

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



**17<sup>th</sup> April 2018 at 2pm – Bridge Innovation Centre, Pembroke Dock**

1. Welcome and apologies
2. Minutes of last meeting
3. Action log
4. Well-being Plan for Pembrokeshire
  - a) Final approval
  - b) Delivery arrangements
5. Cymru Well Wales First 1000 Days Collaborative
6. Letter from the Older People's Commissioner for Wales to PSBs
7. West Wales Regional PSB event
8. Defibrillator Project update
9. AOB

**Date and time of next meeting:**

17<sup>th</sup> July 2018 @ 10am – Pembrokeshire College, Haverfordwest

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



**17 Ebrill 2018 am 2pm – Canolfan Arloesedd y Bont, Doc Penfro**

1. Croeso ac ymddiheuriadau
2. Cofnodion y cyfarfod diwethaf
3. Cofnod gweithredu
4. Cynllun lles ar gyfer Sir Benfro
  - Cymeradwyaeth derfynol
  - Trefniadau cyflwyno
5. Ymuno â chydweithrediaeth 1000 diwrnod cyntaf Cymru Well Wales
6. Llythyr gan Gomisiynydd Pobl Hŷn Cymru i Fyrddau Gwasanaethau Cyhoeddus
7. Digwyddiad Bwrdd Gwasanaethau Cyhoeddus Rhanbarthol Gorllewin Cymru
8. Diweddariad ar y Prosiect Diffibrilwyr
9. Unrhyw fusnes arall

**Dyddiad ac amser y cyfarfod nesaf:**

17 Gorffennaf 2018 @ 10am – Coleg Sir Benfro, Hwlfordd

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



**MINUTES OF PEMBROKESHIRE PUBLIC SERVICES BOARD**  
**THURSDAY 8<sup>th</sup> February 2018 at 10.00am**  
**Haverfordwest Fire Station Command Building**

**Present:**

Tegryn Jones	Chief Executive, PCNPA (Chair)
Sue Leonard	Chief Officer, PAVS (Vice-Chair)
Ian Westley	Chief Executive, Pembrokeshire County Council (left 11.50am)
Alec Don	Chief Executive, Port of Milford Haven
Natalie Pearson	Head of Engagement, Welsh Government
Supt. Ian John	Dyfed Powys Police
Jessica Morgan	PLANED
Sarah Jennings	Director of Partnerships & Corporate Services, Hywel Dda University Health Board
Ros Jervis	Director of Public Health, Hywel Dda University Health Board
Sharron Lusher	Principal, Pembrokeshire College
Andrea Winterton	SW Operations Manager Pembrokeshire, Marine and Monitoring, Natural Resources Wales
Jonathan Feild	Employer and Partnership Manager, DWP
Carys Morgans	Police and Crime Commissioner's Office
Dr Steven Jones (SPJ)	Director of Development, Pembrokeshire County Council
Rob Quin	Assistant Chief Fire Officer, M&WW Fire & Rescue Service
Cllr. David Simpson	Leader, Pembrokeshire County Council (left 11.00am)

**In attendance**

Claire George	Partnership and Scrutiny Support Co-ordinator, PCC
Amy Richmond	Engagement, Planning and Performance Manager, Mid & West Wales Fire and Rescue Service
Dr Polly Sills-Jones	Regional Well-being Plan Co-ordinator

**Support/Secretariat**

Nick Evans	Partnership & Scrutiny Support Manager, PCC
Lynne Richards	Partnership and Scrutiny Support Co-ordinator, PCC

**Apologies**

Bernadine Rees	Chair, Hywel Dda University Health Board
Christine Harley	Head of Dyfed Powys Local Delivery Unit, National Probation Service
Rowland Rees-Evans	Chair, MAWW Fire Authority
Dafydd Llywelyn	Police and Crime Commissioner, Dyfed Powys

The meeting commenced at 10.05am.

## 1. Welcome and Apologies

Introductions were made and apologies received from those listed above.

## 2. Minutes of last meeting

The minutes of the last meeting held on Tuesday 21<sup>st</sup> November 2017 were agreed as an accurate record.

SPJ noted that the Poverty in Pembrokeshire event which was due to have been held late last year and would be led by Victoria Winkler, CEO of the Bevan Foundation, had been rearranged for 28<sup>th</sup> February at 2.00pm. LR would circulate further details.

LR

It was noted that the bid for funding for Community Defibrillator training, submitted following the Defibrillator project initiated by RQ, would be going to the LEADER LAG Board meeting next week for a decision. RQ said that he would provide an update on the Defibrillator project at the next meeting.

NE for agenda

NE provided an update on developments around arrangements for a regional PSB event, which would be held in May/June. The event would be added to the agenda for discussion at the next meeting.

NE for agenda

## 3. Action Log

WG Call for Evidence on PSB contributions to combatting poverty – NE had co-ordinated a Pembrokeshire response and returned this at the end of November.

PSB Data Sharing Protocol – this will be included as an action in the Well-being Plan

PSB Support Officers- meeting held on 12<sup>th</sup> December 2018

Liaise with Town and Community Councils regarding representation on the PSB – A report had been provided for the Town and Community Council Liaison Group meeting on 4<sup>th</sup> December 2017, asking for consideration to be given as to how the nomination process would work and how the views of all Town and Community Councils could be fed through to the PSB. No response had been received as yet.

Communities First Review update – no comments on the update provided at the last meeting had been received.

Cultural Heritage Workshop – NE noted that the Seminar had been postponed and would be rearranged

## 4. Well-being Plan for Pembrokeshire

NE outlined the role of PSB members in agreeing a final draft version of the Well-being Plan, subject to any revisions, that partners would take through their governance arrangements before final approval of the Plan in April prior to publication in May. He noted that 24 responses had been received to the Plan consultation and gave a brief overview of some of the most common responses. The structure of the Plan had changed slightly following the consultation and meetings of the co-ordinating groups that had taken

place in January, as it had become apparent that there were multiple crossovers between each of the four priority areas.

NE noted that the issue of affordable and appropriate housing had emerged throughout the planning process as a major factor influencing people's well-being. However, housing was currently absent from the Plan as the Co-ordinating Groups had struggled to define exactly what the PSB could do together to address this.

TJ suggested that Members of the PSB consider the revised draft Plan firstly in terms of structure, then the Housing issue and finally PSB members, in particular statutory partners, would be invited to make any specific comments.

### Structure

There was agreement that the change in structure was welcomed and was correct. It was noted that the document was easy to read and understand from a public perspective.

Consideration of linkages to other Plans and legislation was briefly discussed. It was agreed that it would be useful to put together an online list with links to relevant websites, documents etc. LR would look to add this to the current PSB pages.

LR

The PSB also discussed the change in mindset and commitment of partner organisations that would be required in order for the Plan to be a success. It would be important to take risks and for PSB members to take responsibility for progressing the actions within the Plan themselves, not delegating tasks to others who might unconsciously 'block' progress. It would also be the responsibility of partners to promote the Plan within their own organisations.

It was agreed that at the next meeting a more detailed discussion around how to progress the actions within the Plan would take place.

NE for agenda

### Housing

The issue of Housing within the Plan was briefly discussed. It was agreed that a statement would be added to the Plan to the effect that other issues would be addressed as they emerged and that any groups set up to tackle the aims within the plan should be allowed to determine what they would look at. A test of the effectiveness of the Plan would be whether it provided the opportunity and architecture for the PSB to take forward and address issues such as housing.

### Specific comments

Specific comments from partners were noted and amendments would be made to the Plan as agreed.

Those present unanimously approved the final draft version of the Plan by way of a show of hands, subject to the amendments agreed at the meeting.

## **5 AOB**

JF offered to provide the PSB with a presentation on Universal Credit. It was agreed that this was something that could be considered for the regional PSB event. He also notified

partners of an event focusing on the Hospitality trade that would take place at Bluestone on 12<sup>th</sup> March. He would forward the details and invitation to LR for circulation to the group.

**JF**

NP noted that as part of considering how they could support PSBs, WG were considering 'healthy board' training, which could take the form of generic training or provision of a Board 'coach'. She also noted that Pembrokeshire had a reputation for being one of the most functional PSBs. Partners agreed that they would be interested in a Board 'coach' approach and asked NP to feed this back to WG. LR would contact NP at a later date to check progress.

**LR**

JM noted that a joint Council/PLANED event on regional investment after Brexit would take place on Wednesday 14<sup>th</sup> February to which partners were invited to attend.

SJ asked the Board to consider how they would like to be formally involved in the Transforming Clinical Services consultation. It was agreed that she would provide an update at the next meeting and that the consultation would be considered as a possible agenda item for the Regional PSB event.

**SJ/  
NE for  
agenda**

Partners briefly discussed communication around launch of the Plan. It was suggested that Pembrokeshire use different platforms, such as Instagram and Snapchat, to promote the Plan in addition to the usual methods. PSB members would send details of their Communications staff to LR to ensure that the strategy for launch of the Plan was consistent and included all partners.

**ALL**

SL raised concerns around the current PSB web pages and the fact that they were hosted on the PCC website and were difficult to locate. LR would look again into costs associated with an externally hosted website.

**LR**

The meeting ended at 12.10pm.



**COFNODION BWRDD GWASANAETHAU CYHOEDDUS SIR BENFRO**  
**DYDD IAU 8 Chwefror 2018 am 10.00am**  
**Adeilad Rheoli Gorsaf Dân Hwlfordd**

**Yn bresennol:**

Tegryn Jones	Prif Weithredwr, Awdurdod Parc Cenedlaethol Arfordir Penfro (Cadeirydd)
Sue Leonard	Prif Swyddog, Cymdeithas Gwasanaethau Gwirfoddol Sir Benfro (Is-gadeirydd)
Ian Westley	Prif Weithredwr, Cyngor Sir Penfro (gadawodd am 11.50am)
Alec Don	Prif Weithredwr, Porthladd Aberdaugleddau
Natalie Pearson	Pennaeth Ymgysylltu, Llywodraeth Cymru
Uwch-arolygydd Ian John	Heddlu Dyfed Powys
Jessica Morgan	PLANED
Sarah Jennings	Cyfarwyddwr Partneriaethau a Gwasanaethau Corfforaethol, Bwrdd Iechyd Prifysgol Hywel Dda
Ros Jervis	Cyfarwyddwr Iechyd y Cyhoedd, Bwrdd Iechyd Prifysgol Hywel Dda
Sharron Lusher	Pennaeth, Coleg Sir Benfro
Andrea Winterton	Rheolwr Gweithrediadau'r De Orllewin Sir Benfro, Morol a Monitro, Cyfoeth Naturiol Cymru
Jonathan Feild	Rheolwr Cyflogwyr a Phartneriaethau, yr Adran Gwaith a Phensiynau
Carys Morgans	Swyddfa'r Comisiynydd Heddlu a Throseddu
Dr Steven Jones (SPJ)	Cyfarwyddwr Datblygu, Cyngor Sir Penfro
Rob Quin	Prif Swyddog Tân Cynorthwyol, Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru
Cyng. David Simpson	Arweinydd, Cyngor Sir Penfro (gadawodd am 11.00am)
<u><i>Hefyd yn bresennol</i></u>	
Claire George	Cydlynnydd Cymorth Partneriaethau a Chraffu, Cyngor Sir Penfro
Amy Richmond	Rheolwr Ymgysylltu, Cynllunio a Pherfformiad, Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru
Dr Polly Sills-Jones	Cydlynnydd y Cynllun Llesiant Rhanbarthol
<u><i>Cymorth/ Ysgrifenyddiaeth</i></u>	
Nick Evans	Rheolwr Cymorth Partneriaethau a Chraffu, Cyngor Sir Penfro
Lynne Richards	Cydlynnydd Cymorth Partneriaethau a Chraffu, Cyngor Sir Penfro
<b>Ymddiheuriadau</b>	
Bernadine Rees	Cadeirydd, Bwrdd Iechyd Prifysgol Hywel Dda
Christine Harley	Pennaeth Uned Cyflenwi Lleol Dyfed Powys, y Gwasanaeth Prawf Cenedlaethol
Rowland Rees-Evans	Cadeirydd, Awdurdod Tân Canolbarth a Gorllewin Cymru
Dafydd Llywelyn	Comisiynydd Heddlu a Throseddu, Dyfed Powys

Dechreuodd y cyfarfod am 10.05am.

## 1. Croeso ac Ymddiheuriadau

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

## 2. Cofnodion y cyfarfod diwethaf

Cytunwyd ar gofnodion y cyfarfod diwethaf a gynhaliwyd ddydd Mawrth 21 Tachwedd 2017 fel cofnod cywir.

Nododd SPJ fod y digwyddiad Tlodi yn Sir Benfro, a oedd i'w gynnal ar ddiwedd y llynedd ac a fyddai wedi'i arwain gan Victoria Winkler, Prif Swyddog Gweithredol Sefydliad Bevan, wedi'i ad-drefnu ar gyfer 28 Chwefror am 2.00pm. Bydd LR yn dosbarthu manylion pellach.

LR

Nodwyd y byddai'r cais am gyllid ar gyfer hyfforddiant Diffibrilwyr Cymunedol, a gyflwynwyd yn dilyn y prosiect Diffibrilwyr a gychwynnwyd gan RQ, yn mynd i gyfarfod Bwrdd Grŵp Gweithredu Lleol LEADER yr wythnos nesaf am benderfyniad. Dywedodd RQ y byddai'n rhoi diweddariad ar y prosiect Diffibrilwyr yn y cyfarfod nesaf.

NE ar  
gyfer  
agenda

Rhoddodd NE ddiweddariad am ddatblygiadau o gwmpas trefniadau ar gyfer digwyddiad Byrddau Gwasanaethau Cyhoeddus (BGCau) rhanbarthol a fyddai'n cael ei gynnal ym mis Mai/Mehefin. Bydd y digwyddiad hwn yn cael ei ychwanegu at yr agenda ar gyfer trafodaeth yn y cyfarfod nesaf.

NE ar  
gyfer  
agenda

## 3. Cofnod Gweithredu

Cais am Dystiolaeth gan Lywodraeth Cymru ar gyfraniadau'r BGC tuag at oresgyn tlodi – roedd NE wedi cydlynu ymateb ar gyfer Sir Benfro a'i ddychwelyd ddiwedd mis Tachwedd.

Protocol Rhannu Data'r BGC – caiff hwn ei gynnwys fel cam gweithredu yn y Cynllun Llesiant

Swyddogion Cymorth y BGC – cyfarfod a gynhaliwyd ar 12 Rhagfyr 2017

Cysylltu â Chynghorau Tref a Chymuned mewn perthynas â chynrychiolaeth ar y BGC – Darparwyd adroddiad ar gyfer cyfarfod y Grŵp Cyswllt Cynghorau Tref a Chymuned ar 4 Rhagfyr 2017, yn gofyn am ystyried sut y byddai'r broses enwebu'n gweithio a sut y gellir bwydo safbwyntiau pob Cyngor Tref a Chymuned i'r BGC. Ni dderbyniwyd unrhyw ymateb hyd yn hyn.

Diweddariad ar Adolygiad Cymunedau yn Gyntaf – ni dderbyniwyd unrhyw sylwadau ar y diweddariad a roddwyd yn y cyfarfod diwethaf.

