 21 – West of Wales – St. Anne’s Head to the Great Orme). Both were refreshed during 2021. There is now a dedicated NRW website for the SMPs (page 132 and 133).</p> <p>Nitrates and phosphates - In terms of nitrates, the problem has a predominantly agricultural source. Regarding phosphates, the position is more complex, with agriculture, development, critical infrastructure failure and natural sources all contributing. Further work is ongoing regarding apportionment in various river catchments, including the Cleddau and Teifi. The extent of headwater dilution is also a significant influence (page 134 and 135).</p> <p>Renewable energy - The reported increase in renewable energy installation sites doesn’t really match the planning consenting picture, although it is accepted that there would be a lag between consenting and implementation. After 2015/16, PCC recorded a major reduction in renewable energy planning applications, which coincided with the reduction in the feed in tariffs (page 144).</p> <p>Travel - Although we understand the need to reduce travel for environmental reasons, we live in a global economy which is highlighted by the Covid-19 pandemic. People still need to travel for work, to see family and friends or choose to travel for leisure. The restriction of movement would not be possible or socially acceptable,</p>	<p>Noted – recognised within the document but not solely an issue connected with agriculture</p> <p>Available data does not correlate with this comment</p> <p>Noted</p>
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	<p>but the focus should be on finding ways to travel more sustainably (page 145).</p> <p>Electric vehicles - The majority of electric vehicles have significant range issues (other than Teslas). Provision of the electricity charging points provides a challenge for those who live in HMOs, flats and terraced houses (page 145).</p> <p>Carbon offsetting - penultimate paragraph on page 145, there is a trend towards offsetting, in the form of tree planting, being provided in locations that are totally unrelated to those of the polluting activity. Sometimes this involves non-native species and affects areas where the existing vegetation is of importance for its biodiversity. This is an area of increasing concern.</p> <p><b>Education and Learning</b></p> <p>There are limited opportunities for further / higher education in Pembrokeshire which fuels out-migration of skilled young people.</p> <p>Online learning is likely to have increased significantly during the pandemic, but it does not provide an entirely satisfactory alternative to face-to-face teaching and provides a poorer education experience, particularly for younger people who are also looking for social opportunities. Pembrokeshire could expand its further education / higher education offer, perhaps based on its</p>	<p>Noted – infrastructure related issues referenced</p> <p>Noted – text strengthened and increase in large organisations trying to buy land for carbon offsetting purposes noted</p> <p>Referenced in document</p> <p>Referenced in document</p>
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	<p>strengths in terms of engineering, renewable energy, the natural environment and the Welsh language and culture (page 149).</p> <p><b>Culture and Leisure</b></p> <p>Coast Path - The reference to the Pembrokeshire Coast Path is welcome and as noted earlier, this is now an element of the Wales Coast Path (page 190).</p> <p>Page 197 – not sure where this picture was taken, or if it's within Pembrokeshire?</p>	<p>Noted</p> <p>Image changed</p>
Pembrokeshire Coastal Forum / Marine Energy Wales	<p><b>Environment</b></p> <p>Page 31: Climate change flooding risk only at "scenario plan/ further research" instead of "prioritise / critical issue for area" - this doesn't marry up with the previous declaration of a climate change emergency and it is essential to take action now on this to prevent damage to infrastructure, economies, housing and communities.</p> <p>Habitats and species should also be in "prioritise / critical issue for area"</p> <p>Page 75: A proposed Marine Energy Test Area (META) with eight pre-consented sites located in and around the Milford Haven Waterway, META aims to de-risk the development of marine energy projects by providing the opportunity to</p>	<p>Noted</p> <p>Noted</p> <p>Referenced in document (Economy Section)</p>

