



Comisiynydd  
**Cenedlaethau'r  
Dyfodol**  
Cymru

**Future  
Generations**  
Commissioner  
for Wales

# Nodi'r Daith

## Marking the Journey

### Deddf Llesiant Cenedlaethau'r Dyfodol ac Adroddiadau Blynyddol

### Well-being of Future Generations Act and Annual Reports

Data Cymru  
Digwyddiad Hysbysrwydd Cenedlaethol  
National Intelligence Event  
22/11/18



**Heledd Morgan**  
**@MorganHeledd #NIE18 #DHE18**

[cenedlaethaurdyfodol.cymru](http://cenedlaethaurdyfodol.cymru) | [futuregenerations.wales](http://futuregenerations.wales) | [@futuregencymru](https://twitter.com/futuregencymru)

**Ydym ni'n gwneud gwahaniaeth?  
Deall ein heffaith ar lesiant**

**Are we making a difference?  
Understanding our impact on well-being**



# Comisiynydd Cenedlaethau'r Dyfodol Cymru

## The Future Generations Commissioner for Wales

*Ein dyletswydd gyffredinol:*

*(a) hyrwyddo'r egwyddor datblygu cynaliadwy, yn arbennig er mwyn—*

*(i) gweithredu fel gwarchodwr gallu cenedlaethau'r dyfodol i ddiwallu eu hanghenion, a*

*(ii) annog cyrff cyhoeddus i roi rhagor o ystyriaeth i effaith hirdymor yr hyn a wnânt, a*

**(b) at y diben hwnnw i fonitro ac asesu cyflawniad yr amcanion llesiant a osodir gan gyrff cyhoeddus.**

**Our general duty:**

•(a)to promote the sustainable development principle, in particular to—

•(i)act as a guardian of the ability of future generations to meet their needs, and

•(ii)encourage public bodies to take greater account of the long-term impact of the things that they do, and

•(b)**for that purpose to monitor and assess the extent to which well-being objectives set by public bodies are being met.**