Gweithdy Treftadaeth Ddiwylliannol – nododd NE fod y Seminar wedi'i ohirio ac y bydd yn cael ei ad-drefnu



#### 4. Cynllun Llesiant ar gyfer Sir Benfro

Amlinellodd NE rôl aelodau'r BGC o ran cytuno ar fersiwn ddrafft derfynol o'r Cynllun Llesiant, yn amodol ar unrhyw ddiwygiadau, y bydd partneriaid yn ei gymryd trwy eu trefniadau llywodraethu cyn rhoi cymeradwyaeth derfynol i'r Cynllun ym mis Ebrill cyn ei gyhoeddi ym mis Mai. Nododd y derbyniwyd 24 ymateb i ymgynghoriad y Cynllun a rhoddodd drosolwg byr o rai o'r ymatebion mwyaf cyffredin. Roedd strwythur y Cynllun wedi newid ychydig yn dilyn ymgynghoriad a chyfarfodydd y grwpiau cydlynu a gynhaliwyd ym mis Ionawr, gan y daeth yn amlwg fod nifer o groesbwyntiau rhwng pob un o'r pedwar maes blaenoriaeth.

Nododd NE fod mater tai fforddiadwy a phriodol wedi dod i'r amlwg trwy gydol y broses gynllunio fel ffactor pwysig sy'n dylanwadu ar lesiant pobl. Fodd bynnag, roedd tai yn absennol o'r Cynllun ar hyn o bryd gan fod y Grwpiau Cydlynu wedi cael trafferthion o ran diffinio'n union beth y gallai'r BGC ei wneud gyda'i gilydd i fynd i'r afael â hyn.

Awgrymodd TJ y dylai Aelodau'r BGC ystyried y Cynllun drafft diwygiedig o ran ei strwythur yn gyntaf, ac wedyn mater Tai, ac yn olaf, bydd aelodau'r BGC, a phartneriaid statudol yn arbennig, yn cael eu gwahodd i wneud unrhyw sylwadau penodol.

##### Strwythur

Cytunwyd y croesawir y newid yn y strwythur a'i fod yn gywir. Nodwyd bod y ddogfen yn hawdd ei darllen a'i deall o safbwynt y cyhoedd.

Cafwyd trafodaeth fer ar ystyried cysylltiadau â Chynlluniau eraill a deddfwriaeth arall. Cytunwyd y byddai'n ddefnyddiol i lunio rhestr ar-lein gyda dolenni i wefannau, dogfennau perthnasol ac ati. Bydd LR yn edrych ar ychwanegu hyn at dudalennau presennol y BGC.

LR

Hefyd, bu'r BGC yn trafod y newid ym meddylfryd ac ymroddiad sefydliadau partner y byddai ei angen er mwyn i'r Cynllun fod yn llwyddiant. Byddai'n bwysig i gymryd risgiau ac i aelodau'r BGC eu hunain gymryd cyfrifoldeb dros sicrhau cynnydd y camau gweithredu o fewn y Cynllun, heb ddirprwyo tasgau i eraill a allai 'atal' cynnydd heb fod yn ymwybodol o hynny. Yn ogystal, bydd gan bartneriaid gyfrifoldeb dros hyrwyddo'r Cynllun o fewn eu sefydliadau eu hunain.

Cytunwyd y cynhelir trafodaeth fwy manwl yn y cyfarfod nesaf ynghylch sut i sicrhau cynnydd y camau gweithredu o fewn y Cynllun.

NE ar  
gyfer  
agenda

##### Tai

Cafwyd trafodaeth fer ar fater tai o fewn y Cynllun. Cytunwyd y byddai datganiad yn cael ei ychwanegu at y Cynllun er mwyn nodi y bydd materion eraill yn cael eu trin wrth iddynt ddod i'r amlwg ac y dylid caniatáu i unrhyw grwpiau a sefydlwyd i fynd i'r afael â'r nodau o fewn y cynllun benderfynu ar yr hyn y byddant yn ei ystyried. Un prawf o effeithiolrwydd y Cynllun fyddai p'un ai y byddai'n rhoi cyfle a strwythur i'r BGC sicrhau cynnydd a mynd i'r afael â materion megis tai.

##### Sylwadau penodol

Nodwyd sylwadau penodol gan bartneriaid a gwneir newidiadau i'r Cynllun fel y cytunwyd.

Cymeradwywyd fersiwn ddrafft derfynol y Cynllun yn unfrydol gan y rhai a oedd yn bresennol trwy godi llaw, yn amodol ar y newidiadau a gytunwyd yn y cyfarfod.

## 5 Unrhyw Fusnes Arall

Cafwyd cynnig gan JF i roi cyflwyniad i'r BGC ar Gredyd Cynhwysol. Cytunwyd bod hyn yn rhywbeth y gellid ei ystyried ar gyfer y digwyddiad BGCau rhanbarthol. Hefyd, rhoddodd wybod i bartneriaid am ddigwyddiad yn canolbwyntio ar y diwydiant lletygarwch a gynhelir yn Bluestone ar 12 Mawrth. Bydd yn anfon y manylion a gwahoddiad at LR i'w dosbarthu i'r grŵp.

JF

Nododd NP, wrth ystyried sut y gallent gefnogi BGCau, fod LIC yn ystyried hyfforddiant 'bwrdd iach', a allai fod ar ffurf hyfforddiant generig neu drwy ddarparu 'hyfforddwr' ar gyfer Bwrdd. Nododd hefyd fod gan Sir Benfro enw da am fod yn un o'r BGCau mwyaf ymarferol. Cytunodd y partneriaid y byddai ganddynt ddiddordeb mewn dull 'hyfforddwr' ar gyfer y Bwrdd a gofynnwyd i NP roi gwybod hyn i LIC. Bydd LR yn cysylltu â NP yn nes ymlaen i wirio cynnydd.

LR

Nododd JM y byddai digwyddiad ar y cyd gan y Cyngor a PLANED ar fuddsoddiad rhanbarthol ar ôl Brexit yn cael ei gynnal ddydd Mercher 14 Chwefror a gwahoddir partneriaid i fod yn bresennol.

Gofynnodd SJ i'r Bwrdd ystyried sut yr hoffent gymryd rhan ffurfiol yn yr ymgynghoriad Trawsnewid Gwasanaethau Clinigol. Cytunwyd y byddai'n rhoi diweddariad yn y cyfarfod nesaf ac y byddai'r ymgynghoriad yn cael ei ystyried fel eitem agenda bosibl ar gyfer y digwyddiad BGCau Rhanbarthol.

SJ/  
NE ar  
gyfer  
agenda

Bu trafodaeth fer gan bartneriaid ar gyfathrebu ynghylch lansio'r Cynllun. Awgrymwyd y dylai Sir Benfro ddefnyddio llwyfannau gwahanol, fel Instagram a Snapchat, i hyrwyddo'r Cynllun yn ogystal â'r dulliau arferol. Bydd aelodau'r BGC yn anfon manylion eu staff cyfathrebu at LR er mwyn sicrhau y bydd y strategaeth ar gyfer lansio'r Cynllun yn gyson ac yn cynnwys yr holl bartneriaid.

PAWB

Codwyd pryderon gan SL ynghylch tudalennau gwe presennol y BGC a'r ffaith eu bod yn cael eu cynnal ar wefan CSP ac yn anodd dod o hyd iddynt. Bydd LR yn edrych eto ar gostau sy'n gysylltiedig â gwefan a gynhelir yn allanol.

LR

Daeth y cyfarfod i ben am 12.10pm.

**ACTION LOG**  
**Pembrokeshire Public Services Board Meeting, Thursday 8<sup>th</sup> February 2018**  
**Haverfordwest Fire Station Command Building**

<b>Present</b>	<p>Tegryn Jones Sue Leonard Ian Westley Alec Don Natalie Pearson Supt. Ian John Jessica Morgan Sarah Jennings Ros Jervis Sharron Lusher Andrea Winterton Jonathan Feild Carys Morgans Dr Steven Jones (SPJ) Rob Quin Cllr. David Simpson</p> <p><u>In attendance</u> Claire George Amy Richmond Dr Polly Sills-Jones</p> <p><u>Support/Secretariat</u> Nick Evans Lynne Richards</p>	<p>Chief Executive, PCNPA (Chair) Chief Officer, PAVS (Vice-Chair) Chief Executive, Pembrokeshire County Council (left 11.50am) Chief Executive, Port of Milford Haven Head of Engagement, Welsh Government Dyfed Powys Police PLANED Director of Partnerships &amp; Corporate Services, Hywel Dda University Health Board Director of Public Health, Hywel Dda University Health Board Principal, Pembrokeshire College SW Operations Manager Pembrokeshire, Marine and Monitoring, Natural Resources Wales Employer and Partnership Manager, DWP Police and Crime Commissioner's Office Director of Development, Pembrokeshire County Council Assistant Chief Fire Officer, M&amp;WW Fire &amp; Rescue Service Leader, Pembrokeshire County Council (left 11.00am)</p> <p>Partnership and Scrutiny Support Co-ordinator, PCC Engagement, Planning and Performance Manager, Mid &amp; West Wales Fire and Rescue Service Regional Well-being Plan Co-ordinator</p> <p>Partnership &amp; Scrutiny Support Manager, PCC Partnership and Scrutiny Support Co-ordinator, PCC</p>			
<b>Apologies</b>	<p>Bernadine Rees Christine Harley Rowland Rees-Evans Dafydd Llywelyn</p>	<p>Chair, Hywel Dda University Health Board Head of Dyfed Powys Local Delivery Unit, National Probation Service Chair, MAWW Fire Authority Police and Crime Commissioner, Dyfed Powys</p>			
<b>No.</b>	<b>Action</b>	<b>Owner</b>	<b>Target Date</b>	<b>Resolution</b>	
1.	Circulate details of PCC Poverty in Pembrokeshire event	LR	14 <sup>th</sup> February 2018	Completed	

2.	Update on the defibrillator project to be provided at the next meeting	RQ/ NE for agenda	Next meeting	On agenda – item 8
3.	Provide a further update on developments and arrangements for a regional PSB event	NE	Next meeting	On agenda for discussion – item 7
4.	Develop a list of Plans/Legislation with links to the Well-being Plan and publish on the PSB webpages	LR	Within next six months	In progress
5.	Detailed discussion around how to progress the actions within the Plan to take place at next meeting	NE for agenda	Next meeting	On agenda – item 4
6.	Forward details of Hospitality career event to be held at Bluestone on Monday 12 <sup>th</sup> March to LR for circulation	JF/LR	asap	Details circulated 13 <sup>th</sup> February 2018
7.	Check for any updates on WG PSB board coach ‘training’ as discussed	LR	End March 2018	NP to update at meeting
8.	Provide an update on the Hywel Dda UHB Transforming Clinical Services consultation at next meeting and discuss ways in which it could be incorporated into the regional PSB event	SJ/ NE for agenda	Next meeting	On agenda – item 7.
9.	PSB members to forward details of communications staff to LR	ALL	Next meeting	LR update at meeting
10.	Look into costs associated with an externally hosted website for the PSB	LR	Next meeting	LR update at meeting



**Item 4a**

<b>DATE OF MEETING</b>	17 <sup>th</sup> April 2018
<b>REPORT TITLE</b>	<b>Well-being Plan for Pembrokeshire – final approval</b>
<b>PURPOSE</b>	<p>At its meeting on 8<sup>th</sup> February the PSB approved the final draft version of the Well-being Plan. Following this, in accordance with the Well-being of Future Generations Act, each of the four statutory partners have been required to approve the Plan through their own governance structures.</p> <p>This process has been completed and each statutory partner has now approved the Plan.</p> <p>Accordingly, the PSB is now required to approve the Well-being Plan for publication (final version attached).</p>
<b>RECOMMENDATION(S)</b>	That the PSB approves the final version of the Well-being Plan for publication in May 2018.
<b>AUTHOR</b>	Nick Evans, Partnership and Scrutiny Support Manager



# Well-being Plan for Pembrokeshire

May 2018



# Contents

3	Foreword
4	Pembrokeshire 2018
5	The Well-being of Future Generations (Wales) Act 2015
6	Pembrokeshire Public Services Board
7	Guiding principles
9	Our Well-being Objectives
10	Our priorities – Who we are
11	Our priorities – Where we live
12	How the plan is set out
13	Well-being Plan projects
14	Project 1 Recruitment and employment transformation framework
16	Project 2 Environmental and Climate Change Risk Assessment
18	Project 3 Carbon neutral County
20	Project 4 Doing things differently
22	Project 5 Celebrating the great outdoors
24	Project 6 Community participation
26	Project 7 Understanding our communities
28	Project 8 Meaningful community engagement
30	Delivery and monitoring
31	Contact us





## Foreword

I am pleased to introduce Pembrokeshire Public Services Board's (PSB) Well-being Plan. This plan replaces the Pembrokeshire Single Integrated Plan 2013 – 2018 and it reflects the requirements and expectations set out in the Well-being of Future Generations Act (Wales) 2015.

The Act requires each local authority area in Wales to establish a PSB and places a collective 'well-being duty' on each Board. This means that through working together - and by working differently - public, private and voluntary sector partners are required to produce a plan which sets out how we will improve the well-being of people and communities in Pembrokeshire, now and in the future.

As you will see in the plan, the PSB has identified a number of priorities, and a range of projects it will take to improve well-being in Pembrokeshire. It is important to understand that the PSB is only focussed on areas where working in partnership will have the greatest impact and where our collective influence adds value above and beyond what we already do as individual organisations. This plan is not about duplicating what is already being delivered through other plans though clearly we are mindful of the need to align work where appropriate and are sighted on other important pieces of work.

A wide range of stakeholders and residents have played an important role in the development of this plan and on behalf of the PSB, I would like to thank all those who took the time to contribute to this process. We are keen that this is only the beginning of an ongoing conversation between the PSB and the people and communities we serve and as you will see in the plan, we intend to work closely with communities to build positive relationships from which mutually desirable solutions can be developed.

Finally, while the relationships that exist between the partner organisations serving Pembrokeshire have always been positive, we recognise that we can always do more to protect and improve the well-being of our people and communities. The Well-being of Future Generations (Wales) Act provides us with the perfect opportunity to do just that.

**Tegryn Jones**

Chair, Pembrokeshire Public Services Board



# Pembrokeshire 2018

## Did you know?

Population of  
124,000

Can provide 25% of UK  
energy and 30% of UK  
gas requirements

85% businesses employ less than  
10 people

25% of the  
population is  
over 65

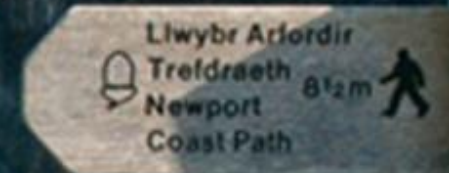
4,000,000 visitors to  
Pembrokeshire each  
year

290km of coastal  
path

Over 20,000  
adults volunteer

Average Household  
Income in 2016:  
£23,192

10 Special Areas of Conservation  
77 Sites of Special Scientific Interest  
4 Special Protection Areas



# The Well-being of Future Generations (Wales) Act 2015

The Well-being of Future of Future Generations (Wales) Act 2015 gives a legally-binding common purpose of seven **Well-being Goals** and five **Ways of Working** designed to support and deliver a public service that meets the needs of the present without compromising the ability of future generations to meet their own needs.

## Long term



The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.