	<p>test devices, sub-assemblies and components. The sites are accessible yet still representative of real sea environments. META is non-grid connected and so is ideal for early stage developers, and is also a perfect base for research and innovation.</p> <p>Celtic Sea Power is planning to create, the Pembrokeshire Wave Energy Demonstration Zone an array scale consented and grid connected site targeting wave and floating wind technologies.</p> <p>Page 78: The future shape of Pembrokeshire's economy has clear cross-links with future environmental trends and our response to climate change. There is potentially a once in a generation opportunity to establish itself as a national centre for manufacturing green technology as well as generating and distributing green energy, for instance by using hydrogen as a vector and has been highlighted in the most recent Economic Development Peer Review commissioned by the Council. There is also a risk that as global dependence on fossil fuels wanes that Pembrokeshire's petrochemical industry will contract. However, anticipated clustering opportunities arising from the maritime and energy sector expertise in the region could see diversification and skills transfer opportunities for the regions fossil fuel industries into floating wind and other marine renewable sectors such as tidal stream and wave. Noting that local businesses already have a reputation for delivery into these sectors leading to</p>	<p>Noted – currently proposal/opportunity only</p> <p>References to green energy made in Economy section</p>
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	<p>supply chain cluster developments such as Pembroke Dock Marine (refer to page 75).</p> <p>Graph below shows the increase in renewable energy generated in Pembrokeshire in the past six years. Since 2014, the amount of renewable energy generated across the UK has increased by 100% with a 200% increase in offshore wind generation, which in 2020, was the single largest method of generating renewable energy. As demand for low carbon electricity increases (eg as a result of petrol and diesel cars being phased out, and as we look to decarbonise heavy industries such as steel manufacture, shipping and cement production) it is inevitable that there will be a requirement to further increase the proportion of green electricity generated as well as increasing the total quantity of green electricity produced.</p> <p>Page 79: It is likely that there will be major opportunities for offshore wind in the waters located from as far as 45km away from Pembrokeshire. In November 2021, The Crown Estate published further detail on its plans for floating wind leasing in the Celtic Sea, confirming its ambition to unlock up to 4GW of new clean energy capacity from floating wind in the Celtic Region by 2035, driving regional economic growth, job prospects and supply chain opportunity. In excess of 50GW of floating wind capacity has been identified across the wider Celtic region</p>	<p>See above</p> <p>Noted – currently proposals/opportunities only</p>
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	<p>which is expected to be developed beyond 2035.</p> <p>Floating wind and marine renewable opportunities coupled with potential peak demand for electricity from sectors such as steel works and cement manufacture in neighbouring regions also provide a robust opportunity for hydrogen export. The South Wales Industrial Cluster brings together key interests from both sides of electricity generation and demand to understand how heavy industry can be effectively decarbonised using these regional opportunities.</p> <p>Page 141: it is not clear where the data sources for these climate change impacts have come from for Wales, needs to be specified here</p> <ul style="list-style-type: none"> <li>- Would expect to see more of a reflection of the role that the coast and sea plays in Pembrokeshire's economy, education and recreation.</li> <li>- Would also expect to see new opportunities reflected in it, eg Car y Mor regenerative ocean farm – potential economic, environmental and well-being benefits. New model of organisation focused on community (they are a community benefit society) and supporting cohesive communities / ownership of local assets / involvement and connection to the coast = fostering a sense of appreciation. Also potential for regenerative industry, supplementary to fishing / agriculture industry.</li> <li>- Lack of mention of Seagrass / shellfish?</li> </ul>	<p>Noted – currently proposals/opportunities only</p> <p>Amended where necessary</p> <p>Noted – references made in NRW response</p> <p>Noted – currently proposals/opportunities only</p>
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	<p>Page 145: there is a lack of mention of climate change adaptation action here – only mitigation (I.e. reducing emissions). Adaptation will be a key focus for Pembrokeshire as it is one of the areas of the UK that will be hardest hit by climate impacts – we are locked into these impacts for years to come regardless of future emission reductions.</p> <p>We need to transform our energy system - Making buildings energy efficient and low carbon is one example of reducing overall energy use, and therefore greenhouse gas emissions, whilst also helping towards the behavioural changes needed in society to address many of the issues faced.</p> <p>Encouraging the local generation of energy and promoting demand management and energy efficiency are also important to effect change. Pembrokeshire has the highest concentration of wave resource in Wales equating to an indicative capacity of up to 5.6 GW. The Celtic Sea region 45km southwest of Pembrokeshire's coastline has been identified to have between 50 and 150GW of floating offshore wind potential providing a significant opportunity for development of the industry to anchor jobs and prospects in the region. A number of projects are already underway to maximise these opportunities including Erebus, a 96MW floating wind project developed by Blue Gem Wind; Pembroke Dock Marine, a collaborative project bringing together local</p>	<p>Noted – references made in NRW response</p> <p>Noted</p> <p>Noted – currently proposals/opportunities only</p>
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	<p>marine energy interests with key infrastructure and research projects; the Net Zero Centre being developed by RWE to bring hydrogen in to the gas network; and the South Wales Industrial Cluster, a collaborative effort across our carbon intensive industries to understand how to decarbonise their activities using Hydrogen. In addition, the Energy Kingdom project a collaborative £4.5 million project exploring the vital role hydrogen could play in a decarbonised energy future for cars and heating systems.</p>	
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**Engagement HQ responses**

<b>Chapter</b>	<b>Comments</b>	<b>Response</b>
Scoring Matrix	<ul style="list-style-type: none"> <li>• The issue of broadband provision should be marked as Critical</li> <li>• Young people's participation in democracy needs to be strengthened - this should be regarded as critical and prioritised</li> <li>• Childhood immunisation rates have been on a downward trend over the last several years - this should be a priority</li> <li>• Availability and affordability of housing in Pembrokeshire is felt to be a barrier to staying in the county by young people" -this should be regarded as critical</li> <li>• There are a significant number of second homes in the county, particularly in rural areas - this is a critical issue.</li> <li>• The need for affordable homes is projected to increase - this is a critical issue</li> </ul>	<p>Noted – work is ongoing to improve broadband provision in the county</p> <p>Referenced in document</p> <p>This is largely a Health issue and outside the remit of the PSB</p> <p>Referenced in document</p> <p>Referenced in document. Not within the remit of the PSB.</p> <p>Referenced in document. Not within the remit of the PSB.</p>
Pembrokeshire the Place	<ul style="list-style-type: none"> <li>• Democratic representation needs to be more diverse with young people democracy being strengthened</li> <li>• Need to recognise neurodiversity within our population and ensure everyone can succeed and be accepted no matter how their mind works</li> </ul>	<p>Referenced in document</p> <p>Noted</p>

	<ul style="list-style-type: none"> <li>• Emphasis is needed on affordable public transport and the use of public transport for getting to and from work</li> <li>• The table on page 38 shows that for 'All Pembrokeshire' 82% have no skills in Welsh. Given the range of % for the 16 areas this value looks wrong, I think it should be closer to 72%, please check. Similarly in the table on page 43 the 45% value for 'All Pembrokeshire' cannot be right as the highest value for any area is 45%.</li> <li>• Public transport is an urgent need for all urban areas</li> <li>• Please consider the aging population as a valuable asset and not a growing problem.</li> </ul>	<p>Issues concerning transport provision in the county are referenced within the document</p> <p>Noted – tables amended to clarify figures</p> <p>Issues concerning transport provision in the county are referenced within the document</p> <p>Noted, document updated to reference</p>
Impact of Covid-19	<ul style="list-style-type: none"> <li>• Digital connectivity is a key factor</li> <li>• The tourist section failed to explore the impact of tourism</li> <li>• This report fails to make the link that it is precisely the tourism focused economy causing housing cost escalation that is causing young people to have no foothold or means of staying in this economy and in their county.</li> </ul>	<p>Referenced in document</p> <p>Noted, document updated to reference</p> <p>Noted. Impacts on housing noted in relevant section</p>