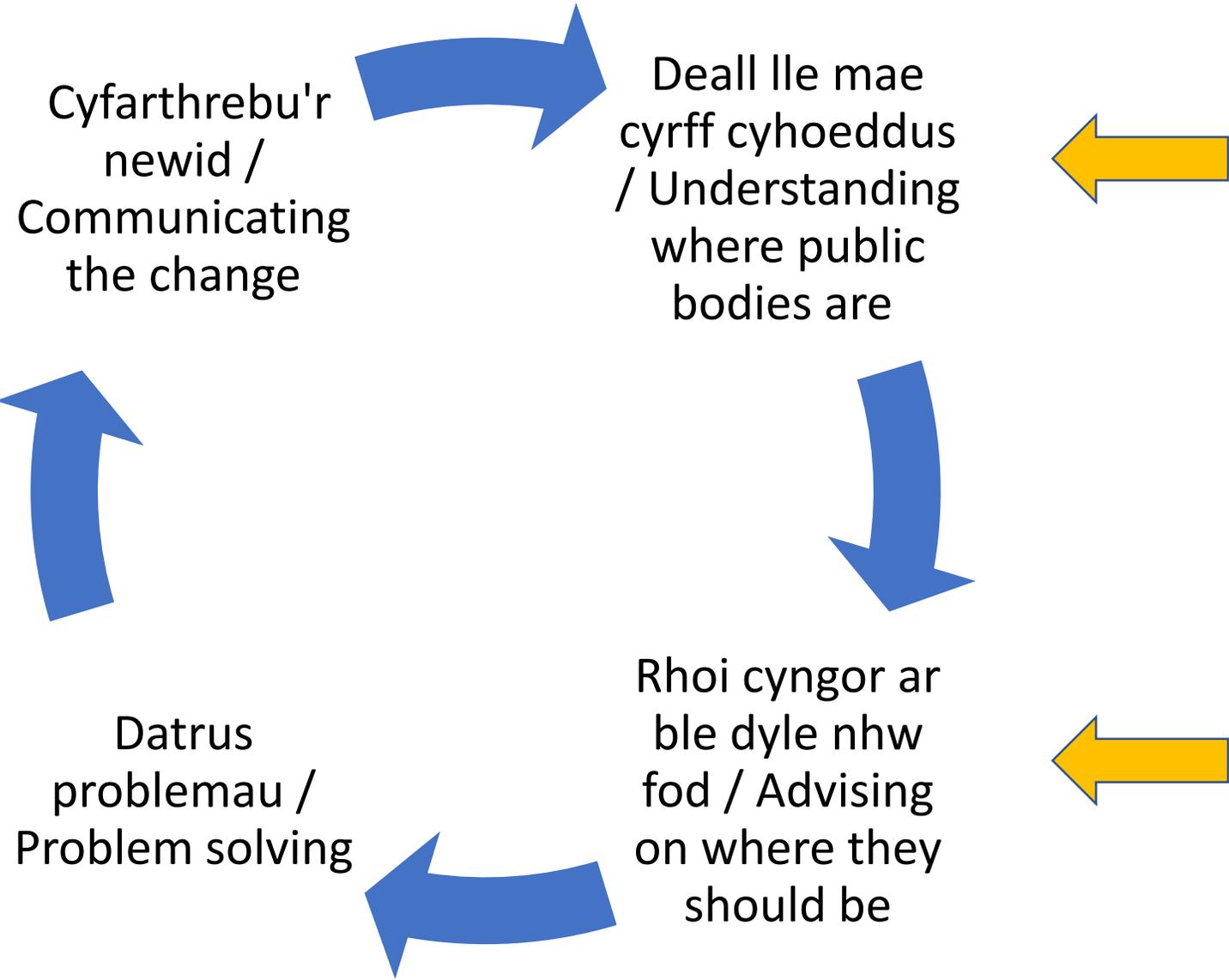
Finding out where public bodies are



Advising public bodies on where they should be



**Beth ydy hynny'n meddwl?!  
What does that mean?!**

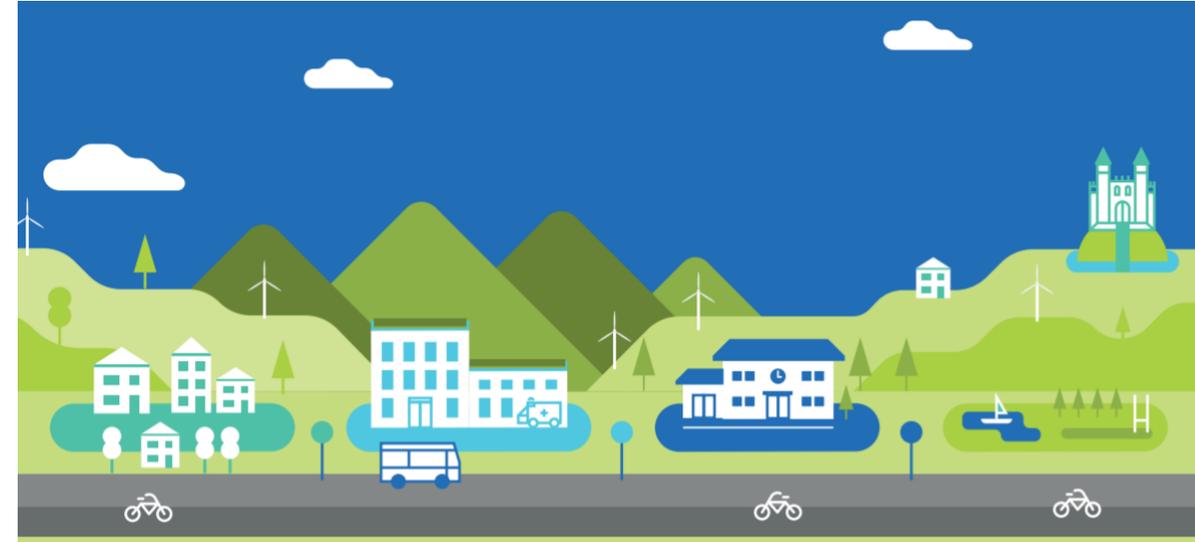


# Y Gallu i Greu gwirio'r siwrnai Art of the Possible journey checker

## Hunan-fyfyrio Self-reflection



Landscape photography UK



**‘Y Gallu i Greu’ yw un**

**o brif raglenni gwaith y Comisiynydd. Mae’n ddull partneriaeth o oleu o gwaith rhagorol syn gwella llesiant mewn cymunedau ledled Cymru.**

**The 'Art of the Possible' is a partnership approach to shining a light on great work that is improving well-being in communities across Wales.**