## Prevention



How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.

## Integration



Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.

## Collaboration



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.

## Involvement



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.

Goal	Description of the goal
<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.

# Pembrokeshire Public Services Board

The Well-being of Future Generations Act places a well-being duty on specified public bodies across Pembrokeshire to act jointly and establish a statutory **Public Services Board** (PSB). The Pembrokeshire PSB was established in April 2016 and it is tasked with improving the economic, social, environmental and cultural well-being of Pembrokeshire by contributing to the achievement of the Well-being Goals through the delivery of a local **Well-being Plan**. The PSB membership is made up of senior representatives from the following organisations:

- [Pembrokeshire County Council](#)
- [Natural Resources Wales](#)
- [Hywel Dda University Health Board](#)
- [Mid and West Wales Fire & Rescue Service](#)
- Pembrokeshire Coast National Park Authority
- Pembrokeshire Association of Voluntary Services
- Pembrokeshire College
- National Probation Service
- Port of Milford Haven
- Dyfed-Powys Police
- Job Centre Plus
- Public Health Wales
- PLANED
- Dyfed-Powys Police & Crime Commissioner
- Welsh Government

**The Well-being Plan represents the additional value that can be delivered through working innovatively and collaboratively. It does not replace the core services of the individual organisations nor is its purpose to simply reflect the good work already being undertaken by individual partners. As individual bodies we will align our strategic objectives with that of the PSB where appropriate.**

It is also important to note that the Well-being Plan does not represent the totality of the PSB's work to the exclusion of anything else. The PSB will take advantage of opportunities to embrace other important pieces of work where it can add its influence and value as and when these emerge.

## Guiding principles

The PSB has identified **guiding principles** or **cross-cutting themes** that will enable the PSB to work differently; they shape the Well-being Plan and how we will continue to improve our knowledge around the strengths, assets and well-being of our people and communities, and how we will work differently. The PSB is committed to a change of mind set in challenging existing culture and behaviours so we truly work differently and develop a new approach to delivering services and sharing resources.

### Listening:

All people, communities and organisations will have their voices heard. The PSB will develop a mechanism to have continuous engagement with communities and we are committed to developing co-produced solutions through engagement and involvement of people, community groups, town and community councils and all interested stakeholders.

### Understanding:

Through continuing engagement and exploration of what matters, we will seek to understand well-being in Pembrokeshire. A research hub/platform will hold information and understanding about Pembrokeshire in order to ensure best practice is shared and our assessment of what matters is kept as up to date as possible. This will have wide access and links well with several of our work streams.

### Changing:

The PSB is committed to collaboration and innovation in order to add value across social, economic, cultural and environmental well being. Linked to the research hub/platform a Creativity Centre will welcome innovation from all and any sources and there might be potential to fund ideas which drive community innovation.



## **Sustainable Development:**

The Sustainable Development Principle and 5 ways of working are integral to the PSB's work. This means that everything we do is considered in terms of integration, collaboration, involvement, prevention and the long term to ensure that we deliver what we need to today without compromising the ability of future generations to meet their own needs.

## **Leading by example:**

The PSB will support Pembrokeshire through the collective assets, resources and skills of partner organisations. Furthermore, the PSB recognises its unique position for positive influence and the opportunity we have as major employers with a considerable number of employees in the county (roughly a quarter of those employed) working in PSB partner organisations. We can demonstrate our commitment to the Well-being Plan in the changes we make to our working practices as organisations and through the support we offer to our employees.

## **Other important plans & strategies:**

The Well-being Plan and our ongoing delivery planning will be shaped by local, regional and national plans and strategies, such as the West Wales Care Partnership Area Plan, Swansea Bay City Deal, Economic Action Plan, Local Development Plans and Area Statements. We will align activity where appropriate and ensure that efforts are not duplicated. There will be synergy in the direction of travel through a consistent approach to strategic planning and a shared understanding of common objectives and purpose.

## **Welsh Language:**

We are committed to treating the Welsh and English languages on an equal basis when providing services to the public. We also recognise the need to work hard to promote and encourage the use of Welsh in all aspects of work place and community activity.

# Our Well-being Objectives

One of the first tasks for the PSB was to produce a [Well-being Assessment](#) which sets out what 'well-being' means to people in Pembrokeshire. Work on the assessment was undertaken during 2016-17 and consisted of an extensive programme of engagement with residents and stakeholders, an on-line survey, and a comprehensive review of data and research to establish the current situation in Pembrokeshire and how it might look, to the best of our knowledge, in the future.

The key issues emerging from the Assessment were then explored in a workshop with PSB sub-partnership group members and other key stakeholders in April 2018, and from this two broad **Well-being Objectives** were identified to act as the framework through which the PSB can prioritise the key areas of focus in its Well-being Plan. These are:

## Who We Are



We want to help our people, communities and organisations so that we can support ourselves and each other

## Where We Live



We want to protect and enhance our natural assets whilst optimising economic prospects, accessibility and health for all

A further multi layered engagement programme was then undertaken to identify **four priorities** (two under each objective) to identify the key issues for people. The activities included stakeholder focus groups, a priority-setting survey (completed at events across the county and online), a PSB workshop, and several events for front-line staff. By using the '5 Ways of Working' to articulate the situation and issues in Pembrokeshire, we set out why we think these are the most important issues to address on the following pages.



## Our priorities - Who We Are



### ❖ Priority 1 - Living & Working

Our Assessment showed that a considerable proportion of our young people leave Pembrokeshire to seek education, training and employment opportunities elsewhere. While some return to settle in the County in later life, there can be difficulty filling employment opportunities in both unskilled and highly skilled, well-paid roles. Despite Pembrokeshire being a wonderful place to live, recruiting doctors, social workers, teachers, engineers, entrepreneurs and many other roles, is challenging and costs the county considerably both financially and in terms of services provided. This trend will continue in the **long term** unless action is taken to attract new talent and investment to our County and to enable those born here to attain the skills which allow them to remain. PSB members are major employers in Pembrokeshire, so a **collaborative** approach to tackling this issue through **involvement** with those in the education and employment sectors, and by looking beyond our borders for innovative solutions to **prevent** the drain of talented young people from our County, must be our response.

### ❖ Priority 2 - Resourceful Communities

Our Assessment explored self-sustaining communities and the idea that the key contributory factor to community well-being and care for the vulnerable is the people themselves. Pembrokeshire has an active community of volunteers and they make a positive contribution to the well-being of communities in Pembrokeshire and supporting the well-being of those around them. Our communities are dynamic and constantly changing and we need to build on our existing strengths and create resourcefulness and capacity to **prevent** communities weakening or fracturing. **Longer term** trends such as centralised service 'hubs', greater regionalisation and a general draw back of services from localities can adversely impact on the fabric of our communities. It is important that communities are involved and given the opportunity and support to identify and develop solutions which are right for them. The PSB has considerable reach into communities across the County and will work **collaboratively** to foster a sense of citizen pride and purpose which actively supports individual and community well-being.





# Our priorities - Where We Live



## ❖ Priority 3 - Tackling Rurality

Our Assessment considered the issue of rurality and concluded that while Pembrokeshire is not particularly deprived when viewed through traditional measures of determining poverty, our rurality does create inequities in many areas. These are often hidden or unacknowledged and could with better understanding and greater **collaboration** be **prevented** or mitigated. Rural poverty manifests itself in a number of ways, for example, the significant additional cost and challenge that comes from the proximity of services, transport, fuel and utilities, and employment. **Long term** trends see fuel costs rising, and increasing pressures on access to services as they are withdrawn due to financial constraints in the public sector. To soften the impact of this on those who live in our rural communities, traditional models of service delivery need to be re-examined. The skills and expertise across the PSB provide a perfect opportunity to redefine service delivery for Pembrokeshire. The people of our communities will need to be **involved** in contributing and co-designing the appropriate models for Pembrokeshire, and utilising advances in technology and doing things differently will be crucial to our success.

## ❖ Priority 4 - Protecting our Environment

Pembrokeshire is a beautiful county, with an outstanding and diverse natural environment. Moreover, our economy is built on Agriculture, Tourism and Energy, all highly dependent, and impactful, on our environment. Like the rest of the world, our environment is under threat from the impacts of climate change as well as the effects of our historic and current ways of living and working. The global and local situation is likely to worsen over the **long term**. We must **collaborate** at a strategic and local level to respond positively to climate change, to adapt appropriately, and **prevent** further loss of biodiversity. The PSB is well placed to lead the changing of behaviour; to support individuals, communities, organisations and businesses to embrace sustainable practices and new technologies. It is crucial that everyone is engaged and **involved** in the cultural and behavioural shift required to live in a more sustainable way.



## How the plan is set out

Our plan is fully integrated; this means that the projects and actions we set out work towards meeting all four priorities, and maximise our contribution to the seven national Well-being Goals and the delivery of our Well-being Objectives. This is a change from how we have traditionally undertaken strategic planning, whereby activity was structured under one big theme such as Environment or Health.

Identifying projects which cut across these traditional thematic boundaries enables us to work in a more integrated way, recognising the inter-related nature of well-being in its broadest sense. We are clear that improving the economic, environmental, social and cultural well-being of people and communities cannot be undertaken in isolation but needs to be seen as part of an integrated, holistic approach.

The following pages set out the **eight projects** we plan to deliver and include some initial detail as to the steps we will look to take, indicative timescales for undertaking the work, and the positive impact we think this work can have for individuals and communities in Pembrokeshire if we are successful in delivering the Plan.

We also set out against each project how the work contributes to our four priorities of Living and Working, Resourceful Communities, Tackling Rurality and Protecting Our Environment as well as how each project maximises our collective contribution to the national Well-being Goals.



# Well-being Plan projects

## Who we are



- ❖ Living & Working
- ❖ Resourceful Communities

1. Recruitment and Employment Transformation Framework

2. Environmental and Climate Change Risk Assessment

3. Becoming a Carbon Neutral County

4. Doing Things Differently

5. Celebrating the Great Outdoors

6. Community Participation

7. Understanding our Communities

8. Meaningful Community Engagement

## Where we live



- ❖ Tackling Rurality
- ❖ Protecting Our Environment

# 1. Recruitment and Employment Transformation Framework

A cross-PSB commitment to developing a **Recruitment and Employment Transformation Framework** to support people to work in Pembrokeshire

- Support people, particularly young people and those with protected characteristics, to get into employment through PSB partners offering a range of placements to promote opportunities to gain experience in the work place e.g. paid internships, graduate placements, graduate schemes, work experience, traineeships and apprenticeships
- Collaborate to improve recruitment and retention in key sectors through the development of a shared approach across the public and private sectors to market the county to potential employees
- Develop a shared approach to staff wellbeing across PSB partners; identify and promote an environment which supports good mental health and job satisfaction in the workplace

## Indicative timescale:

**Short to medium term project: 1-5 years**

## Who will be involved:

All PSB partners	Private sector
Schools and learning providers	Third / voluntary sector

## What will be our impact: towards Pembrokeshire 2030

Our young people have a high quality and rewarding school and college education, with a clear progression to exciting and fulfilling jobs and careers. Through the implementation of our initiatives, Pembrokeshire is a thriving, wealthy county where people choose to live and work, and where businesses invest. People are keen to relocate to the county and content to stay, as the opportunities afforded to those committed to a positive work-life balance are extensive. Employers across the public, private and third sector offer comprehensive and meaningful CPD to all employees through a range of innovative secondments, training and skills development.

Well-being Priorities	How a <b>Recruitment and Employment Transformation Framework</b> links across the Well-being Plan
Living & Working	Economic well-being is a key pillar for overall well-being. By creating opportunities for improved economic viability, job satisfaction and investment, we will make Pembrokeshire a more viable and attractive place to live and work.
Resourceful Communities	By supporting people to live and work in the County communities will be strengthened as fewer people leave the area.
Tackling Rurality	The rurality of Pembrokeshire is both a wonderful asset but also a challenge. The way we live and work must be aligned to where we are. Done right, our working practices will enhance the experience of living in the county and will have a significant impact on rural poverty.
Protecting the Environment	All the projects in this plan must protect and enhance the environment. Moreover, keeping environmental change in mind may offer considerable exciting opportunities in terms of technological advances and opportunities for renewable energies..

Well-being Goal	How a <b>Recruitment and Employment Transformation Framework</b> contributes to the national Well-being Goals
Prosperous	All the actions taken here will directly contribute to the Prosperous Wales goal; developing a skilled and well-educated population in an economy that generates investment, wealth and employment opportunities.
Healthier	Economic well-being and job satisfaction can go a long way to promote mental health, and potentially happier people are more active and therefore more physically healthy too.
More Equal	These actions are designed to enable people to fulfil their potential no matter what their personal circumstances through enhancing economic well-being and directly addressing inequalities in economy.
Cohesive	By enhancing people's economic well-being, these actions will promote participation in viable and safe communities.
Culture	The potential to promote the Welsh language in these actions is significant. Moreover, the infrastructural changes to make Pembrokeshire more attractive will promote participation in recreational activities.

## 2. Environmental and Climate Change Risk Assessment

**Produce an Environmental and Climate Change Risk Assessment** and develop appropriate measures in response

- Undertake an assessment of the environment to include biodiversity and resilience of eco systems and the impact of climate change on Pembrokeshire taking into account future trends and scenarios
- The risks, trigger points and actions identified in the assessment will inform responses for the PSB in addition to individuals, communities and organisations

### Time Scales

**Short term project: 1-2 years / Medium and longer term actions will emerge following the Assessment.**

### Who will be involved:

All PSB partners                      Local community groups  
Town and Community Councils      Farming sector

### What will be our impact: towards Pembrokeshire 2030

The Risk Assessment, undertaken in 2018-19, identified a wide range of actions and responses. These were carried out by individuals, communities and organisations, and have had a dramatic effect on the county as a whole. The people of Pembrokeshire wholeheartedly engage with the environment and hold themselves responsible on an individual level for the protection of our beautiful natural spaces and biodiversity. Our communities are resilient places undertaking practical measures in advance of the potential threats from the impact of climate change. And our organisations are committed to protecting the environment, constantly reviewing future trends and scenarios to ensure that they remain efficient and effective.

Well-being Priorities	How an <b>Environmental and Climate Change Risk Assessment</b> links across the Well-being Plan
Living & Working	By ensuring that as a county, we are demonstrating our commitment to sustainability and long term social, economic, environmental and cultural viability we will make Pembrokeshire an attractive place for people to live, work and invest.
Resourceful Communities	The Risk Assessment will provide extensive opportunities for communities to come together to respond positively to mitigating some of the risks identified and will encourage education and the promotion of community initiatives, volunteering and active citizenship.
Tackling Rurality	Environmental sustainability is for everyone, both now and in the future. This project will ensure that our communities and organisations respond positively to change and deliver fit-for-purpose services to the people of Pembrokeshire.
Protecting the Environment	Understanding the threats to our environment and the impact of climate change on our communities will lead to viable, positive responses that will protect and enhance our environment.

Well-being Goal	How an <b>Environmental and Climate Change Risk Assessment</b> contributes to the national Well-being Goals
Prosperous	The responses to the Risk Assessment have the potential to create extensive opportunities that will enhance the prosperity and economic wealth of individuals and communities as well as having environmental impact.
Resilient	This project will provide the crucial information required to support communities to be resilient to climate change and promote the biodiversity of the local environment.
Cohesive	By bringing communities together and supporting positive responses, these actions will promote attractive, viable and safe communities.
Global	These actions represent the communities of Pembrokeshire making a genuine contribution towards global well-being.