	<ul style="list-style-type: none"> <li>• Lots more than education has suffered for young people as a result of the pandemic, general mental health and well-being, opportunities to participate in leisure, culture and social activities has suffered along with non-formal learning opportunities.</li> <li>• Tourism must be responsive to needs of community and be sustainable</li> <li>• Tourism and Community involvement needs to include the sustainability of tourism recognition of green spaces and nature within towns</li> <li>• I suspect that the impact of Covid on working patterns may have been overstated. I think that, in general, jobs in large sectors, such as agriculture and tourism are not ones where people can readily 'work from home'. The move to working from home is more likely to have an effect on the housing market with people who can work from home deciding to move to an attractive part of the country.</li> </ul>	<p>Impacts referenced throughout document</p> <p>Noted, document updated to reference</p> <p>Noted, document updated to reference</p> <p>Noted, document amended to note impact on certain sectors</p>
Poverty	There is no reference to the link between the housing market and poverty	Explored in detail in Housing section
Economy	<ul style="list-style-type: none"> <li>• Young people are increasingly feeling that they have no future here and are excluded from their communities, particularly those in rural and tourist hotspots, due to the lack of access to homes and meaningful employment</li> </ul>	Noted, reflected in document

	<ul style="list-style-type: none"> <li>• Would like to see a big emphasis on local food</li> <li>• Digital connectivity is likely to have an effect on our economy</li> <li>• There is nothing I can see regarding employment, quality of jobs or encouraging inward investment</li> </ul>	<p>Reference to local food market in document</p> <p>Referenced in document</p> <p>Referenced in Economy section</p>
Health and Social Care	<ul style="list-style-type: none"> <li>• You have identified the problems of an aging population as a growing problem. Maybe you should have presented it as growing resource and solution</li> <li>• The vital importance of prevention through green/blue/social prescribing in improving wellbeing</li> <li>• Care of elderly not emphasised enough</li> <li>• The poor provision of social care is also a critical issue</li> <li>• Severe loneliness and isolation of our older population</li> </ul>	<p>Noted, document updated to reference</p> <p>Referenced in document</p> <p>Referenced in document</p> <p>Referenced in document</p> <p>Referenced in document</p>
Housing	<ul style="list-style-type: none"> <li>• People need to be able to save to get a mortgage and high rents stop this</li> <li>• Young people are increasingly feeling that they have no future here and are excluded from their communities, particularly those in rural and tourist</li> </ul>	<p>Reference made to rental costs in this section</p> <p>Noted, reflected in document</p>

	<p>hotspots, due to the lack of access to homes and meaningful employment</p> <ul style="list-style-type: none"> <li>• The housing market that is now completely out of control ensures that many of our youth have no hope of affording to live in their communities</li> <li>• Housing market is now pitched at this wealthy (generally older; generally from another part of the UK) demographic, excluding the existing community and their future generations</li> <li>• Lack of accessible housing for disabled people</li> <li>• The lack of rental accommodation</li> <li>• Highlight the number of dwellings that are businesses, such as holiday lets, B&amp;Bs or small hotels, which also impacts on the number of available affordable homes. This will also highlight the conflict between tourism and housing</li> <li>• Affordable housing is a critical issue and needs to be addressed</li> <li>• The scale for the map on page 112 appears to be the wrong way round. It shows that the need for increased social housing is lowest around Haverfordwest, Milford and Pembroke. Is this right?</li> </ul>	<p>Noted, reflected in document</p> <p>Noted, housing costs reflected in document</p> <p>Noted, document updated to reflect current situation</p> <p>Noted, reflected in document</p> <p>Noted – no data available</p> <p>Noted, reflected in document</p> <p>Map correct</p>
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	<ul style="list-style-type: none"> <li>I am hoping the issue of affordable housing is addressed sooner rather than later, as local people are very much priced out of the housing market, both sales and rentals</li> </ul>	Issues regarding affordable housing reflected in document
Environment	<ul style="list-style-type: none"> <li>Does not reflect the urgency and critical nature of reversing the loss of biodiversity caused by agricultural practices</li> <li>The transition away from toxic fossil fuels to renewable energy with investment in local workforce development to ensure local people benefit must be a top priority</li> <li>We need to protect and improve local green space</li> <li>Agriculture is the principal cause of the loss of Pembrokeshire's natural habitats and biodiversity. Agriculture is stated to be a large sector but a small part of the economy. It would be useful to see what the mix of agriculture is: arable, livestock, mixed and market gardening. An indication of the range of sizes of farms would also be useful.</li> <li>On Page 125 what does WGWE mean?</li> </ul>	<p>Impact of agriculture as a contributory factor is reflected in the document</p> <p>Noted, reflected in Economy section</p> <p>Reflected in document</p> <p>Impact of agriculture as a contributory factor is reflected in the document</p> <p>Welsh Government Woodland Estate, clarified in document</p>
Education and Learning	No comments received	

Safe, Cohesive and Resourceful Communities	No comments received	
Culture and Leisure	<ul style="list-style-type: none"> <li>• Lack of reference to year-round sporting facilities equivalent to neighbouring counties; namely 3G/4G pitches</li> <li>• Use of the Welsh language and the increase in Welsh medium education is something to be celebrated but we should be building on that success by prioritising it</li> <li>• The preservation of the historical environment within Pembrokeshire does not appear to be considered as an important aspect of maintaining residents' connection with the history and traditions of the place where they live</li> <li>• There are serious implications for the future of the language as a living community language in many regions of the county</li> <li>• the importance of the built heritage as an asset for both residents and as a key attraction for visitors</li> </ul>	<p>Noted, document updated to reflect current provision</p> <p>Noted</p> <p>Noted, referenced in document</p> <p>Noted, referenced in document</p> <p>Noted, document updated to reflect</p>
Separate section on future engagement? (to replace/in addition to Next Steps?)	<ul style="list-style-type: none"> <li>• To get an idea of who knows about this consultation, we asked a range of people at the beginning of February, at a village football match in North Pembrokeshire, if they knew about this consultation process. None of the people knew about it or what the Pembrokeshire Services Board</li> </ul>	<p>Consultation was publicised via partners, local press and social media.</p> <p>See reference to new 'Gorwel' system added to final version of document</p>



	<p>was. Most of them had no idea about the Well Being of Future Generations Act - those who did, could not describe a single goal of the Act. Since then we have phoned friends and spoken with colleagues, no one had heard of this consultation. We have broadened my search further through email and more phone calls. No one has heard of this consultation. We support the purpose of the Board and the objectives of the Well Being Act. However, We think that the emphasis of reports and consultations favour the small number of people who are used to consultations and are generally connected to networks that are 'aware' of such processes.</p> <ul style="list-style-type: none"> <li>• Engagement and participation in Pembrokeshire needs to be streamlined. Could there be a quarterly engagement opportunity e.g. a series of events where people can find out what is going on and how they can get involved / contribute views, rather than a constant stream of requests for time and energy. There must be a better way of doing it and I think the wellbeing plan / PSB is possibly the best way to coordinate it.</li> </ul>	<p>Not always possible to streamline engagement processes as suggested due to a number of factors, including organisational / departmental priorities and differing legislative requirements</p>
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**Welsh Government response to the consultation on the draft assessment of local well-being for Pembrokeshire, required by the Well-being of Future Generations (Wales) Act.**

Thank you for sight of Pembrokeshire PSB's Assessment of Local Well-being.