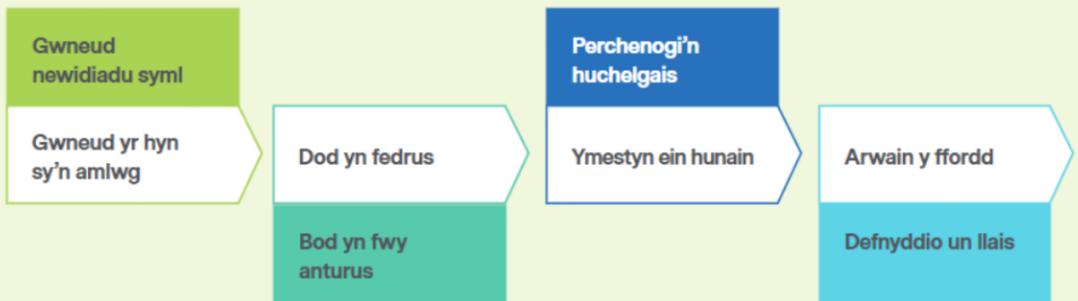
Bydd yn amlinellu gweledigaeth gadarnhaol o’r sut y gallai Cymru ‘bosib’ edrych pe bai cyrff cyhoeddus yn ymateb i’r cyfleoedd y mae’r ddeddfwriaeth yn ei darparu i wneud gwell penderfyniadau ar gyfer cenedlaethau’r dyfodol.

It will set out a positive vision of what a 'possible' Wales could look like if public bodies respond to the opportunities that the legislation provides to make better decisions for future generations.

# #collaboration #cydweithio



## Gwirio'r siwrnai – 'Ble ydym ni nawr?'



Making simple changes

Doing the obvious

Getting resourceful

Being more adventurous

Owning our ambition

Stretching ourselves

Leading the way

Using one voice

## Well-being in Wales: the journey so far

Future Generations  
Commissioner for Wales

May 2018



THINGS THAT  
KEEP ME AWAKE  
AT NIGHT



# Hunan-fyfrïo / Self-reflection

- How do you know where your organisations are on their journey of cultural change? There are annual reports but do they give us the real picture?
- How can the Commissioner (and others) support your organisation and the people within it to keep trying, keep communicating and keep moving in (generally) the right direction?
- How can we encourage a sharing of successes and shortcomings so that we can all learn together?
- How can the Commissioner meet her duties of monitoring and assessing the progress of 345 well-being objectives?
- What sort of method allows flexibility to fit with the corporate processes of (at least!) seven different sectors, allows interpretation, gives a chance to tell the story and provides a springboard for learning?

# Independent Review Team



<https://futuregenerations.wales/news/our-approach-to-reviewing-public-bodies-annual-reports/>

# Hunan-fyfyrrio / self-reflection

- **Bespoke**
- **Developmental, collaborative approach**
- **Exploratory**
- **Diversity of Public Bodies**
- **Reflective – no right answers**



# Offeryn hunan-fyfyrio

## The Self Reflection Tool

- Section 1: **Where are we now:** the journey checker. This section focusses on progress against your well-being objectives.
- Section 2: **How are we moving forward:** this section focusses on reflecting on your progress using the five ways of working.
- Section 3: **Keeping focussed and maintaining momentum:** this section enables you to reflect on what you have learned for moving forward.

# Rhan 2 o'r prosiect / Part 2 of the project

- **Review of submissions and evidence by independent team and Office of the Future Generations Commissioner**
- **Establish groupings of Public Bodies**
- **Collaborative learning meetings in January / February**
- **Direct feedback to public bodies**
- **Overall project reporting by the independent team**