### 3. Carbon Neutral County

Work towards a **Carbon Neutral and environmentally balanced County** with a long term aim to become carbon positive

- Linking to our value of leading by example PSB partners will commit to adopting a fundamentally different approach to working practices that supports environmental sustainability, resource efficiency and carbon emissions reduction to take our place as part of a globally responsible Wales
- Develop the networks and infrastructure that will further support integrated green transport systems for Pembrokeshire e.g. electric charging points, active travel, community transport
- Support organisations and communities to seek green solutions to improving the quality of our public realm and to increase the resilience of ecosystems and resilience to climate change

#### Time Scales

**Medium to long term project: 1-12 years**

#### Who will be involved:

All PSB partners

Town and Community Councils

Private sector

Schools

Local community groups

#### What will be our impact: towards Pembrokeshire 2030

Our carbon emissions have reduced significantly and we are now working towards becoming the first carbon positive county in Wales. Our organisations are leading the way in green working practices. We have a fully integrated and sustainable transport system and many of our communities have already achieved carbon neutral status or are working hard to do so: some have green/electric car-share collectives, others have community renewable energy. All our communities are fully engaged in community initiatives to reduce carbon emissions.



Well-being Priorities	How <b>Carbon Neutral County</b> links across the Well-being Plan
Living & Working	The PSB employs a considerable proportion of the population. By changing our own working practices, we will collectively be improving living and working in the county.
Resourceful Communities	This work will support communities to seek environmentally sustainable initiatives and networks that have the potential to bring people together and improve overall well-being.
Tackling Rurality	This project will support our communities and organisations to identify and develop innovative and creative responses to rural challenges around poverty and transportation infrastructure.
Protecting the Environment	By working towards a Carbon Neutral county, we will be making the sorts of changes to the way we live and work that have a long term impact on protecting the environment.

Well-being Goal	How <b>Carbon Neutral County</b> contributes to the national Well-being Goals
Prosperous	Seeking to become carbon neutral, we will identify and promote opportunities for developing a skilled population in an economy that generates wealth and employment in a low carbon society.
Resilient	These actions will directly support the resilience of ecosystems and biodiversity of our communities through community initiatives and participation.
Healthier	These actions will enhance physical and mental health such as in the promotion of active travel and individuals' relationship with nature.
Cohesive	By bringing communities together and supporting positive responses and community initiatives, these actions will promote attractive, viable and safe communities.
Global	The improvements we make in our organisations and across the county, in working towards being Carbon Neutral, will go a significant way to meeting our obligation to be responsible global citizens.

## 4. Doing Things Differently

**Transform traditional models of service delivery and access** through use of innovative solutions and technology, creating connectivity and improved coverage

- Develop appropriate data sharing protocols to support integrated and connected services in rural areas
- Identify opportunities for co-location of services and role integration between partners (e.g. multi-functional blue light services)
- Examine collaborative approaches to identifying vulnerability and Making Every Contact Count
- Utilising high speed broadband and other technological solutions to deliver services in innovative ways, particularly to support our rural communities

### Time Scales

**Short to medium term project: 1-5 years**

### Who will be involved:

All PSB partners	Private sector
Town and Community Councils	Third / voluntary sector

### What impact will we have: towards Pembrokeshire 2030

Our public services have been transformed. Following extensive collaboration with our communities, many now have bespoke centres through which required services are delivered. Moreover, recent technological advances are perfectly placed to support access to services, for example health, to some of our most rural and hard to reach areas. Many frontline staff are now multi-skilled professionals, able to deal with myriad situations. Information sharing protocols enable staff across PSB organisations to support our collective work without jeopardising data protection or the trust of the public. There is an ethos of One Pembrokeshire across all those who provide services to our citizens.

Well-being Priorities	How <b>Doing Things Differently</b> links across the Well-being Plan
Living & Working	This project has the potential to transform living and working in the county, for example through a change in working practices for individuals and organisations and in how we access services.
Resourceful Communities	Service delivery will require the involvement of communities in the co-design and co-production of services; this provides an opportunity for communities to come together to create solutions to issues they face.
Tackling Rurality	These actions directly relate to the challenges of rurality in the county in that they will transform how and where services are delivered so they are fit-for-purpose.
Protecting the Environment	By exploring and exploiting the potential of digital and technological advances in solutions for the county, and looking for innovative approaches such as co-location of services, this project will have a positive impact on the environment.

Well-being Goal	How <b>Doing Things Differently</b> contributes to the national Well-being Goals
Prosperous	This project holds great potential for a more Prosperous Wales, with exciting employment opportunities for working in the public and private sectors.
Healthier	Improved information sharing between agencies and innovative and technological solutions will support the delivery of health services e.g. Tele-health.
More Equal	Improved access to services afforded through innovative approaches e.g. Tele-health, will address inequalities for all in the county.
Cohesive	Communities will be integral in the co-design and co-production of services, and the development of solutions fit for the communities they serve.

## 5. Celebrating the Great Outdoors

**Celebrating the great outdoors** and using this key asset to support all elements of individual and community well-being

- Promoting the environment as a health asset to improve health and well-being, addressing social isolation, improving mental health and wider health benefits through projects such as social and green prescribing
- Increase opportunities for young people to use the outdoors as a learning environment, particularly for young people in the County with limited access
- Using the outdoors as a means for supporting cultural and recreational activities and events

### Time Scales

**Short to medium term project: 1-5 years**

### Who will be involved:

All PSB partners

Third / voluntary sector

Schools & other learning providers

Arts, cultural, recreational organisations

### What will be our impact: towards Pembrokeshire 2030

The people of Pembrokeshire cherish and enjoy the outdoors recognising what a special place Pembrokeshire is. There is a wide range of activities from growing produce in community gardens, outdoor cultural events and numerous learning and social opportunities. The importance of being outdoors for health is generally understood and many more people take part in recreational activities. The implications for our county's health is significant and people are reporting themselves as happier and healthier. The people of Pembrokeshire are also strongly committed to caring for their environment, seeing the enormous value it offers to them and to future generations.

Well-being Priorities	How <b>Celebrating the Great Outdoors</b> links across the Well-being Plan
Living & Working	Enhancing our relationship with nature and the environment will improve the overall well-being of individuals. Mental health will be better and therefore general health, attendance and productivity will also be improved.
Resourceful Communities	Using the outdoors as a means for supporting cultural and recreational activities and events supports creativity and innovation and will bring communities together to help them to help themselves.
Tackling Rurality	A deeper and more meaningful understanding of nature and environment,, from an early age, will ensure that there is a healthy respect for our rural county.
Protecting the Environment	Experiencing nature positively and developing a strong connection to where we live will mean that we will be more committed to protecting our environment.

Well-being Goal	How <b>Celebrating the Great Outdoors</b> contributes to the national Well-being Goals
Prosperous	Research shows that having a strong relationship with nature improves overall well-being and health, thus we will be supporting a more effective and productive workforce.
Resilient	Research shows that improving nature relatedness leads to individuals having more environmentally sustainable attitudes and behaviours. This means that communities may be more active in their environments and take responsibility.
Healthier	A strong connection to nature leads to lower levels of stress and higher levels of happiness and overall well-being leading to better mental health. Moreover, people will be more physically active in the outdoors.
Cohesive	By bringing communities together to experience and enjoy nature, we will be promoting community cohesion
Cultural	Enhancing nature relatedness, this project provides opportunity to directly enhance cultural aspects of our communities, arts, sports and recreation.
Global	Enhancing the relationship with nature is shown to significantly improve people's attitudes and behaviours around environmental sustainability.

## 6. Community Participation

**Enable community participation** through active citizens and community initiatives

- Encourage and support increased citizen participation and active citizenship through formal or informal volunteering, time banking, community action, standing for election to the community/County Council
- Identify Community Champions, people who are interested in leading on key issues (for example, environment, recycling, enterprise, resilience, well-being) to build resilience and capacity in communities to enable people to support themselves more effectively

### Time Scales

**Short to medium term project: 1-5 years**

### Who will be involved:

All PSB partners

Town and Community Councils

Local community groups

Third / voluntary sector

### What impact will we have: towards Pembrokeshire 2030

Volunteering is commonplace and people actively participate in their communities recognising the value this adds to individuals and to the County as a whole. Things happen from the bottom up and grassroots organisations are enabled and supported to achieve their goals. The good practice of PSB partner organisations has been shared and all employers now provide time for employees to contribute to their communities. Most communities have hubs for active participation and these coordinate dynamic and exciting projects. Elections for local government are widely contested and candidates are represented across all age ranges, gender, race and ethnicity. Our communities are vibrant places to be, everyone is valued and everyone is involved.

Well-being Priorities	How <b>Community Participation</b> links across the Well-being Plan
Living & Working	Individuals and communities will become more engaged and active in the decisions that affect them, this may provide opportunities for innovation and enterprise, as well as enhancing the experience of living in Pembrokeshire.
Resourceful Communities	Through volunteering and active participation, our communities will become more resourceful and resilient to the challenges and changes affecting them.
Tackling Rurality	Communities hold the key to finding solutions to tackling the issues, challenges and inequalities of rurality, community participation will ensure that people are involved in the decisions that affect them.
Protecting the Environment	This project encourages community participation, and the introduction of initiatives that invite understanding how to protect the environment.

Well-being Goal	How <b>Community Participation</b> contributes to the national Well-being Goals
Prosperous	This project holds potential for initiatives and enterprises to arise from communities that will contribute to a more prosperous county.
Resilient	Communities will be actively involved in developing resourceful and resilient responses that meet the needs of the communities themselves.
Healthier	Research has shown that active participation, volunteering and being involved in your community has a significant effect on overall well-being and tackling social isolation.
More Equal	Community participation is for everyone irrespective of personal circumstances.
Cohesive	Community participation is an essential part of community cohesion and the creation of attractive, viable, safe and well-connected communities.
Cultural	This project will seek to engage everyone in our communities; it will celebrate language, culture and heritage.
Global	Community participation, volunteering and becoming active in where you live will encourage a more global responsibility and understanding.

## 7. Understanding Our Communities

**Undertake a mapping exercise of our communities**, to include the physical, natural, cultural assets and infrastructure, and the formal and informal social networks within them

- Map the strengths and assets of our communities
- Develop an on-line platform to capture the results of the asset-mapping work, share best practice, publish and update Community Well-being Plans; to be co-designed and reviewed with the communities themselves

### Time Scales

**Short to medium term project: 1-5 years**

### Who will be involved:

All PSB partners	Local community groups
Town and Community Councils	Third / voluntary sector

### Pembrokeshire 2030

Our communities are vibrant and dynamic places where people are actively engaged in their communities. Public buildings and public space are utilised efficiently and are productive and attractive places of play, activity and growth. The online platform is constantly reviewed and renewed by the communities themselves, and they are able to identify what they need to help their own individual and community well-being. Vulnerable people know who to go to in order to get support. The PSB works closely with communities to support them in their endeavours.



Well-being Priorities	How <b>Understanding Our Communities</b> links across the Well-being Plan
Living & Working	This project will help communities understand their strengths and needs, this has the potential for individuals and communities to identify opportunities and initiatives that will enhance living and working.
Resourceful Communities	Understanding our communities; how they are changing and how they will be affected by future trends, will enable communities to identify the potential they have and already hold as strengths so they can respond accordingly, becoming more resilient and resourceful.
Tackling Rurality	Linked very closely to rurality, understanding the nature of our communities and the influences upon them will make sure that our services, and the communities themselves, are best able to adapt to the actual needs.
Protecting the Environment	Understanding our communities is crucial for developing the right responses to ensure we protect and enhance our environment by making best use of the strengths and assets which exist.

Well-being Goal	How <b>Understanding Our Communities</b> contributes to the national Well-being Goals
Prosperous	This project holds potential for initiatives and enterprises to arise from communities, that will contribute to more prosperity in the county.
Resilient	Communities will develop resourceful and resilient responses that are relevant to the assets and needs of the communities themselves.
More Equal	Through community mapping and understanding community needs, individuals will be involved in the decisions that affect them. Everyone's voices will be heard in this process.
Cohesive	Communities will be integral in the process of mapping in order to create and promote attractive, viable, safe well-connected communities
Cultural	This project will seek to understand all our communities and their diversity; it will celebrate language, culture and heritage.

## 8. Meaningful Community Engagement

A co-ordinated PSB approach to **meaningful community engagement**, consultation and sharing of knowledge

- Co-produce effective services through engagement with town and community councils, third sector and other stakeholders
- Build community capacity and social capital through the process of citizen engagement – with a particular focus on young people
- Engage with town and community councils (representative democracy) and community groups/associations (participatory democracy) to form local community partnerships

### Time Scales

**Medium to long term project: 1-12 years**

### Who will be involved:

All PSB partners	Local community groups
Town and Community Councils	Third / voluntary sector

### Pembrokeshire 2030

Our Town and Community Councils and other groups all work closely and productively with their communities in order to ensure everyone's voices are heard. People, especially young people, are now involved in the whole decision-making process of things that affect them, from design to delivery. Service providers work with communities to find solutions rather than doing to them. The civic-responsibility agenda is very strong in our schools and youth groups, and young people are proving to be an incredible force for good in our communities. Rather than having specific 'intergenerational centres', our communities are positive places for young and old alike.

Well-being Priorities	How <b>Meaningful Community Engagement</b> links across the Well-being Plan
Living & Working	This will strengthen our understanding of what it means for people to live and work in Pembrokeshire so we can better support them to do so if they so wish.
Resourceful Communities	The process of engagement with individuals and communities, groups and councils will bring communities together, and enable them to become actively involved in the decisions that affect them and support them to develop appropriate solutions.
Tackling Rurality	Engagement, consultation and sharing of knowledge and information will ensure that the responses taken forward to improve the county will tackle aspects of rurality.
Protecting the Environment	In order to protect the environment, biodiversity and climate change, extensive engagement with the public is essential to ensure risks are properly understood and that we can all respond positively to the challenge.

Well-being Goal	How <b>Meaningful Community Engagement</b> contributes to the national Well-being Goals
Resilient	Communities will develop resourceful and resilient responses that are relevant to the assets and needs of the communities themselves.
More Equal	All members of our communities will be valued and valuable in promoting meaningful community engagement, directly linking to our guiding principles of listening, understanding and changing. The goal of a more equal Pembrokeshire is central to all steps and activities undertaken.
Cohesive	Linking closely to Understanding our Communities and Community Participation, this project will draw people together for the benefit of their communities; promoting attractive, viable, safe and well-connected communities.
Cultural	This project is all about the cultural vibrancy of community, it will promote involvement and engagement in arts, sports and recreational activities whilst ensuring continued celebration of the Welsh language, culture and heritage.

# Delivery and monitoring progress

## Delivery

The PSB will ensure that the right organisations and people are aligned to deliver the actions set out in the Well-being Plan. Delivery arrangements will be designed to provide a direct line of accountability to the PSB by requiring individual PSB members to lead or sponsor the delivery of specific projects. Full details of our delivery mechanisms are still under development and will be agreed over the next few months. Following the agreement of the structural mechanisms to deliver this Well-being Plan, work will take place to develop a detailed operational delivery plans.