Welsh Government acknowledges that the preparation of an assessment and the supporting evidence is a significant undertaking and recognises the amount of work that has been accomplished. Covid-19 has brought huge challenges to the public sector and PSB partners have demonstrated real dedication and resolve in overcoming some truly testing situations over this period. PSBs are demonstrating that they too have a crucial role to play in the recovery from the pandemic, in considering the social, economic, environmental and cultural impacts on communities and co-ordinating the longer-term response. Given all of this, we also recognise that the assessments have been prepared during extraordinary circumstances and this has been taken into consideration when reviewing them.

Our focus has been on the main areas we consider will go towards providing you with a comprehensive view of the state of well-being in your area, ultimately equipping you with a good, clear understanding of the sort of priorities you as a PSB can target your collective efforts to best effect on in your well-being plan. These are the second round of assessments and it is hoped that there will be lessons learned from the first iteration, building on what happened previously.

We have structured our response to the consultation on your assessment in the same way as in 2017 which is as follows:

- **General comments** providing an overview of thoughts on the assessment;
- More **specific comments** on the way in which the analysis has been undertaken and presented and the way in which the statutory requirements have been met;
- A **final summary table** which identifies the areas we would suggest could benefit from further development. We are adopting a consistent approach to these matters which have been categorised as follows:
  - **Category A** – these are significant issues which we would hope would be addressed prior to publication of the well-being assessment. They might relate, for example, to compliance with the statutory requirements or a fundamental issue with the quality of the analysis
  - **Category B** – these are matters which are important and would support a better informed well-being plan and we would hope could be addressed alongside the development of the plan
  - **Category C** – these are matters which would strengthen the assessment but could be addressed over time.

We will be using the same approach in responding to each of the assessments.

## **Overall Thoughts**

This assessment demonstrates the commitment Pembrokeshire PSB has made to embrace the challenge of assessing well-being in the area. It engages well with most of the key areas identified in the statutory and non-statutory guidance and demonstrates good use of a range of evidence to support analysis.

It was good to see how much you had reflected on the comments given on your last assessment and the amount of consideration you had given to the ways in which this assessment could be improved, for example moving from a structure based on the life cycle approach which was previously used, and also a change to the community areas.

Our evaluation identifies some minor areas for further development which will hopefully not take much effort to resolve, and if addressed will go a long way to strengthening the assessment. On the whole the assessment provides a detailed and thorough analysis of well-being in Pembrokeshire.

## **Comments on particular aspects of the Assessment**

### **Statutory Requirements**

The Well-being of Future Generations (Wales) Act (WFG Act) specifies a number of areas that the assessment cover. This assessment covers some, but not all of the statutory requirements contained in the WFG Act.

The PSB have chosen sixteen community areas based on MSOAs (compared with the three broader community areas which were used in the first assessment). This allows the PSB to build a more detailed understanding of similarities and differences both within and between these areas. The assessment helpfully includes a map and table showing the towns and villages within each MSOA and provides some useful commentary on the advantages and disadvantages of the approach taken to choosing the community areas. Data is presented for the community areas throughout the assessment, and comparisons drawn between them, building a reasonably detailed picture of wellbeing across Pembrokeshire, both as a whole and within it. When comparing the community areas, there could be more focus on what the comparisons mean (i.e. more emphasis on the response analysis rather than just on the situational analysis) which would go a long way towards a more well-rounded assessment.

The assessment includes relevant data linked to the National Indicators, including low birth weight, GDHI, GVA, healthy life expectancy and so on, and it would be useful to explicitly reference this in the chapters.

From reviewing the assessment it is not clear if the two documents noted below have been considered in the preparation of the assessment, as required by the WFG Act:

- Assessment of the sufficiency of play opportunities in the local authority area
- Strategic assessment relating to the reduction of reoffending in the local authority area.

## **Structure and Format**

The assessment has a clear and logical structure. The introduction sets out clearly the purpose of the assessment. The three 'context' chapters provide a good overview of Pembrokeshire the place, the impact of Covid, and the effects of poverty on its communities and population. Overall, the assessment provides a well-balanced analysis of well-being within the community areas through focusing on the seven key themes identified. One suggestion for a small improvement here would be to merge some of the themes so that they fit more neatly under the four well-being themes identified in the WFG Act.

The format of the assessment is accessible, clearly written and well presented, and the individual chapters use a good mixture of maps, charts, tables, text and graphics, all of which make it easy to read.

The use of the PSB Futures Impact/Certainty Matrix is very effective and clearly sets out issues which need to be monitored, issues that require further research and issues that are critical and need to be prioritised, which will be very useful for the board members' consideration.

Some more detailed comments that we suggest would be to review the charts and check that they do not distort the data and that they also include the source. One example of this would be the chart at the bottom of page 57 where we would suggest rounding the percentages, starting the y axis at 0, and also adding the source of the data.

## **Engagement**

The assessment demonstrates meaningful engagement, involvement and collaboration and uses the evidence from it to good effect. It is also good to see references to engagement throughout the assessment. More detail on the exact approaches is provided in the appendixes on the joint methodology and the approach taken to community engagement.