# Y Gallu i Greu gwirio'r siwrnai

## Art of the Possible journey checker



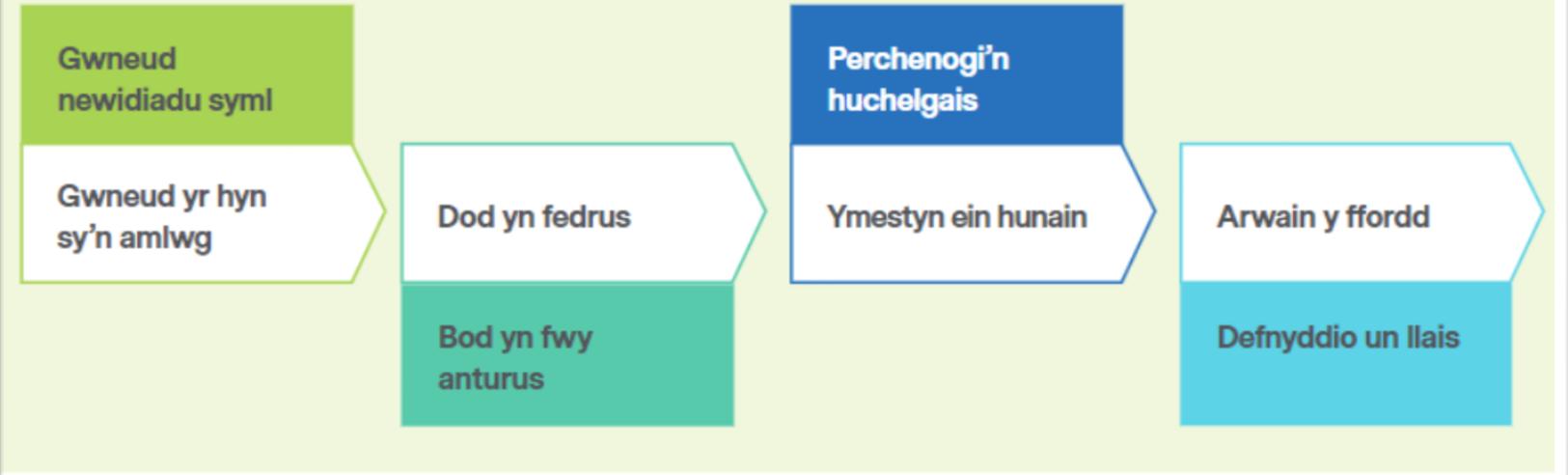
## ADRAN 1 – BLE YDYM NI NAWR: GWIRIWR Y SIWRNAI.

Siwrnai eich sefydliad hyd yn hyn tuag at gwrdd â'r amcanion llesiant.

### Section 1: Where are we now: the journey checker.

Your organisation's journey so far towards meeting the well-being objectives that you have set for yourselves.

#### Gwirio'r siwrnai – 'Ble ydym ni nawr?'



# Section 1

Well-being Objectives	<i>Getting started</i>	<i>Making simple changes</i>	<i>Being more adventurous</i>	<i>Owning our ambition</i>	<i>Leading the way</i>
	1	2	3	4	5
Input your own organisation's well-being objective below and score yourself to the right <i>Objective 1</i>					
<i>Evidence/References</i> Including links to the relevant document(s)	Your evidence here...				
<i>Summary – your key points on the stage reached in the journey and future direction of travel</i>					

# Beth yw 'Newidiadau Syml'?

Y cam cyntaf yn y siwrne tuag at Y Gallu i Greu yw dangos rhai newidiadau syml gall bob cyrff cyhoeddus gwneud, sydd yn helpu nhw gyfrannu i'r eithaf at gyrraedd pob un o'r saith nod llesiant.

Dylai '**Gwneud newidiadau syml**' fod yn gyflym a hawdd i'w rhoi ar waith. Yn aml, maen nhw'n weithredoedd sy'n 'ffrwythau hawdd cyrraedd atynt', a brofwyd gan eraill, ac sy'n annhebygol o fethu. Maen nhw'n rhoi pobl ar waith ac yn eu cynnwys, gan unioni agendâu sawl adran wahanol. Yn ddiweddar, lansiodd y Comisiynydd rai enghreifftiau o'r 'newidiadau syml' y mae rhai cyrff cyhoeddus eisoes yn eu gwneud wrth gymryd camau i gwrdd â'u hamcanion llesiant a gwneud yn fawr o'u cyfraniad at amodau

llesiant cenedlaethol: <https://futuregenerations.wales/cy/the-art-of-the-possible/>

# What are 'Simple Changes'?

The first step in setting out on the journey towards the Art of the Possible is showing some simple changes that all public bodies should make, which will be a start in helping them to maximise their contribution to the seven well-being goals.

**'Making simple changes'** should be quick and easy to implement. They're often actions that are 'low hanging fruit', that have been tested by others and have a low risk of failure. They mobilise and involve people, aligning the agendas of different departments. The Commissioner recently launched some examples of the 'simple changes' some public bodies are already making in taking steps to meet their well-being objectives and maximise contribution to the national well-being goals: <https://futuregenerations.wales/the-art-of-the-possible/>

## Simple Changes



**A Prosperous Wales**



**A Resilient Wales**



**A More Equal Wales**



**A Healthier Wales**



**A Wales of Cohesive  
Communities**



**A Wales of Vibrant  
Culture & Welsh  
Language**



**A Globally Responsible  
Wales**



**Involvement**

# Cymru o Gymunedau Cydlynus

## A Wales of Cohesive Communities

### United Welsh



## Problem

Ledled Cymru, mae llai na 25% o bobl yn credu y gallan nhw effeithio ar benderfyniadau a wneir yn lleol.