## Monitoring

As part of the process for designing the delivery of work streams, we will identify the measures by which our success will be monitored, using both local indicators and the Welsh Government's set of National Indicators where appropriate. The PSB will develop a performance management framework which enables it to evaluate and refine the Plan and ways of working.

## Annual Report

The PSB is required to produce an Annual Report detailing the steps taken by the PSB to meet the objectives set out in the Well-being Plan. A copy of this report will be sent to Welsh Ministers, the Future Generations Commissioner, the Auditor General for Wales and Pembrokeshire County Council's overview and scrutiny committee (see below).

## Scrutiny

The Council's Partnerships Overview and Scrutiny Committee is responsible for providing democratic accountability and oversight of the work of the PSB. It can review or scrutinise the decisions made or action taken by the PSB, its governance arrangements, and request any individual PSB member to come before it to be scrutinised on the contribution a partner organisation is making to the work of the PSB.

## Contact us

If you can make a contribution to the PSB's work or have any comments or queries on the Well-being Plan or PSB working in general, please contact:

Nick Evans  
Partnership and Scrutiny Support Manager  
Pembrokeshire County Council  
County Hall  
Haverfordwest

Telephone: 01437 775858

Email: [nicholas.evans@pembrokeshire.gov.uk](mailto:nicholas.evans@pembrokeshire.gov.uk)

Website: [Pembrokeshire PSB](#)





**Item 4b**

<b>DATE OF MEETING</b>	17 <sup>th</sup> April 2018
<b>REPORT TITLE</b>	<b>Well-being Plan for Pembrokeshire – delivery arrangements</b>
<b>PURPOSE</b>	<p>At the last meeting it was agreed that the PSB would discuss and determine the arrangements for delivering the projects and activity set out in the Well-being Plan at its April meeting.</p> <p>The attached is a discussion paper which provides a starting point for the PSB to determine how it wishes to manage and deliver the activity in the Plan.</p>
<b>RECOMMENDATION(S)</b>	That the PSB discusses and agrees the approach it will take to delivering the Well-being Plan.
<b>AUTHOR</b>	Nick Evans, Partnership and Scrutiny Support Manager

## **Well-being Plan for Pembrokeshire – delivery arrangements**

### **The case for doing things differently**

The PSB needs to discuss and determine how it intends to deliver its Well-being Plan and it should think differently and work differently to do so.

During the previous strategic partnership planning cycle the PSB's predecessor, the Local Service Board (LSB), produced a Single Integrated Plan (SIP) which consisted of six outcome themes. Six static partnership sub-groups were established beneath the LSB to deliver the outcome themes.

While the design allowed for the LSB to have strategic oversight of the sub-groups and for its role to be one of 'unblocking blockages', in reality it was too far removed from those tasked with delivering the Plan to have a positive effect. Meetings tended to focus more on work outside the scope of the SIP, and when it did consider the SIP the LSB was little more than a passive recipient of cyclical monitoring reports with limited challenge and accountability.

In short, there was a lack of strategic ownership for delivery which ultimately impacted on the LSB's ability to achieve the outcomes it set out in the SIP. There is broad recognition that this model was not particularly successful in terms of having a positive impact and success in delivering the SIP was mixed.

In addition to the issues the LSB faced, the PSB has to deal with further challenges. There is no budget or additional resources available to deliver the Plan and the landscape has changed markedly in the five years since the SIP was produced. Partners are dealing with reduced funding, internal transformation or significant change programmes are in progress or planned, and the capacity within each organisation to support the functioning of a static sub-partnership structure is limited.

All of this places greater responsibility on PSB members to lead the delivery of the Plan: to devise smarter and more innovative solutions, and to drive through the changes the PSB wishes to see both internally (as leaders within their own organisations) and as part of a broader collaborative approach.

### **A starting point for doing things differently?**

The Well-being of Future Generations Act requires PSB's to work differently and partners have already expressed a commitment towards changing behaviours and looking at implementing different ways of working from that which existed under previous partnership arrangements.

Under the Act, the PSB is required to improve the social, cultural, environmental and economic well-being of its area and the means for doing this is the Well-being Plan. The Plan provides the PSB with its purpose and as such it needs to be the core element of the PSB's work programme.

A starting point to this could be for the PSB to spend its next couple of meetings looking at each project in detail and coming to a common understanding of what exactly we are trying to achieve, how should it done, how it relates and integrates with other areas of work, who will lead, what resources (if any) are available, and how progress will be measured and monitored.



From this a number of approaches to delivery could emerge depending on what is considered to be the most effective and appropriate. What is important is that it will be the PSB together agreeing exactly what the expectations are and what outcomes are sought.

When we look at the eight projects set out in the Well-being Plan, it is clear there is a significant difference in scope, scale and complexity of the projects and the activity which sits below them. There are 'quick wins', and there is work which will require a far longer term perspective, input from 'experts', and major behavioural and cultural shifts.

Three of the projects have significant implications for how partner organisations work e.g. Recruitment and Employment Transformation Framework; Doing Things Differently; and Carbon Neutral County. Elements of this work is relatively straightforward and will require the PSB to agree a collaborative approach around general principles before leading and embedding change within their own organisations.

Two projects, Environmental and Climate Change Risk Assessment and Celebrating the Great Outdoors, are relatively self-contained. These might best be delivered by task and finish groups established by the PSB and led by members who will act as sponsors.

There are then three projects with a strong focus on communities, Community Participation; Understanding our Communities; and Meaningful Community Engagement. This work is complex and slow-burning and unlikely to yield immediate results but is integral for delivering the change which the PSB has expressed it wishes to see through the Plan. Given the nature of these projects they might best be addressed through a standing sub-group to the PSB.

There is a broad recognition that previous methods have not worked therefore the PSB should be encouraged to think and do things differently and the longer term perspective of the Well-being Plan allows for some 'space to fail'. Progress can be reviewed after 12 months as part of the annual reporting requirement and any necessary improvements can be implemented following that.

Recognising that there is no one-size fits all model is key and that a mixed approach, which allows the PSB to remain agile and to retain flexibility around utilising different methods or mechanisms, will provide a more dynamic means of delivering the Plan where the PSB learns from doing and discovering 'what works'.





**Item 5**

<b>DATE OF MEETING</b>	17 <sup>th</sup> April 2018
<b>REPORT TITLE</b>	<b>Cymru Well Wales First 1000 Days Collaborative</b>
<b>PURPOSE</b>	<p>The Chair has been contacted by Cymru Well Wales requesting that the PSB commits to joining the First 1000 Days Collaborative.</p> <p>The invitation letter and a guide to joining the collaborative are attached.</p>
<b>RECOMMENDATION(S)</b>	That the PSB discuss and agree if it should join the Cymru Well Wales First 1000 Days Collaborative.
<b>AUTHOR</b>	Nick Evans, Partnership and Scrutiny Support Manager



## **Is-adran Gwella Iechyd**

Iechyd Cyhoeddus Cymru, Llawr 5, Rhif 2 Capital Quarter,  
Stryd Tyndall, Caerdydd CF10 4BZ

## **Health Improvement Division**

Public Health Wales, Floor 5, Number 2 Capital Quarter,  
Tyndall Street, Cardiff CF10 4BZ

Mr Tegryn Jones  
Chair  
Pembrokeshire Public Services Board

28th February 2018

Dear Mr Jones

### **Joining the Cymru Well Wales First 1000 Days Collaborative**

Following the success of the Cymru Well Wales First 1000 Days Collaborative National Network Event held for Public Services Boards (PSB) on the 13<sup>th</sup> December last year, we are writing to ask your PSB to commit to joining the First 1000 Days Collaborative.

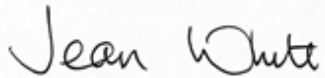
As you will be aware, the First 1000 Days Collaborative is building a network of areas who are committed to taking a whole system approach to improving outcomes in the first 1000 days. By working better together, we aim to ensure all children in Wales benefit from having the best start in life. This puts into practice key elements of the Well-being of Future Generations Act, particularly in terms of its focus on preventing problems from arising and on taking a long term, intergenerational perspective.

To support your PSB in joining the Collaborative we are attaching a copy of the recently launched 'Guide to Joining the First 1000 Days Collaborative'.

The guide leads local areas through the process of effectively mobilising their local system and becoming part of this exciting new network. Starting with making the case for embedding the first 1000 days within your wellbeing objectives the guide also provides further information on what the benefits of joining the Collaborative are for your PSB. These include how it can support you to effectively engage the local system, identify opportunities for improvement and build capacity in the local system.

If you would like to find out more about joining the First 1000 Days Collaborative please contact [F1000D@wales.nhs.uk](mailto:F1000D@wales.nhs.uk).

Yours Sincerely,



Prof. Jean White CBE  
Chief Nursing Officer  
Welsh Government  
Chair F1000D Programme Board



Dr Tracey Cooper  
Chief Executive  
Public Health Wales  
Co-Chair Cymru Well Wales



Sophie Howe  
Future Generations Commissioner



Steve Thomas CBE  
Chief Executive  
Welsh Local Government Association  
Co-Chair Cymru Well Wales

# Canllaw ar gyfer ymuno â Chydweithrediaeth y 1000 Diwrnod Cyntaf

## A Guide to Joining the First 1000 Days Collaborative

Chwefror 2018  
February 2018

## Cefndir

Mae Cydweithrediaeth y 1000 Diwrnod Cyntaf yn cynrychioli un o'r tri maes blaenoriaeth o fewn cynghrair strategol Cymru Well Wales, sydd â'r nod o ddefnyddio dull 'system gyfan' o sicrhau gwell canlyniadau iechyd a llesiant i boblogaeth Cymru.

Mae gwreiddiau llawer o anghydraddoldebau iechyd yn gysylltiedig â phlentyndod cynnar a chyn genedigaeth. Mae'r 1000 o ddiwrnodau cyntaf, o feichiogrwydd hyd at ail ben-blwydd plentyn, yn cynrychioli cyfnod pwysig pan gaiff cysylltiadau eu meithrin gyda gofawyr a phan fydd plant yn dechrau archwilio'r byd o'u hamgylch a chyfathrebu â'r byd hwnnw.

Dyma pryd y mae'r ymennydd yn tyfu ac yn datblygu fwyaf a phryd y caiff y sylfeini eu gosod ar gyfer iechyd a lles ein dyfodol. Ceir effeithiau hirdymor a chadarnhaol o raglenni blynyddoedd cynnar.

## Background

The First 1000 Days Collaborative represents one of the priority areas within the strategic alliance of Cymru Well Wales, which aims to take a 'whole system' approach to securing better health and wellbeing outcomes for the Welsh population.

The origins of many inequalities in health lie in early childhood and before birth. The first 1000 days, during pregnancy to a child's second birthday, represent a critical time when attachments are formed with caregivers and children begin to explore and communicate with the world around them.

It is when we see the most rapid phase of brain growth and development and where the foundations are laid down for our future health and wellbeing. There are long lasting and positive effects from early years programmes.



Mae Cydweithrediaeth  
y 1000 Diwrnod Cyntaf  
yn gweithio tuag at  
gyflawni tri chanlyniad:

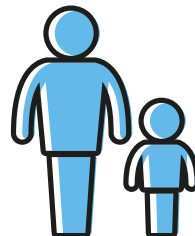
The First 1000 Days  
Collaborative is  
working to achieve  
three outcomes:



Y canlyniad gorau o bob beichiogrwydd ar gyfer y fam a'r plentyn  
**Optimal outcome from every pregnancy for mother and child**



Bod plant yn cyflawni eu cerrig milltir datblygiadol erbyn  
iddynt gyrraedd 2 oed  
**Children achieve their developmental milestones at age 2**



Nad yw plant yn cael amryw o brofiadau niweidiol yn ystod  
plentyndod yn y 1000 o ddiwrnodau cyntaf  
**Children are not exposed to multiple adverse childhood  
experiences in the first 1000 days**

## Beth yw'r canllaw hwn?

Datblygwyd y canllaw hwn i roi cymorth i ardaloedd lleol ymuno â Chydweithrediaeth y 1000 Diwrnod Cyntaf.

Cafodd ei ddatblygu fel cyfres o sleidiau er mwyn caniatáu i bartneriaid o fewn system 1000 o ddiwrnodau cyntaf leol ddefnyddio'r canllaw wrth gyflwyno'r achos dros newid y system yn lleol a datblygu eu cynlluniau i ymuno â Chydweithrediaeth y 1000 Diwrnod Cyntaf.

Cafodd y cynnwys ei lywio gan brofiadau aelodau presennol y Gydweithrediaeth, gan gynnwys Wrecsam, Torfaen a Siroedd Conwy a Dinbych.

Hoffem ddiolch yn arbennig i'r partneriaethau sy'n cynrychioli Wrecsam a Thorfaen, sydd wedi gweithio gyda ni ers y sefydlwyd y rhaglen ac sydd wedi bod yn allweddol wrth helpu i ddatblygu'r dull cydweithredol.

## What is this guide?

This guide has been developed to support local areas through the process of joining the First 1000 Days Collaborative.

It has been developed as a series of slides to allow partners from within a local first 1000 days system to draw from the guide when presenting the case for local system change and developing their plans to join the First 1000 Days Collaborative.

The content has been informed by the experiences of existing Collaborative members including Wrexham, Torfaen and Conwy and Denbighshire.

We would particularly like to thank the partnerships representing Wrexham and Torfaen who have worked with us since the establishment of the programme and have been instrumental in helping to develop our Collaborative approach.

## Mae'r sleidiau a ganlyn yn:

Crynhoi'r achos dros roi blaenoriaeth i weithredu yn ystod y 1000 o ddiwrnodau cyntaf

Esbonio beth yw Cydweithrediaeth y 1000 Diwrnod Cyntaf

Disgrifio manteision ymuno â Chydwithrediaeth y 1000 Diwrnod Cyntaf

Disgrifio'r camau allweddol sy'n gysylltiedig wrth ymuno â Chydweithrediaeth y 1000 Diwrnod Cyntaf

## The following slides:

Summarise the case for prioritising action in the first 1000 days

Explain what the First 1000 Days Collaborative is

Describe the benefits of joining the First 1000 Days Collaborative

Describe the key steps involved in joining the First 1000 Days Collaborative

## Ar gyfer pwy mae hwn?

Bwriad y canllaw hwn yn bennaf yw bod yn adnodd ymarferol i Fyrddau Gwasanaethau Cyhoeddus sydd wedi nodi bod y Blynyddoedd Cynnar a/neu'r 1000 o Ddiwrnodau Cyntaf yn flaenoriaeth ar gyfer gweithredu a bod ganddynt ddiddordeb mewn ymuno â Chydweithrediaeth y 1000 Diwrnod Cyntaf.

Y Byrddau Gwasanaethau Cyhoeddus hyn yw ein prif gynulleidfa am y rhesymau a ganlyn:

Maent yn dwyn ynghyd yr arweiniad strategol mewn ardal, ynghylch diben cyffredin, gan alluogi dull o weithio drwy systemau i wella canlyniadau

Mae dyletswydd arnynt, fel sydd wedi'i nodi yn Neddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015, i osod amcanion sy'n gwneud y mwyaf o gyfraniad y Byrddau Gwasanaethau Cyhoeddus i'r 7 nod llesiant

## Who is it for?

This guide is primarily intended to act as a practical guide for Public Services Boards (PSBs) who have identified the Early Years and/or the First 1000 Days as a priority for action and are interested in joining the First 1000 Days Collaborative.