## **Balance and Comprehensiveness**

Overall, the assessment is well balanced with themed chapters on different topics (and three context-setting chapters). A good coverage of issues has been considered. It is good to see that the culture well-being theme has received a decent amount of focus, especially following the last round of assessments, where overall it wasn't given as much attention as the other three themes. There is a recognition of how the PSB fits with other regional partnerships, for example, the Regional Partnership Board.

## **Reflective and Critical Approach**

The assessment adopts an honest and reflective approach which is good to see.

The assessment includes an analysis of 2011 Census data but acknowledges that the data may be out of date and that the assessment will be updated once the data is made available.

The appendix on joint methodology discusses the limitations and data gaps, and how these may be overcome. It also acknowledges the impact on the ability to conduct a good response analysis, and for example the impact of Covid not only on well-being but also on the quality of the data.

## **Quality of Analytical Approach**

The assessment draws on a broad range of quantitative and qualitative data sources (local, regional and national) to build a rich and detailed picture of well-being across the county and within its communities. Appendixes on joint methodology, engagement and consultation provide a thorough description of the approach that was taken to collect and analyse the data. This helpfully breaks down the situation analysis, response analysis, engagement/consultation and summative analysis/next steps.

Overall, the wide range of data sources used has helped to validate the situation and response analyses undertaken and have also been useful to identify priorities. It is hoped that with further refinement of the response analysis in advance of the final assessment being published, this will amount to an assessment which provides an excellent, detailed and thorough analysis of well-being in Pembrokeshire.

## **Future Trends**

The assessment makes a really strong attempt at incorporating future trends and future thinking into the analysis. There has been very effective use made of the PSB Futures Impact/Certainty Matrix which clearly sets out the issues that need to be monitored, the issues that require further research and the issues that are critical and need to be prioritised. Summaries at the end of each chapter provide a good insight into what the findings might mean for the future of the area.

Both of these will be very beneficial for the board members as they consider what priorities to focus on in the well-being plan.

## **Feedback from other policy areas**

Based on the feedback we have received from policy specialists across the Welsh Government, there are some very specific areas which we highlight for your consideration. For example:

- It would be good to see the assessment making reference to local knowledge about play sufficiency and future trends/needs/any gaps which need to be filled. Play sufficiency leads with the local authority area should have this information.
- The local authority could draw on more recent information and data on childcare provision/feedback from parents in their area - working with their childcare teams or with Care Inspectorate Wales/Dewis. The local authority is currently working on their Childcare Sufficiency Assessment for 2022 so there could be valuable information emerging from there along with thoughts on what can be done to support families with childcare going forward.

## **Areas for development**

### **Category A**

- Reference to the assessment of the sufficiency of play opportunities in the local authority area;
- Reference to the strategic assessment relating to the reduction of reoffending in the local authority area.

**Category B**

- To consider including more information on what the comparisons between communities means;
- To take another look at charts to include relevant missing information

**Category C**

## Pembrokeshire Public Services Board: Well-being assessment

Feedback and advice from the Office of the Future Generations Commissioner for Wales,  
21st February 2022

### 1: Summary

- A strong, clearly laid out well-being assessment that demonstrates integration across themes and chapters.
- All four dimensions of well-being (social, economic, environment and culture) covered.
- Good use and mixture of types of data and information (quantitative and qualitative).
- Collaborative working across the region a key feature.
- Honest reflection on data, information and challenges, such as the impact of Covid-19.
- Section 3 (below) highlights some areas that if further developed, would help to strengthen the assessment. These relate to: future trends, involvement, equality, the Welsh language, environment, inclusion of case studies and maximising your contribution to Wales' well-being goals.
- Section 3 also outlines other (desirable) areas for consideration within the assessment.

### 2: Evidence of good practice in the well-being assessment

#### Process and methodology

The general methodology section in the assessment (and appendix 1) is helpful in outlining the collaborative approach taken with your colleagues in Carmarthenshire and Ceredigion PSBs. By doing so, you shared resources and expertise, built capacity, and provided a consistent approach across the region.

Integration is strong across the assessment, which is something the assessment states was a key aim following feedback to the structure of the first round of assessments. For example, in the economy chapter, you highlight links to other themes within the assessment, including (but not limited to) demographics, poverty, health, the environment and your historic and cultural heritage. The Welsh language is also, for example, referred to throughout the assessment, including links made between the potential impact of second homes on its longer-term sustainability.

It is positive to see acknowledgement of the impact of the pandemic, where you state: *"The world is a very different place to what it looked like when we produced our first Well-being Assessment five years ago, and the pandemic has fundamentally changed the way we think, work, operate and plan for the future."* We also acknowledge the honest caution around some of the data used, given the pandemic and timings of the 2021 census data.

There is a good mix and variety of information throughout, including quantitative data and information, supplemented with a clear, consistent narrative and some qualitative information from your engagement work and surveys. It is also good to see a range of sources and reports have been used.

It is helpful to understand your review of community areas and decision to go from Upper Super Output Areas (USOAs) to 'Mid Layer Super Output Areas (MSOAs)', meaning this assessment identifies 16 community areas. We also note you will include a separate report on the MSA profiles in the final assessment.



Along with Carmarthenshire and Ceredigion, it is good to hear how regional working has enabled you to identify cross-boundary well-being issues across the three PSB areas, such as climate change, child poverty and housing affordability. It is also positive to see the use of the impact/certainty matrix which has helped identify the themes you will prioritise, and those where you will scenario plan and/or do further research.

The 5 ways of working table is very helpful in demonstrating how the PSB has applied the sustainable development principle. For example, under Integration, you state: *"Planned collective visioning session for PSB partners looking at what kind of place we want Pembrokeshire to be in the year 2040; will support greater integration and alignment between the PSB's objectives and the objectives of individual partner organisations, creating a sense of shared purpose and direction."*

The 'Outcomes from the survey' in each of the main themed chapters works well, complimenting the quantitative data and narrative.

### **Content**

The assessment uses plain, user-friendly text that is easy to follow. The summary of key findings is also very helpful in providing an 'at a glance' overview of well-being in Pembrokeshire.