## Yr Ateb

**Galluogi pobl leol i wella gofod nad yw'n cael ei garu.**

## Astudiaeth achos



Mae Space Saviours yn fenter ble darperir cefnogaeth a chynghor i gymunedau sydd eisiau gwneud yn fawr o le digariad neu ddi-dddefnydd. Gallai fod yn unrhyw beth o greu maes chwarae i blant i greu ardal a blannwyd yn hyfryd ar gyfer defnydd y gymuned.

## Problem

Across Wales less than 25% of people think they can affect decisions made locally.

## Solution

**Enable local people to improve unloved space.**

## Case study



Space Saviours is an initiative where support and advice are provided to communities who want to make the most of unloved or unused space. It could be anything from creating a children's playground to creating a nice well-planted area for the community to use.

# Cymru Iachach A Healthier Wales

Chwaraeon Cymru  
Sports Wales



## Problem

Amcangyfrifir y bydd un o bob pedwar ohonom yn cael problem iechyd meddwl ar ryw adeg yn ein bywyd. Gall hyn gael effaith enfawr ar fywyd gwaith unigolyn, yn ogystal ag ar y sefydliad y maen nhw'n gweithio iddo, wrth i Ymddiriedolaeth Shaw gyfrifo fod cyflogwyr Cymru'n colli hyd at £292m y flwyddyn mewn dyddiau gwaith a gollwyd.

Mae sefydliadau llwyddiannus yn perfformio'n dda am eu bod yn blaenoriaethu iechyd meddwl.

## Yr Ateb

**Ystyried iechyd meddwl yn eich gweithle.**

## Astudiaeth achos



Mae Jack Sargeant AC yn eiriolwr dros sicrhau fod y gweithle'n abl i gefnogi pobl ag iechyd meddwl. Mae e'n annog pob corff cyhoeddus a phob cyflogai i ystyried iechyd meddwl yn y gweithle.

## Problem

It is estimated that one in four of us will experience a mental health issue at one point in our life. This can have a huge impact on a person's working life as well as the organisation they work for, with Shaw Trust calculating that Welsh employers lose up to £292m a year in lost work days.

Successful organisations perform well because they prioritise mental well-being.

## Solution

**Take stock of mental health in your workplace.**

## Case study



Jack Sargeant AM is an advocate for ensuring the work place is equipped to support those with mental health. He is encouraging all public bodies and employees to take stock of mental health in the workplace.

# Cymru sy'n Gyfrifol yn Fydeang A Globally Responsible Wales

Mae Hub Cymru Africa a Cymru Masnach Deg  
Hub Cymru Africa and Fair Trade Wales



## Problem

Mae teiran o boblogaeth y byd yn byw ar lai nag un ddoler y dydd, ac mae'r system fasnachu bresennol yn eu methu. Gall Masnach Deg helpu i newid hyn.

Mae pwrs cyhoeddus Cymru, sy'n werth £6 biliwn, yn offeryn grymus i ddarparu cynaliadwyedd amgylcheddol, diwylliannol ac economaidd.

## Yr Ateb

**Sicrhau fod eich sefydliad yn cymryd rhan ym Mhythefnos Masnach Deg.**



## Problem

A third of the world's population live on less than a dollar a day and the current trading system is failing them.

Fair Trade can help change this. The £6billion public purse in Wales is a powerful tool to deliver social, environmental, cultural and economical sustainability.