PSBs are our primary audience because they:

Bring together the strategic leadership in an area around a common purpose enabling a systems approach to improving outcomes

Have a duty, as set out in the Well-being of Future Generations (Wales) Act 2015 to set objectives that maximise the PSBs contribution to the 7 well-being goals

Fodd bynnag, rydym yn cydnabod bod fforymau arweinyddiaeth strategol eraill yn bodoli ac y caiff rhagor eu datblygu dros amser.

Yr allwedd i ddarparu cydweithrediaeth leol lwyddiannus a all sicrhau newid yn y system yw ymgysylltu a mewnwediad ar lefel uwch-swyddogion.

Felly os oes rheswm penodol yn eich ardal leol pam y byddai fforwm arall mewn gwell sefyllfa i arwain gwaith eich grŵp cydweithredeol leol, gallwn drafod ymarferoldeb dull arall gyda chi.

However we recognise that other strategic leadership forums exist and more will develop over time.

The key to delivering a successful local collaborative group that can bring about system change is senior level engagement and oversight.

Therefore if within your local area there is a specific reason why another forum would be better placed to lead the work of your local collaborative group we can discuss the feasibility of an alternative approach with you.

Yr achos dros roi blaenoriaeth  
i weithredu yn y 1000 o  
ddiwrnodau cyntaf

The case for prioritising  
action in the first 1000 days

## Pam mae'r 1000 o ddiwrnodau cyntaf mor bwysig

Yn ystod y 1000 o ddiwrnodau cyntaf rydym yn gweld y twf a'r datblygiad cyflymaf o ran yr ymennydd.

Mae datblygiad pensaerniaeth ein hymennydd yn rhoi'r sylfaen ar gyfer ein hiechyd a'n llesiant yn y dyfodol a chaiff hyn ei effeithio gan ein profiadau cynharaf.

Caiff dylanwadau cadarnhaol ac amddiffynnol yn ystod y cyfnod hwn effaith barhaus ar ganlyniadau iechyd a llesiant am oes.

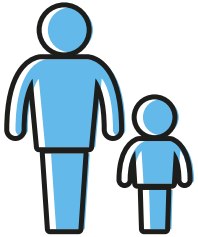
## Why the first 1000 days are so important

We see the most rapid phase of brain growth and development in the first 1000 days.

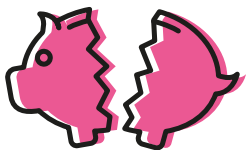
The development of our brain architecture provides the foundation for our future health and wellbeing and is affected by our earliest experiences.

Positive and protective influences in this time have a lasting impact on health and wellbeing outcomes across the lifecycle.

## Effaith hyd oes Lifelong impact



Amgylchedd teuluol,  
cymunedol a chymdeithasol  
sy'n ddiogel a gofalgwr  
**Safe & caring family,  
community & social  
environment**

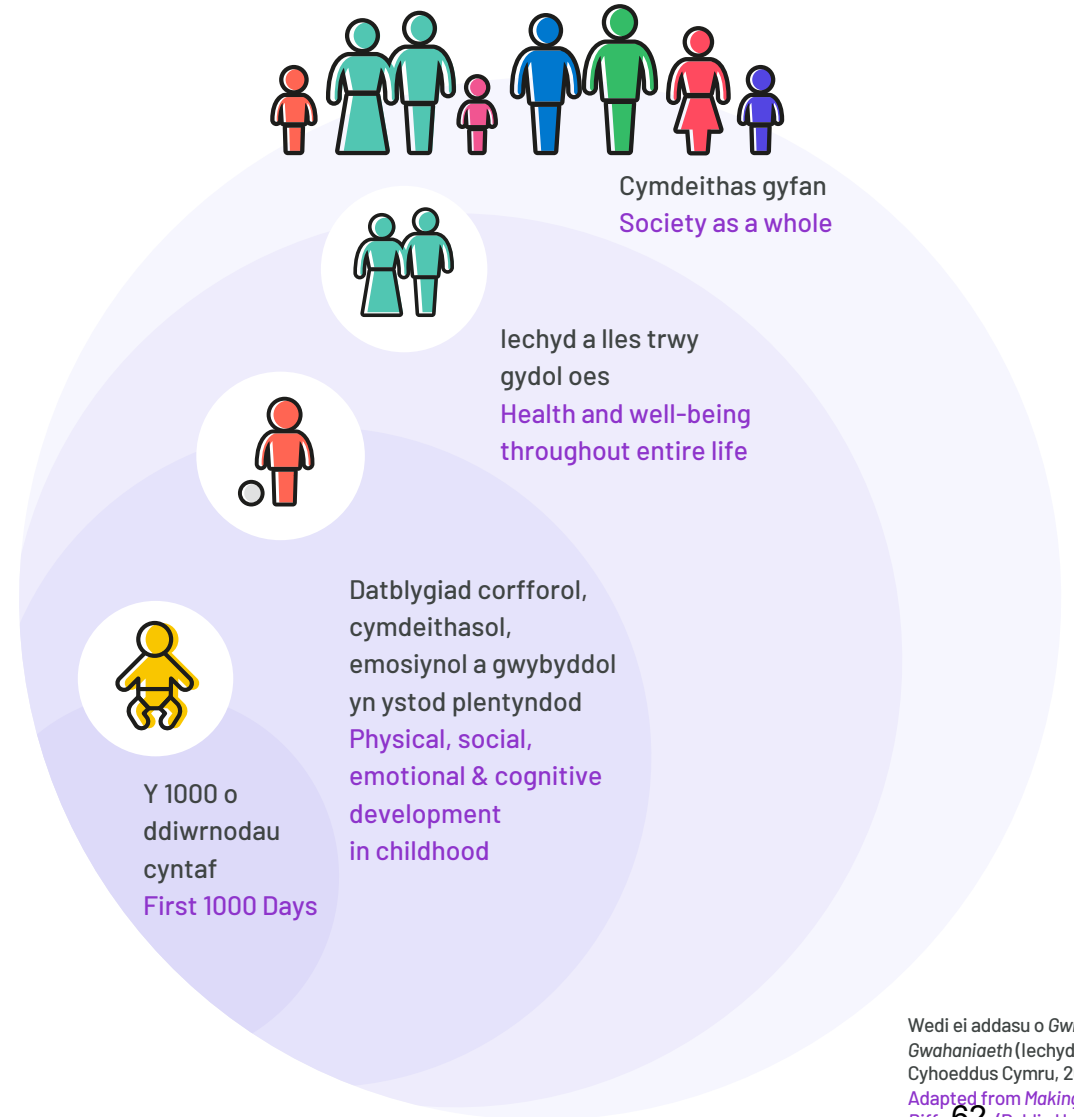


Tlodi ac amddifadedd  
**Poverty & deprivation**



Iechyd da cyn, yn ystod ac ar  
ôl mamolaeth  
**Good maternal health before,  
during & after pregnancy**

### Dylanwadu Influence





## Gwneud gwahaniaeth Making a difference



Dangoswyd bod rhoi blaenoriaeth i weithredu ar sail tystiolaeth yn ystod y 1000 o ddiwrnodau cyntaf yn atal problemau rhag codi a'i fod yn gost effeithiol.

Prioritising evidence based action in the first 1000 days has been shown to prevent problems arising and is cost effective.



Gellid gwneud mwy yng Nghymru i wella canlyniadau a lleihau anghydraddoldebau mewn beichiogrwydd ac yn ystod y blynyddoedd cynnar.

More could be done in Wales to improve outcomes and reduce inequalities in pregnancy and the early years.

## Gwneud gwahaniaeth Making a difference



Mae darparu gwasanaeth sydd ar gael i bawb y gellir ei ategu gan gymorth mwy dwys pan fydd ei angen ar deulu yn allweddol i leihau anghydraddoldebau iechyd.

The provision of a universal service offer that can be supplemented by more intensive support when a family needs it is key to reducing health inequalities.



Drwy weithio mewn partneriaeth, mae gennym gyfle i ailalinio'r system 1000 o ddiwrnodau cyntaf yng Nghymru. Gellir datblygu gwasanaethau a chymorth sy'n cyd-fynd yn well ag anghenion teuluoedd, gan ganolbwyntio mwy ar atal ac ymyrraeth gynnar.

By working in partnership we have an opportunity to realign the first 1000 days system in Wales. Building services and support that is better aligned to the needs of families with a greater focus on prevention and earlier intervention.

Beth yw Cydweithrediaeth y  
1000 Diwrnod Cyntaf?

What is the First 1000 Days  
Collaborative?



Mudiad o sefydliadau brwdfrydig sydd wedi ymrwymo i feddwl a gweithio'n wahanol i greu Cymru yr ydym i gyd am fyw ynnddi, nawr ac yn y dyfodol, yw Cymru Well Wales.

Drwy ddefnyddio gweithgareddau ac adnoddau, mae partneriaid Cymru Well Wales yn rhoi blaenoriaeth i weithredu ar faterion sy'n cyfrannu fwyaf at iechyd gwael yng Nghymru.

Mae'r 1000 o ddiwrnodau cyntaf yn flaenoriaeth i Cymru Well Wales gan y bydd rhoi'r dechrau gorau mewn bywyd i bob plentyn yn helpu i leihau anghydraddoldebau a gwella iechyd a llesiant am oes.

Cymru Well Wales is a movement of motivated organisations that are committed to thinking and working differently to create a Wales that we all want to live in, now and in the future.

By harnessing activity and resources, partners within Cymru Well Wales are prioritising action on the issues which contribute most towards poor health in Wales.

The first 1000 days is a Cymru Well Wales priority because giving every child the best start in life will help to reduce inequalities and improve health and wellbeing across the lifecycle.

Mae Tîm Rhaglen canolog yn gyfrifol am gefnogi'r gwaith o gyflawni amcanion Cydweithrediaeth y 1000 Diwrnod Cyntaf ac amcanion ehangach y rhaglen.

A central Programme Team has responsibility for supporting the effective delivery of the First 1000 Days Collaborative and wider programme objectives.

Mae'r tîm hwn yn helpu i sbarduno camau gweithredu lleol a chreu rhwydwaith o ardaloedd sydd wedi ymrwmo i wella canlyniadau yn ystod y 1000 o ddiwrnodau cyntaf o dan ymbarel Cydweithrediaeth y 1000 Diwrnod Cyntaf.

Rydym yn gweithio i hyrwyddo dull yn seiliedig ar gydweithredu gan mai'r rhai sy'n deall anghenion ac asedau eu cymunedau lleol orau yw'r bobl orau i gynllunio a chyflawni newid yn y system.

This team is helping to initiate local action and build a network of areas who are committed to improving outcomes in the first 1000 days under the umbrella of the First 1000 Days Collaborative.

We are working to promote a collaborative based approach because system change will be most effectively designed and delivered by those who best understand the needs and assets of their local communities.

Mae'r Gydweithrediaeth yn adeiladu ar y pum egwyddor sy'n llywio gwaith Cymru Well Wales  
The Collaborative's approach builds on the five principles which inform Cymru Well Wales' work



Gweithredu heddiw i atal iechyd  
gwael yfory  
Acting today to prevent poor  
health tomorrow



Gwella llesiant drwy harneisio  
gweithgarwch ac adnoddau i ehangu  
ein heffaith ar y cyd  
Improving wellbeing by harnessing  
activity & resources to amplify our  
collective impact



Meddwl a gweithio yn greadigol i fynd i'r  
afael ag anhydraddoldebau iechyd  
Thinking and working creatively to  
tackle health inequalities



Grymuso ein cymunedau ym  
mhopeth a wnawn  
Empowering our communities  
in all that we do



Dysgu gan eraill i gynllunio camau  
gweithredu arloesol ar gyfer y dyfodol  
Learning from others to design  
innovative action for the future

Mae'r Gydweithrediaeth yn dilyn y pum ffordd o weithio a gaiff eu hamlinellu yn Neddf Llesiant Cenedlaethau'r Dyfodol  
The Collaborative's approach aligns with the five ways of working outlined by the Wellbeing of Future Generations Act



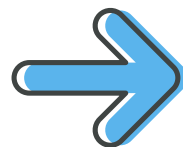
Integreiddio  
Integration



Atal  
Prevention



Cydweithio  
Collaboration



Hirdymor  
Long Term



Cynnwys  
Involvement

Pam ymuno â Chydweithrediaeth  
y 1000 Diwrnod Cyntaf?

Why Join the First 1000 Days  
Collaborative?



Mae ardaloedd lleol sy'n ymuno â Chydweithrediaeth y 1000 Diwrnod Cyntaf yn ymrwymo i:  
Local areas that join the First 1000 Days Collaborative commit to:



Greu cynghrair o bartneriaid  
amlasiantaeth sy'n cynrychioli'r  
system 1000 o ddiwrnodau cyntaf  
yn eich ardal chi  
**Build a local coalition of multiagency  
partners who represent the first  
1000 days system in your area**



Nodi, profi a gwerthuso newidiadau i  
wella ansawdd ar sail gwasanaeth a  
newidiadau i'r system  
**Identify, test and evaluate service  
based quality improvement and  
system changes**



Meithrin cyd-ddealltwriaeth o'r  
system 1000 o ddiwrnodau  
cyntaf bresennol  
**Build a joint understanding of the  
current first 1000 days system**



Rhannu'r hyn rydych wedi'i  
ddysgu â'r tîm canolog ac aelodau  
eraill o'r Gydweithrediaeth  
**Share your learning with the  
central team and other members  
of the Collaborative**

**Mae ymuno â'r Gydweithrediaeth yn cynnwys y cyfleoedd a'r manteision a ganlyn:**

Cymorth i hyrwyddo pwysigrwydd y 1000 o ddiwrnodau cyntaf â phartneriaid allweddol a dylanwadwyr lleol

Cymorth i gychwyn arni, gan gynnwys cynnal Digwyddiad Ymgysylltu â'r System ar y cyd, a chanllawiau ar gyfer sefydlu Grŵp Cydweithredol Lleol

Mynediad i Rwydwaith Cydweithrediaeth cenedlaethol i rannu a nodi cyd-flaenoriaethau ar gyfer dylanwadu ar bolisi ac ymarfer

Cyllid grant bach er mwyn helpu i gynnal profion ar weithgareddau gwella lleol

**Joining the Collaborative includes the following opportunities and benefits:**

Assistance with promoting the importance of the first 1000 days with key partners and local influencers

Support with getting started, including jointly hosting a System Engagement Event, and guidance for establishing a Local Collaborative Group

Access to a national Collaborative Network to share learning and identify collective priorities for influencing policy and practice

Access to small grant funding to help enable tests of local improvement activity

Cyfrannu at ddatblygu a phrofi gwybodaeth gyhoeddus a gaiff ei chynhyrchu'n genedlaethol

Blaenoriaeth o ran cael lle mewn digwyddiadau dysgu a hyfforddiant y 1000 Diwrnod Cyntaf

Canllawiau a chymorth ar gyfer gwerthuso a mesur effaith

Cyfrannu at nodi blaenoriaethau ymchwil a chymryd rhan weithredol yn y gwaith o ddatblygu a rhannu'r dystiolaeth o fewn y 1000 o ddiwrnodau cyntaf

Bod yn rhan o lais ar y cyd ar gyfer dylanwadu ar draws y system 1000 o ddiwrnodau cyntaf yn genedlaethol

Contribute to and influence the development and testing of nationally produced public information

Priority access to national First 1000 Days learning events and training opportunities

Guidance and support for evaluation and measuring impact

Contribute to identifying research priorities and to be actively involved in the development and dissemination of the evidence base within the first 1000 days

Be part of a collective voice for influencing across the first 1000 days system nationally

Camau allweddol o ran  
ymuno â Chydweithrediaeth  
y 1000 Diwrnod Cyntaf

Key steps involved in  
joining the First 1000 Days  
Collaborative

## Dechrau Arni: Y Camau Allweddol

1

Dechreuwch sgwrs yn eich Bwrdd Gwasanaethau Cyhoeddus ynglŷn ag ymuno â Chydweithrediaeth y 1000 Diwrnod Cyntaf

Begin a conversation in your PSB about joining the First 1000 Days Collaborative

2

Cyflwynwch yr achos dros weithredu ac ymuno â Chydweithrediaeth y 1000 Diwrnod Cyntaf

Make the case for action and join the First 1000 Days Collaborative

## Getting Started: Key Stages

3

Cynhaliwch Ddigidwyddiad Ymgysylltu â'r System a dechrau nodi cyfleoedd i newid y system

Hold a local System Engagement Event and begin to identifying opportunities for system change

4

Ffurfiwch Grŵp Cydweithrediaeth Lleol y 1000 Diwrnod Cyntaf

Form your Local First 1000 Days Collaborative Group

## Cam Un

Dechreuwch sgwrs yn eich Bwrdd Gwasanaethau Cyhoeddus ynglŷn ag ymuno â Chydweithrediaeth y 1000 Diwrnod Cyntaf

Mae Byrddau Gwasanaethau Cyhoeddus yn dwyn ynghyd yr arweiniad strategol mewn ardal at ddiben cyffredin.