There is honest reflection on the feedback from the first round of assessments, which has informed your decision to move away from the 'stage of life' structure to help improve integration. The structure of the current draft assessment is clearly laid out and works well.

It is positive to see the assessment move beyond just presenting data and information and include some interpretation on what it might mean for the area. For example, on Pembrokeshire's ageing population, you highlight *"Age structure and profile is an important consideration for provision of services in the county as it has a clear impact on how many people are in paid employment, the general population health, the number of younger people requiring school places, as well as the number of people with protected characteristics living in an area."*

The chapter dedicated to the impact of Covid-19 in Pembrokeshire is a strong addition to the assessment. It looks at the impact of the pandemic across a range of areas, from mental health and the way we work, to housing and the environment. For example, it highlights the gap between mental well-being in women and men increased from 9.9% to 14.1%, with women experiencing a greater decline in their mental health than men.

Similarly, you outline the main impact of Brexit and Covid-19 on community cohesion in Mid and South-West Wales. For example, how Brexit has increased insecurity around human rights and how the pandemic has increased exclusion of more vulnerable and isolated members of the community. It is reassuring to hear there have been some positive outcomes in relation to extremism in the area, with the creation of your local county of Sanctuary movement, the help provided to refugees and asylum seekers, and training held for professionals by Small Steps.

Incorporating the views of people via your survey and engagement work in each section of your 'big themes' works well. Future trends and projections are also included.

There is very honest reflection on Pembrokeshire County Council's membership not reflecting the communities it serves. For example, you highlight over 80% of members are men, 40% are aged between 55 and 64 (very few are aged under 45), and the Council has never had a councillor from a

Black, Asian and minority ethnic background. We also note the inclusion of information looking at the engagement of young people in the May 2021 elections.

There is a strong focus on poverty and the assessment highlights it as a cross-cutting issue, where you state: *“the Council is already exploring opportunities to create a whole-Pembrokeshire partnership response to the problem, and the PSB meeting on 25 January 2022 has been set aside to have a specific focus on the matter.”*

The ‘Sector Focus’ areas add strength to the assessment, in looking a little deeper at areas such as retail and town centres, energy, tourism, the public sector etc. It’s also reassuring to see the links you have made to your Regional Skills Partnership and the recently published Regional Economic Framework, highlighting the priorities and opportunities from both.

The assessment highlights 64% of carers identified a worsening of their mental health during the pandemic. While a significant and ongoing challenge, it is encouraging to hear about all young carers on the local authority’s register being provided with a voucher enabling them to purchase additional data, music or a book, in order to support their wellbeing (at the end of Carers week in June 2020, and repeated for Christmas 2020, along with a hamper and gifts). You also highlight 20 young carers were provided with laptops to support them to undertake education, connect with young carers services and maintain friendships.

The assessment highlights the impact of second homes, and your recognition of how it has resulted in many local people being unable to afford buying or renting in their home town or immediate locality. You have also made the links to the sustainability of the Welsh language, highlighting affected communities have been negatively depleted in terms of Welsh language proficiency and use.

In contrast with the rest of Wales, it is positive to hear recent significant investment in Welsh medium language education has meant that Welsh language skills have expanded rather than staying stable or contracting.

The assessment highlights strong examples of good practice and local initiatives in the area. For example:

- Hafan Cymru’s support in response to the impacts of the pandemic on young people witnessing domestic abuse in the home, setting up a Children and Young People’s Wellbeing Project in the area for those in the 5 – 18 age group.
- ‘Haverhub’ in Haverfordwest, one of the first local remote working hubs in a pilot scheme funded by Welsh Government as part of the development a remote working strategy. In the culture chapter, it also states it helped organise food deliveries for vulnerable people and volunteers in the local area, now has a range of groups, events and art exhibitions to help the community thrive, and continue to offer volunteering opportunities.
- The partnership approach taken to establish the Pembrokeshire Hub and your efforts to establish it as a permanent element of community infrastructure and embed its principles into everyday working to promote the wellbeing, independence and social inclusion of people across the county. We note Pembrokeshire has one of the highest rates of volunteers in Wales (31.2%), which you say is likely to have increased as a direct consequence of the pandemic and the establishment of the Hub.

### 3: Areas that could be further developed

#### Important areas for consideration

Building on the extensive work already undertaken for your well-being assessment, below are areas we consider to be important for your consideration. If developed further, they would help strengthen the assessment overall.

#### Future trends

It is reassuring to see the draft assessment include a 'Future trends and projections' section at the end of some of the key theme chapters. Where you have done this, it includes looking across a range of areas and making links between the themes. For example, in the future trends section of the economy chapter, clear links are made between the future of Pembrokeshire's economy and environmental trends and a changing climate.

This also includes some interpretation of what these trends might mean for Pembrokeshire. For example, in the education and learning chapter, you highlight education and learning is a complex area that will need to respond to demographic change, and state: *"Without co-ordinated initiatives to attract younger people and their dependents, it is likely that the number of school aged children within Pembrokeshire will continue to fall."*

Building on this, the assessment would be strengthened if future trends could be considered, referenced and applied more consistently through the report, with clear links made to the [2021 future trends report](#). For example, the health and social care section is light on detail, could provide a bit more analysis and interpretation of what future trends might mean for Pembrokeshire. And while the housing chapter does look ahead, and discusses the theme in a cross-cutting way, there is no section or area on future trends specifically, in contrast to other chapters. This is also the case in the environment chapter.

Please note, we acknowledge in the 'Next Steps' chapter it states you will be including more futures information and it is reassuring to hear from recent correspondence of your proposed 'Pembrokeshire 2040' work, where you're intending to develop a longer-term vision for the county. This will help demonstrate the PSB's intent to consider and embed future information into its next steps, including the setting of objectives and steps and development of a well-being plan.

Futures techniques are effective tools for engaging with others and prompting constructive discussion in a way that can help develop plans that deliver meaningful change. In addition to the 2021 future trends report, other resources for the PSB to consider are our office's [Three Horizons toolkit](#) and the UK Government Office for Science's helpful [guide on futures thinking and foresight](#). In their feedback to PSBs, NRW are offering to run Three Horizons workshop to help support the incorporation of future trends into the well-being planning process, and this may be a good opportunity to link with your 2040 visioning work.