Rydym wedi canfod bod cymorth strategol uwch a ddaw yn sgil ymgysylltiad Byrddau Gwasanaethau Cyhoeddus yn hanfodol i lwyddiant ardaloedd cydweithredol lleol.

Mae llawer o Fyrddau Gwasanaethau Cyhoeddus wedi nodi'r Blynyddoedd Cynnar neu'r 1000 Diwrnod Cyntaf yn benodol fel blaenoriaeth yn eu hamcanion llesiant. Gall y Gydweithrediaeth gefnogi Byrddau Gwasanaethau Cyhoeddus i gyflawni'r blaenoriaethau hyn a chyflawni'r disgwyliadau a nodir yn Neddf Llesiant Cenedlaethau'r Cyfodol.

## Stage One

Begin a conversation in your PSB about joining the First 1000 Days Collaborative

Public Services Boards bring together the strategic leadership in an area around a common purpose.

We have found that the senior strategic support that comes with PSB engagement is instrumental to the success of local collaborative areas.

Many PSBs have identified the Early Years or the First 1000 Days specifically as priorities in their well-being objectives. The Collaborative can support PSBs in delivering on these priorities and fulfil the expectations set out in the Wellbeing of Future Generations Act.

## Cam Dau

Cyflwynwch yr achos dros weithredu ac ymuno â Chydweithrediaeth y 1000 Diwrnod Cyntaf

Mae cefnogi holl aelodau eich Bwrdd Gwasanaethau Cyhoeddus i ddeall pwysigrwydd gweithredu yn ystod y 1000 o ddiwrnodau cyntaf yn allweddol er mwyn ennyn cefnogaeth barhaus i waith eich Grŵp Cydweithrediaeth Lleol, ac ymrwmo i hynny.

## Stage Two

Make the case for action and join the First 1000 Days Collaborative

Supporting all PSB members to understand and commit to the importance of action in the first 1000 days is key to building ongoing support for the work of your local collaborative group.

## Cam Dau

**Wrth gyflwyno'r achos dros weithredu i'ch Bwrdd Gwasanaethau Cyhoeddus, rydym wedi canfod ei bod yn ddefnyddiol gallu cyflwyno:**

- Gwybodaeth glir ynghylch pam mae gweithredu i wella canlyniadau yn ystod y 1000 o ddiwrnodau cyntaf mor bwysig
- Beth sy'n hysbys am ganlyniadau yn yr ardal leol ar hyn o bryd
- Sut y gall ymuno â Chydweithrediaeth y 1000 Diwrnod Cyntaf helpu i sicrhau gwell canlyniadau yn eich ardal leol
- Trosolwg o'r hyn y mae bwrdd gwasanaethau cyhoeddus yn ymrwmo iddo wrth ymuno â'r Gydweithrediaeth

## Stage Two

**When making the case for action to your PSB we have found it is helpful to present:**

- A clear narrative around why action to improve outcomes in the first 1000 days is so important
- What is known about outcomes currently in the local area
- How joining the First 1000 Days Collaborative can help to achieve improved outcomes in your local area
- An overview of what a PSB is committing to do when it joins the Collaborative



## Cam Dau

Gall y Tîm Rhaglen canolog eich cynorthwyo i gyflwyno eich achos dros weithredu.

Y nod o wneud yr achos dros weithredu yw sicrhau cytundeb gan y Bwrdd Gwasanaethau Cyhoeddus i ymuno â Chydweithrediaeth y 1000 Diwrnod Cyntaf. Caiff hyn ei ffurfioli drwy gytuno i ymrwymo â Chytundeb Partneriaeth y 1000 Diwrnod Cyntaf.

## Stage Two

The central Programme Team can support you with making the case for action.

The aim of making the case for action is to secure agreement from the PSB to join the First 1000 Days Collaborative. This is formalised by signing up to the F1000D Partnership Agreement.

## Cam Tri

Cynhaliwch Ddigwyddiad Ymgysylltu â'r System a dechrau nodi cyfleoedd ar gyfer newid system

Ar ôl i'r Bwrdd Gwasanaethau Cyhoeddus ymuno â'r Gydweithrediaeth, y cam nesaf yw ymgysylltu â'r system ehangach a lansio Gŵp Cydweithrediaeth Lleol.

Mae'r broses o ymgysylltu â'r system ehangach yn dechrau drwy gynnal Ddigwyddiad Ymgysylltu â'r System ar y cyd rhwng y Bwrdd Gwasanaethau Lleol a Chydweithrediaeth y 1000 Diwrnod Cyntaf. Mae'r digwyddiad hwn ym cynnwys partneriaid yn y system leol ehangach gyda'r nod o greu dealltwriaeth ehangach o'r angen i wneud rhywbeth gwahanol i wella canlyniadau yn ystod y 1000 o ddiwrnodau cyntaf, a'r cyfleoedd i wneud hynny.

## Stage Three

Hold a local System Engagement Event and begin to identify opportunities for system change

Once the PSB has joined the Collaborative the next step is to engage the wider system and launch your local collaborative group.

The process of wider system engagement begins with hosting a joint PSB/First 1000 Days Collaborative System Engagement Event. This event engages partners in the broader local system with the aim of building a wider understanding of the need to, and opportunities for, doing something different to improve outcomes in the first 1000 days.

## Bwriad y digwyddiad yw helpu ardaloedd lleol i:



Sicrhau gwell dealltwriaeth o sut y mae system y 1000 o ddiwrnodau cyntaf yn edrych ar hyn o bryd



Nodi 'rhestr hir' gychwynnol o flaenoriaethau gweithredu posibl

## The event is designed to help local areas:



Develop a better understanding of what the local first 1000 days system looks like now



Identify an initial 'long list' of potential priorities for action

Dyma'r cam hefyd y dylai'r ardal leol geisio dechrau datblygu trefniadau adnoddau a llywodraethu ar gyfer eu hardal gydweithredol leol.

Mae hyn yn cynnwys canfod aelodaeth graidd y grŵp lleol a phennu cylch gorchwyl. Byddem yn awgrymu nodi Uwch Swyddog Cyfrifol ar gyfer y prosiect fel rhan o drefniadau llywodraethu lleol.

Yna, gall y Bwrdd Gwasanaethau Cyhoeddus roi'r wybodaeth ddiweddaraf am ganlyniad y gweithgareddau cwmpasu hyn drwy ddarparu adroddiad yn cynrychioli'r canfyddiadau o'u Digwyddiad Ymgysylltu â'r System a'r trefniadau ar gyfer darparu adnoddau a llywodraethu arfaethedig ar gyfer y Grŵp Cydweithrediaeth Lleol.

This is also the stage at which the local area should begin to develop the resourcing and governance arrangements for their local collaborative area.

This includes identifying the core membership of the local group and setting terms of reference. We would recommend identifying a Senior Responsible Officer for the project as part of local governance arrangements.

The PSB can then be updated on the outcome of this scoping activity through the provision of a report presenting the findings from their System Engagement Event and the proposed resourcing and governance arrangements for a Local Collaborative Group.

## Cam Pedwar

### Ffurfiwch Grŵp Cydweithrediaeth Lleol y 1000 Diwrnod Cyntaf

Nawr, rydych yn barod i gynnal eich cyfarfod cyntaf o'r Grŵp Cydweithrediaeth Lleol. Mae'r Tîm Rhaglen canolog ar gael i helpu i'ch arwain drwy gamau cyntaf sefydlu'r grŵp.

Mae'r grŵp hwn yn gweithredu fel cynghrair o bartneriaid amlasiantaeth sy'n rhan o'r system 1000 o ddiwrnodau cyntaf yn eich ardal chi. Bydd pob ardal mewn sefyllfa ychydig yn wahanol wrth ystyried aeddfedrwydd eu system leol. Fodd bynnag, y camau cyntaf a gaiff eu cymryd gan y rhan fwyaf o ardaloedd cydweithredol yw parhau â'r gwaith a gaiff ei ddechrau yn y Digwyddiad Ymgysylltu â'r System a blaenoriaethu'r broses o sicrhau cyd-ddealltwriaeth o'r system 1000 o ddiwrnodau cyntaf bresennol.

## Stage Four

### Form your Local First 1000 Days Collaborative Group

You are now ready to hold your first meeting of the local collaborative group. The central Programme Team are available to help guide the early stages of establishing the group.

This group acts as a local coalition of multiagency partners who make up the first 1000 days system in your area. Every area will be at a slightly different place when considering the maturity of their local system. However the first step taken by most collaborative areas is to continue the work that starts in the System Engagement Event and prioritise building a joint understanding of the current first 1000 days system.

Yna, gall y grŵp ddechrau canfod, blaenoriaethu, profi a gwerthuso newidiadau gwella ansawdd yn seiliedig ar wasanaeth a newidiadau i systemau.

Mae cefnogaeth barhaus ar gael i ardaloedd lleol drwy fynediad i Rwydwaith Cydweithredol. Mae hyn yn dwyn ynghyd holl ardaloedd y Gydwethrediaeth i rannu gwersi a ddysgir a chanfod blaenoriaethau ar y cyd ar gyfer dylanwadu ar bolisiau ac arferion.

The group can then begin to identify, prioritise, test and evaluate service based quality improvement and system changes.

Ongoing support is available to local areas through access to a Collaborative Network. This brings together all of our Collaborative areas to share learning and identify collective priorities for influencing policy and practice.

# Rhestr Wirio Check List

## Rhestr Wirio – Cam Un

### Check List – Stage One



Penodwch arweinydd dynodedig o fewn y Bwrdd Gwasanaethau Cyhoeddus i arwain a noddi'r agenda Blynyddoedd Cynnar a'r 1000 Diwrnod Cyntaf

Secure a nominated lead within the PSB to guide and sponsor the Early Years and F1000D agenda



Cysylltwch â Thîm y Rhaglen yn ganolog i gael gwybodaeth am y cymorth sydd ar gael

Contact the central Programme Team for information about the support available



## Rhestr Wirio – Cam Dau Check List – Stage Two

Cyflwynwch yr achos dros weithredu yn y 1000 o ddiwrnodau cyntaf i'r Bwrdd Gwasanaethau Cyhoeddus, gan ddefnyddio:

Present the case for action in the first 1000 days to the PSB drawing on:



Cynnwys Asesiadau Llesiant Lleol, gwybodaeth am iechyd neu wasanaeth y boblogaeth, barn y cyhoedd ac adborth gan Gomisiynydd Llesiant Cenedlaethau'r Dyfodol

*The content of local Wellbeing Assessments, population health or service intelligence, views from the public, and feedback from the Wellbeing of Future Generations Commissioner*



Y manteision i'r Bwrdd Gwasanaethau Cyhoeddus o ymuno â Chydweithrediaeth y 1000 Diwrnod Cyntaf a'r ymrwymiad sydd ei angen gan yr ardal gydweithrediaeth leol

*The benefits of joining the F1000D Collaborative to the PSB and the commitments required of the local Collaborative area*



Yr hyn sy'n hysbys eisoes am weithgareddau lleol fel sail ar gyfer gweithredu yn y 1000 o ddiwrnodau cyntaf, a gwybodaeth glir ynghylch pam mae gweithredu i wella canlyniadau yn y 1000 o ddiwrnodau cyntaf mor bwysig i wella canlyniadau yn eich ardal

*What is currently known about existing local activity as a foundation for action in the first 1000 days, and a clear narrative about why the first 1000 days are important to improving outcomes in your area*

## Rhestr Wirio – Cam Dau

### Check List – Stage Two



Sicrhau cytundeb y Bwrdd Gwasanaethau  
Cyhoeddus i ymuno â Chydweithrediaeth y  
1000 Diwrnod Cyntaf

Secure PSB agreement to join the F1000D  
Collaborative



Llofnodi Cytundeb Partneriaeth y 1000  
Diwrnod Cyntaf

Sign the F1000D Partnership Agreement



Canfod uwch arweinydd gweithredol i  
arwain ar lunio grŵp gorchwyl a gorffen y  
1000 Diwrnod Cyntaf i gynllunio a darparu  
Digwyddiad Ymgysylltu â'r System aml-  
asiantaethol a thraws-sector

Identify a senior operational lead to form a  
local F1000D task-and-finish group to plan  
and deliver a multi-agency, cross sector  
System Engagement Event

## Rhestr Wirio – Cam Tri

### Check List – Stage Three



Cwrdd â Thîm canolog Rhaglen y 1000 Diwrnod Cyntaf i drafod nodau'r Digwyddiad Ymgysylltu â'r System a dechrau'r broses gynllunio

Meet with the central F1000D

Programme team for a discussion about the aims of the System Engagement

Event and begin the planning process



Cynllunio a threfnu Digwyddiad Ymgysylltu â'r System yn lleol wrth ddefnyddio'r Pecyn Cymorth a ddarparwyd

Plan and host a local System Engagement Event using the toolkit provided



Nodi ardaloedd ar gyfer gwella ac argymhellion ar gyfer gweithredu, sy'n deillio o'r digwyddiad ar gyfer y Bwrdd Gwasanaethau Cyhoeddus

Report areas for improvement and recommendations for action arising from the event to the PSB



Ar lefel y Bwrdd Gwasanaethau Cyhoeddus, cytuno ar yr ardaloedd blaenoriaeth ar gyfer gwella a datblygu

Agree at PSB level the priority areas for improvement and development

## Rhestr Wirio – Cam Pedwar

### Check List – Stage Four



Sefydlu Grŵp Cydweithrediaeth y 1000 Diwrnod Cyntaf Lleol o dan arweiniad gweithredol uwch o fewn strwythur llywodraethu sy'n adrodd i'r Bwrdd Gwasanaethau Cyhoeddus  
Establish the Local F1000D Collaborative Group under senior operational leadership within a governance structure reporting to the PSB



Cyllido'r Grŵp Cydweithrediaeth Lleol i gyflawni newidiadau i'r system  
Resource the Local F1000D Collaborative Group to deliver system change

# Gwybodaeth Bellach

## Further Information

Os oes gennych unrhyw gwestiynau ynghylch y canllaw hwn, neu Gydweithrediaeth y 1000 Diwrnod Cyntaf, cysylltwch â'r tîm canolog:  
[1000DC@wales.nhs.uk](mailto:1000DC@wales.nhs.uk)

If you have any questions relating to this guide or the First 1000 Days Collaborative, please contact the central team:  
[F1000D@wales.nhs.uk](mailto:F1000D@wales.nhs.uk)



**Item 6**

<b>DATE OF MEETING</b>	17 <sup>th</sup> April 2018
<b>REPORT TITLE</b>	<b>Letter from the Older People’s Commissioner for Wales</b>
<b>PURPOSE</b>	<p>The Older People’s Commissioner for Wales has written to PSB’s following a review of all draft Well-being Plans in Wales, reminding partners of the need to consider older people as expressed in previous correspondence to the PSB.</p> <p>In summary, the letter re-iterates expectations that PSB’s have a clear focus on meeting the needs of older people in Well-being Plans.</p> <p>Due to the style of Pembrokeshire’s Well-being Plan and the deliberately high-level approach adopted by the PSB in its production, the kind of detail which it appears the Commissioner expects to see is not apparent in our Plan.</p> <p>The PSB’s approach has been to place all constituent groups in the centre of its Plan and that through an integrated approach across all life stages it expects to have the most impact in improving well-being for <b>all</b> people and communities in Pembrokeshire.</p> <p>Nonetheless, it should be noted that the needs and circumstances of older people, as well as the valuable strengths and assets they bring, is implicit in large parts of the Plan (particularly in the Resourceful Communities and Tackling Rurality priorities) and it will be during the delivery stage that the exact detail in terms of outcomes the PSB would expect to see will be explored and defined.</p> <p>The Commissioner’s letter is attached for information.</p>
<b>RECOMMENDATION(S)</b>	That the PSB notes the letter from the Older People’s Commissioner for Wales.
<b>AUTHOR</b>	Nick Evans, Partnership and Scrutiny Support Manager







**03442 640 670**

Rydym yn croesawu  
galwadau yn Gymraeg

Adeiladau Cambrian  
Sqwâr Mount Stuart  
Caerdydd CF10 5FL

To: Public Services Board Chairs  
CC: Public Services Board Officers  
CC: Local Authority Strategy for Older People Coordinators

23<sup>rd</sup> February 2018

Cambrian Buildings  
Mount Stuart Square  
Cardiff CF10 5FL

**Re: Draft Local Well-being Plans**

Dear Chairs,

Ahead of the publication of the Local Well-being Plans in May, I would remind you of the need to consider older people, and how we make the most from an ageing population, from the outset. I have reviewed the draft Local Well-being Plans and they vary greatly in terms of the focus on older people, how their needs and circumstances are acknowledged and taken forward, the clear focus required on outcomes, and how an 'ageing well' approach is embedded in the plans.

I have been clear that older people are a valuable asset, worth £1bn net to the Welsh economy annually. My challenge to the Boards is to help double this contribution and more, recognising that an ageing population brings with it certain challenges but also a range of opportunities, supporting older people's health, independence and well-being, and reducing the demand on health and social care budgets. Good, positive and empowering references to older people include the following:

- "Many older people will continue to work and contribute in full within their communities" (Gwynedd-Anglesey)
- "The older population increase should also be considered in a positive light as more older people would be available for working, caring or volunteering within our communities" (Neath Port Talbot)
- "Older people will increasingly become an important asset to the city, making a significant contribution" (Cardiff)

---

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

- “Supporting more people to a healthy older age where they can continue to work for as long as they wish to” (Torfaen)
- “Older people will have increased levels of independence, stronger community relationships, and increased healthy life expectancy” (Blaenau Gwent)
- “Older people are a significant asset to Wales” (Monmouthshire)
- “The positive attributes of our ageing population will be recognised and respected” (Vale of Glamorgan)

Furthermore, the draft plans vary greatly in terms of addressing the key challenges facing older people. In line with the key themes of the Ageing Well in Wales programme<sup>1</sup>, I expect to see that you have considered how you can take steps to meet your well-being objectives that consider dementia, falls prevention, tackling loneliness and isolation, and improving learning and employment opportunities for older people, as well as a commitment to establish age-friendly communities.

I expect that the six targets/goals that I challenged Boards to embrace are addressed through the well-being plans (see Annex A). Good practice includes the following:

- A clear ‘Promoting Resilience in Older People’ outcome (Conwy-Denbighshire)
- A clear ‘Cardiff is a great place to grow older’ ambition, supported by outcome indicators for older people
- A commitment to embed and develop an ‘ageing well’ approach (Flintshire, Swansea, Neath Port Talbot, Torfaen, Monmouthshire, Cwm Taf, Carmarthenshire)
- A commitment to develop age and dementia friendly communities (Neath Port Talbot, Bridgend, Cardiff, Blaenau Gwent, Monmouthshire, Cwm Taf)

I trust that these comments are helpful. My previous publications to the Boards provide further detail on what a good Local Well-being Plan looks like from the perspective of older people (see Annex B). I welcome your thoughts, and please contact my Communities, Local Government and Well-being Lead, Iwan Williams

---

<sup>1</sup> <http://www.ageingwellinwales.com/en/home>

([ewan.williams@olderpeoplewales.com](mailto:ewan.williams@olderpeoplewales.com), 02920 445 045) to discuss these issues further.

Yours sincerely,

A handwritten signature in black ink that reads "Sarah Rochira". The signature is written in a cursive, flowing style.

**Sarah Rochira**  
**Older People's Commissioner for Wales**

## **Annex A: Older People's Commissioner's six targets/goals for inclusion in the Local Well-being Plans**

- A specific reduction in the number of older people falling in the Local Authority within the first three years of the Local Wellbeing Plan, with explicit subsequent five year targets;
- A specific reduction in the number of older people affected by domestic abuse in the Local Authority within the first three years of the Local Wellbeing Plan, with explicit subsequent five year targets;
- A specific reduction in the number of older people affected by loneliness and isolation in the Local Authority within the first three years of the Local Wellbeing Plan, with explicit subsequent five year targets;
- A specific increase in the number of older people with dementia supported to live well in their communities within the Local Authority within the first three years of the Local Wellbeing Plan, with explicit subsequent five year targets;
- A specific reduction in the number of older people living in poverty in the Local Authority within the first three years of the Local Wellbeing Plan with explicit subsequent five year targets. Indicators could include: increased retention of or return to employment by people aged 50+, increased uptake of financial entitlements amongst older people, and a reduction in the number of older people affected by fuel poverty; and
- A specific increase in the number of older people who are and feel safe in their local communities and are actively able to do the things that matter to them, within the first three years of the Local Wellbeing Plan, and with explicit subsequent five year targets.

## **Annex B: Older People's Commissioner publications for Public Services Boards**

- Guidance to PSBs on preparing Local Well-being Plans (October 2016)  
[http://www.olderpeoplewales.com/en/Publications/pub-story/16-10-05/Preparing\\_Local\\_Wellbeing\\_Plans\\_Guidance\\_for\\_Public\\_Services\\_Boards.aspx](http://www.olderpeoplewales.com/en/Publications/pub-story/16-10-05/Preparing_Local_Wellbeing_Plans_Guidance_for_Public_Services_Boards.aspx)
- Overview of PSB Assessments of Local Well-being (August 2017)  
[http://www.olderpeoplewales.com/en/Publications/pub-story/17-08-24/PSB\\_Assessments\\_of\\_Local\\_Wellbeing\\_overview.aspx](http://www.olderpeoplewales.com/en/Publications/pub-story/17-08-24/PSB_Assessments_of_Local_Wellbeing_overview.aspx)



**Item 7**

<b>DATE OF MEETING</b>	17 <sup>th</sup> April 2018
<b>REPORT TITLE</b>	<b>West Wales Regional PSB event</b>
<b>PURPOSE</b>	<p>In September 2017, the PSB discussed opportunities to share information and align elements of work on a regional basis. The Chair agreed to write to regional PSB's to determine whether there was a shared interest in holding a regional event at which issues of commonality could be explored.</p> <p>Subsequently, Carmarthenshire, Ceredigion and Powys PSB's confirmed they would welcome attending a regional event.</p> <p>The first regional PSB event will be hosted in Pembrokeshire in Haverfordwest on <b>Monday, 25<sup>th</sup> June, 10am – 3pm</b> at Pembrokeshire Archives.</p>
<b>RECOMMENDATION(S)</b>	To ensure best use is made of the day, partners are invited to discuss potential topics and the most appropriate format / structure for the event.
<b>AUTHOR</b>	Nick Evans, Partnership and Scrutiny Support Manager





**Item 8**

<b>DATE OF MEETING</b>	17 <sup>th</sup> April 2018
<b>REPORT TITLE</b>	<b>Defibrillators project update</b>
<b>PURPOSE</b>	<p>The PSB has agreed to scope the potential for rolling out a publicity campaign to raise awareness of the use and locations of defibrillators in Pembrokeshire.</p> <p>Deputy Chief Fire Officer, Rob Quin, agreed to lead on the project and an update report on the work undertaken to date is attached, along with maps showing the locations of defibrillators in Pembrokeshire at appendix A and B.</p>
<b>RECOMMENDATION</b>	To note progress to date and options for further development of the scheme
<b>AUTHOR</b>	Rob Quin, Deputy Chief Fire Officer, MWWFRS

## **Publicity campaign to raise public awareness of the use and locations of defibrillators in Pembrokeshire and options to take forward a programme of raising public awareness of defibrillators in the County**

### **Background**

At its meeting on Tuesday 18 July the Public Services Board considered a report following a notice of motion from Councillor Bryan, proposing for a publicity campaign to be undertaken in order to raise awareness of the use and locations of defibrillators in Pembrokeshire.

It was agreed by Public Services Board Members that a publicity campaign would be undertaken to deliver a promotional campaign to raise awareness of the use and locations of defibrillators in the County. It was also agreed that the scope of this work would be extended to include the expansion of the number of defibrillator schemes in Pembrokeshire

Deputy Chief Fire Officer, Rob Quin agreed to lead on the project.

### **Recent work undertaken**

- Notification was received from Janet at Pembrokeshire College that the LEADER bid was unfortunately unsuccessful. The information provided confirmed that the bid had in the main been rejected for the following reasons; that a partnership should be considered with other providers (Red Cross & St John Ambulance) and have greater involvement from communities who would benefit, and also the fact that defibrillators were easy to use.
- Rob Quin has met with Sarah Jennings from Hywel Dda Health Board to discuss a possible bid into the defibrillators project fund to provide some support for the project.
- Mid and West Wales Fire Service have created maps of the defibrillator locations in Pembrokeshire. One map contains the locations of the defibrillators located in the Community Council areas and the other map contains the defibrillators located within the hamlets in Pembrokeshire.
- Discussions have taken place with Anthony Hamilton-Shaw from the Charity Cariat with regards to providing community defibrillator training.
- We have identified that the purchase cost for a defibrillator are as follows; Defibrillator unit cost is £900.00, which includes free annual basis life support and defibrillator training, Zoll AED Plus, CPR-D pads & Pedi Pasz, maintenance, service, replacement pads and batteries.

If the unit was to be located outdoors, it would need to be placed in a heated external cabinet, at an additional cost of £339.00 or £359.00 for a coded cabinet (where is code is released from the Ambulance Service).

- Those who made enquiries with regards to the cost of purchasing a defibrillator have been provided with this information.



## Previous work undertaken

We have established from the NHS and Cariatd Charity the current locations of all defibrillators in the County of Pembrokeshire. A spreadsheet has been created to record all of the locations, with additional tabs broken down per area i.e. Milford Haven, Haverfordwest, Tenby etc. There are **175** defibrillators located in Pembrokeshire.

Contact was made with Anthony Hamilton-Shaw from the Cariatd Charity. Mid and West Wales Fire and Rescue Service have worked collaboratively with the Cariatd charity and the Welsh Ambulance Service to provide Co-Responder and Defibrillator capability.

Anthony was happy to support and publicity campaign undertaken by the Public Services Board, by promoting on their social media pages and also attend locations with awareness displays and training.

We wrote out to a number of Pembrokeshire businesses and Town and Community Councils to inform them of the publicity campaign as well as request any support from them in promoting the defibrillator locations, and should they wish to sponsor a community to raise funds to purchase a defibrillator, that would be much appreciated. We wrote to a total of 507 businesses in the Pembrokeshire area, these included; supermarkets, shops, local garages, caravan parks, hotels, tourist attractions to name a few.

So far, we have received a number of encouraging responses from local Pembrokeshire businesses.

All local businesses and Town and Community Councils who expressed an interest in the campaign have been written to and provided with a progress update. The letter also confirmed the cost price of a defibrillator and provided information and contact details for defibrillator training.

Letters were also sent to local heart charities; Welsh Hearts, Cariatd Charity, Heart Research Wales, Phoenix ICD Support Group (South West Wales) and British Heart Foundation for their information and to inform them of the publicity campaign that would be undertaken by the PSB.

Amy met with Annie from PLANED and Janet from Pembrokeshire College to discuss the re-submission of a LEADER bid for the Safer Communities Project. The bid was submitted on the 31 October, with the aim of supporting communities in Pembrokeshire to make them safer, more resourceful and sustainable.

Justin Jones the Service's Medical Response Officer confirmed that the WAST have their own social media strategies with regards to the promoting of defibrillators. Gerald Rotwelt is the contact for this information. Gerard also has sight of the overall strategy for Wales, which is the out of hospital cardiac arrest strategy for the NHS and Welsh Government, the British Heart Foundation have been the lead on this strategy. <http://gov.wales/docs/dhss/publications/170629cardiac-planen.pdf>

Justin recommended coinciding the PSB's publicity / promotional campaigns with the ones that are already being undertaken by WAST, by doing a joint publicity campaign around some of their campaigns such as "Shocktober" which raises awareness and publicizes Community Safety messages for the whole month, and also Restart the

Heart which takes place on 16 October to mark European Restart a Heart Day – He said that the Ambulance Service provide free cardiopulmonary resuscitation training in schools and this could be something they could provide to the schools / colleges in Pembrokeshire with the PSB's assistance. There is also "defibuary" which takes place in February.

It was also recommended that we work with Cariad, Welsh Heart, and the British Heart Foundation.

**Next Steps:**

Discuss the finer details for the publicity campaign – use of social media, PSB partner's stakeholders and channels for promotion, posters and notices. – **Awaiting Communications Teams information.**

Identify how the PSB would like the publicity campaign to take shape and identify what partners have to assist with the promotional campaign.

Arrange for training events to be held.

Liaise with the press to identify if they are able to assist with the publicity campaign.

Encourage fundraising schemes to support the purchase of further defibrillators/equipment.