#### Involvement

From the information presented, it's clear the PSB has undertaken a variety of engagement methods and worked with a range of stakeholders. We note your engagement included:

- Developing a joint regional engagement survey, available in English, Welsh and translated into Arabic, Polish, Romanian and Easy Read.

- A separate, joint regional young people's engagement survey.
- A virtual ideas white board set up at [www.haveyoursay.pembrokeshire.gov.uk](http://www.haveyoursay.pembrokeshire.gov.uk)
- A joint regional engagement session toolkit, which could be used for facilitated sessions or self-run sessions with / by local groups.

The 'Community Engagement Activity' summary report (included as an appendix) is particularly helpful in giving a detailed overview of the work you've undertaken to involve the residents of Pembrokeshire (and across the region) in the drafting of your well-being assessment. It summarises insight in areas ranging from volunteering, developments local people would like to be part of (e.g., climate change), what people value and their concerns etc. In the assessment itself, the 'Outcomes from the survey' section included in each of the main themed chapters works well, which includes clear narrative and quantitative data from your survey responses.

This is rich information for the PSB to consider as its attention shifts to the well-being plan, and it is reassuring the assessment states: *"The views of our citizens and stakeholders are central to developing our understanding of well-being and what really matters to people."*

To build on these strengths, the assessment and/or the engagement summary report would benefit from including some additional insight and reflection on what you feel worked well, and the areas you feel you could (potentially) improve, as you move to the well-being plan. For example, are there opportunities to incorporate more lived experiences in your assessment, or design of your well-being plan, enabling residents in your area to tell their story more fully? These could be in relation to the areas you've prioritised via the use of the impact / certainty matrix for example, or the case studies you're intending to include.

There may also be opportunities to include more quotes and examples of feedback from residents in the 'outcomes from the survey' section around some of the headlines you outline, as you have done in the housing chapter (p114-115). For example, in the health and social care chapter, respondents highlighted three things they value most highly in relation to their physical health and / or mental well-being. Connecting these with quotes from local residents would benefit the assessment.

To help inform the next stages of the well-being planning process, the Co-production Network for Wales is producing advice and guidance based on the way in which involvement and co-production has been embedded in the well-being process so far. We encourage your PSB teams and coordinators to help shape this guidance with Co-Production Nand the network for Wales, as it develops.

### **Equality**

There is a lot to be commended on your work on understanding equality in your area. For example, the assessment includes a chapter dedicated to poverty and highlights it as a cross-cutting issue; you highlight the research undertaken to look at community cohesion across the region, which included focus groups with representatives ranging from Black, Asian and Minority Ethnic (BAME) communities, EU (non-Welsh) citizens to Syrian Refugees, LGBTQ+ people and disabled people; and you highlight, for example, how younger LGBTQ+ people are more likely to experience mental health issues than non LGBTQ+ young people, often as a result of bullying and not feeling able to talk openly about their issues.

Your analysis and understanding of your area's diversity is honest, highlighting unreliable/outdated data and limitations on data from the national survey. What is positive is that you have recognised

these limitations, and still attempted to provide some context and explanation. For example, you state: "We do not have reliable figures for the number of people in the Trans community. However, we are aware of a local support group and members of it have attended our equalities forum (this includes membership of a wide range of public and third sector organisations)." It is also refreshing the assessment highlights democratic representation within the Council is not diverse, focussing on this within the 'Elections' sub-chapter.

Building on your work in this area, we recommend ensuring all ['protected characteristics' outlined in the Equality Act](#) are considered within the assessment.

In the chapter on Covid-19, you highlight how it has exacerbated the inequalities experienced by the population, with a significant impact on those living in poverty. The assessment also identifies inequalities in health trends and the potential implications of an ageing population (a future trend).

Consideration of the potential implications on inequality is necessary when making decisions to tackle future trends, and this will be important for your Pembrokeshire 2040 work. We note you have referenced our recent report with Public Health Wales '[Inequality in a future Wales](#)'. This is a helpful resource and highlights how the future of work, changing demographics and climate change could increase existing inequalities if the impacts on different groups in society are not factored in.

For reference, the next stage of this work is being undertaken in collaboration with FLiNT (Futures Literature Through Narrative). Authors will work with communities most likely to be affected by climate change to ensure their voices are heard, and then shape policy solutions that work for both people (inequalities) and planet (climate change). This work also aims to help develop capability and capacity building for everyone, and the key findings and methodology of the work will be shared with PSBs in due course.

### **Welsh language**

The Welsh language is referred to throughout the assessment, and not only in the 'Welsh language' section of the culture and leisure chapter. For example, it is excellent to see the assessment highlight the impact of second homes where you have also made the links to the sustainability of the Welsh language, highlighting the affected communities have been negatively depleted in terms of Welsh language proficiency and use.

The assessment highlights the percentage of people in 2019 who could speak Welsh in the county reduced from previous years, and that numbers are lower than the neighbouring counties of Ceredigion and Carmarthenshire. Despite this, it is positive to hear that in contrast with the rest of Wales, recent significant investment in Welsh medium language education has meant that Welsh language skills have expanded rather than staying stable or contracting.

In moving to setting objectives and steps within your well-being plan, clear links should be made to your relevant Welsh in Education Strategic Plan (WESP) and your local authority's promotional strategy. Your regional collaboration with Carmarthenshire and Ceredigion will also be important in this area.

### **Environment**

The environment and climate change chapter is comprehensive. It is particularly helpful to see it refer to the State of Natural Resources Report (SoNaRR), including reference to the three areas of transformation change it identifies (food, transport and energy) with further detail provided on

p145. It also highlights the UK Climate Change Committee's third report (CCRA3) for Wales and the key areas of focus from NRW's South West Wales and Marine Area Statements.

While it highlights Pembrokeshire has the least tree cover regionally at 10% (Ceredigion and Carmarthenshire have 15% and 17% respectively), there is much to be celebrated in the area. For example, Pembrokeshire has the highest recycling rates and number of blue flag beaches and green coast awards in Wales. You also highlight the presence of the National Park as having a positive impact on the well-being of young people in the county, with many citing it as the best thing about Pembrokeshire.

Building on the extensive information included within the environment and climate change chapter, it would benefit from a 'Future trends and projections' section. This would help bring together the information already presented across the chapter, but go further by making clearer links to some of the key data and information presented in the most recent Future Trends report. This, combined with some interpretation on what it might mean for Pembrokeshire, both now and in the longer-term, would strengthen the assessment overall.

We also note the environment is discussed within the economy chapter which is a strength of the assessment. It also acknowledges the significant changes to agriculture anticipated in the coming years in the 'sector focus', and shares Pembrokeshire Food Park as an example of how the Council and partners are investing in projects to increase the value of agricultural produce from Pembrokeshire, retaining this value within the county to enable local businesses to thrive.

### **Inclusion of case studies**

The 'Next Steps' chapter includes reference to the "*Inclusion of appropriate case studies*". There are examples of good practice and local initiatives throughout the assessment. For example, 'Haverhub' in Haverfordwest is one of the first local remote working hubs that also played a role in organising food deliveries for vulnerable people and volunteers, has a range of groups, events and exhibitions and offers volunteering opportunities.

Presenting initiatives like this as case studies would help showcase the strong examples in your area and provide variety to the strong text and content of the assessment.

### **Maximising the PSB's contribution to Wales' well-being goals**

Understanding the full definition of Wales' well-being goals can help ensure the assessment is considering the wide range of topics and themes of well-being within your area. The table below sets out two areas that could be explored further within the assessment, and/or taken into consideration for the well-being plan:

<b>Llwybr Newydd: Wales's Transport Strategy</b>	Good transport links highlighted in survey responses and identified as a critical issues for the area. We recommend links are made to the three headline priorities and sustainable transport hierarchy within <a href="#">Llwybr Newydd</a> (the Wales Transport Strategy 2021).
<b>The foundational economy and fair and local supply chains</b>	Could be explored in more detail, with links potentially made to <a href="#">the Foundational Economy Challenge Fund</a> . Local supply chains are a key lever for change and have the potential to leverage significant social change, e.g. reducing emissions, increasing local spend and supporting SMEs etc. Some consideration and analysis would strengthen the assessment.



### Other areas for consideration (desirable)

These are areas you might wish to amend / update to strengthen the assessment overall:

- **Data and information sources:** The assessment often includes sentences such as “*A report by the Welsh Government in 2019...*” and “*An article published by the Senedd in May 2021...*”. It would be helpful if hyperlinks to these documents could be incorporated into the assessment, or alternatively the title of each report could be included.
- **Housing and the climate:** Important links made but this section could go further and consider housing in relation to other areas such as local materials and the need for adaptation to a changing climate.
- **Food:** could be explored in greater detail given it emerges as a strong theme from the regional survey by local people, with 80% of survey respondents saying they would consider using locally sourced food. There is also reference to food festivals in your culture chapter and it's identified as a key area for transformation in SoNaRR.
- **Community safety:** The assessment states (p169) “*In February 2021 it was agreed that the PSB would receive regular updates around community safety and cohesion from the Community Safety Partnership.*” Is there any information or update that could be included here? No further information or context is provided, though we note a survey is referred to on page 180 which could be linked to.
- **Safe, cohesive and resilient communities:** this chapter could make links to the information presented in the economy chapter (including the ‘sector focus’) on retail and town centres, as well as the Foundational Economy.
- **Minor:** there are several occasions where the ‘Error! Reference Source not found’ message appears where the assessment tries to link to a report or data source.

### 4: Resources to help inform your next steps

Below are resources that can help inform your next steps, as you move from well-being assessment to well-being plan:

- Chapter 4 of the Future Generations Report: ‘[Setting Good Well-being Objectives](#)’
- The ‘[Future Generations Framework for Projects](#)’
- [Case studies](#) of how the Act is being implemented on the ground in Wales
- Office of the Future Generations Commissioner for Wales: [Resources](#)



10 January 2022

## Living Wage Region – Mid & West Wales

Dear PSB Chair,

I am writing to you as the Chair of the newly established **Living Wage Steering Group for Mid & West Wales** to ask for your support in achieving official recognition of Mid & West Wales as a Living Wage region.

In November 2021, the real Living Wage in Wales increased to £9.90. On 23 November 2021, the First Minister and Deputy Minister for Social Partnerships wrote to all Welsh Public Bodies emphasising the importance of the real Living Wage to ensuring Fair Work, and the ambition that public bodies take a leadership role in having a plan in place to accredit as Living Wage employers.

To date, the number of real Living Wage accreditations in Wales has resulted in approximately 13,000 workers being uplifted to a wage which allows them to meet their everyday needs. However, there are still 1 in 5 workers in Wales who are not earning a real Living Wage. Across Swansea, Neath Port Talbot, Carmarthen, Ceredigion, Powys and Pembrokeshire there are currently 71 accredited Living Wage employers, approximately 20 percent of the Welsh total.

Our ambition is to bring together public, private and third sector stakeholders to develop a three year plan for increasing the number of real Living Wage employers in these areas bringing [economic benefits](#), as well as benefitting employers and our workers.

I recognise that not all PSB members will be ready for accreditation, however, I would be grateful if this could be discussed in correspondence at the next PSB meeting with a view to gathering input from PSB members at the following meeting.

In the meantime, if you would like to know more about Living Wage accreditation and the Living Wage Places initiative please contact Sarah Hopkins, Director of Cynnal Cymru ([sarah@cynnalcymru.com](mailto:sarah@cynnalcymru.com)).



The [Living Wage for Wales website](#) has more information about the real Living Wage in Wales and general information about the [process of accreditation](#) and creating [Living Wage places](#).

Many thanks for your support,

A handwritten signature in black ink, appearing to read 'Dafydd Llywelyn', with a stylized flourish at the end.

**Dafydd Llywelyn**

Police and Crime Commissioner for Dyfed-Powys