## Solution

**Ensure your organisation takes part in Fair Trade Fortnight.**



## Making simple changes



A Resilient Wales



A Prosperous Wales



A Globally Responsible Wales



A Wales of Cohesive Communities



A Healthier Wales



A More Equal Wales

- Manage road verges and connected green spaces (such as spaces around buildings) for wildflowers and pollination.
- Reduce the use of pesticides and fertilisers on road verges and in urban green spaces.
- Use peat-free compost in planting schemes across cities, towns and villages.
- Provide spaces for wildlife such as bird boxes, insect home ponds and bat boxes – especially in new developments.
- Map public land to identify and publicise land that is accessible for use by community groups, with the aim of connecting wildlife habitats.
- Provide ‘biodiversity / green infrastructure’ learning for staff across ALL Departments.
- Facilitate opportunities for volunteering with environmental organisations during or outside of work.
- Play your part in enabling local partnerships for all aspects of the natural environment.
- Procure and plant native trees and shrubs as a first choice.
- Adopt a single-use plastic policy
- Explore funding options/ support community groups to develop renewable energy projects on public land.
- Ensure that new developments and retrofitting of existing facilities must consider renewable energy sources and recycled materials.
- Review procurement policy to include Fairtrade, FSC, MSC
- Take one action for global learning such as getting involved in Fairtrade Fortnight, Go Green Day or Earth Hour.
- Use only Recycled Paper, and set a date to be paper free, and when printing move towards using only soy-based inks
- Calculate and understand your organisation’s carbon footprint.
- Support your staff and visitors to understand their personal carbon footprints
- Review your energy contracts, pension providers + investment portfolios and reduce your burden on the earth and its people
- Encourage community transport opportunities, such as car sharing and bike-sharing schemes

## Being adventurous

- All plastic products and packaging procured by the public sector to be reusable, recyclable and incorporate recycled content where technically possible
- Change Temporary Event Notices to only allow compostable/recyclable food packaging and Source/facilitate/provide recycling facilities at all events
- In tenders, ask for an Environment and Sustainability policy and Include palm-oil free
- Sign up to Electronics Watch to reduce carbon omissions through IT purchases
- Provide EV charging points at council facilities and car parks and promote active/public travel options to employees
- Establish a route to align Carbon-Budgeting with existing budgeting arrangements
- Establish a carbon-offsetting policy for carbon created through travel, using welsh-based initiatives
- Create Rain Gardens and encourage native tree-planting / international tree-planting schemes
- Source energy from low carbon sources and retrofit buildings and facilities with energy saving measures including Installing Grey water recycling technology to reduce use of potable water for non-potable needs such as flushing toilets and ensure timers are used where possible
- Consider rates relief for community energy scheme
- Support Climate change champions
- Consider twinning your toilet with one in a developing country to educate users to respect water and support others

## Stretching ourselves

- Work towards zero plastic
- Divest from Fossil Fuels
- Integrate Carbon budgeting
- Create a forum to share furniture, stock, stationery between departments/ organisations
- Introduce reverse vending machines
- Source markets for new materials (e.g. plant-based packaging) so that they can be included in household recycling collections.
- Create urban wetlands to reduce localised flooding.
- Write and implement a Pollinator Policy
- Sign up to Wildlife Trusts Biodiversity Benchmark standard and /or Green Dragon Environmental Standard
- Work with landowners to reduce use of pesticides and fertilisers and increase use of organic matter agricultural land
- Create green roofs and walls on all new developments or identify retrofitting opportunities on existing buildings
- Living Landscape area-based approach
- All planning policies require developments to provide sufficient accessible green space as prescribed by NRW's green space standards
- Switch fleet vehicles to electric/low carbon vehicles

## Leading the way

- Lifecycle Approach to procurement so that all tea, coffee, hot chocolate, fruit, juice, soft drinks, snacks, clothing, IT, are fair trade/ ethically and sustainably sourced and demonstrated through systems of evaluation
- Zero Carbon offices, including travel, energy, pensions, procurement
- Establish a legal challenge fund to enable public bodies to defend possible action from large outsourcing companies
- Create an Integrated Pest Management strategy for Green Spaces
- All planning policies require developments to provide sufficient accessible green space as prescribed by NRW's green space standards
- Environment integrating into all land-use decisions
- Public bodies who construct social housing should include energy saving measures and energy generation
- Public bodies support local energy generation, e.g.: asset transfer of land to community energy groups, reduced business rates, business support

# Bod yn fwy anturus

Mae **'Bod yn fwy anturus'** yn ymwneud â chamu allan o feddylfryd 'busnes fel arfer' a gweithredu i newid sut y gwneir pethau ar hyn o bryd.

Gan arwyddo cynnydd cynnar i gyfeiriad newid ehangach, fe allai hyn gynnwys newid mewn strategaeth n eu ddull tîm o wneud rhywbeth, a gallai gynnwys rhagor o adrannau a sefydliadau na 'newid syml'.

## Perchnogi ein huchelgais

Gall **'Perchnogi ein huchelgais'** fod yn gam digon tebyg i 'bod yn fwy anturus' wrth i fentrau ddatblygu ac i ragor o bobl gael eu cynnwys. Bydd y sefydliad yn mentro mwy, ond mewn modd a reolir yn dda, gan ymestyn allan at sectorau eraill i wneud cynnydd a chydweithio o ran cyllido neu staffio. Mae'r sefydliad yn diffinio'i ddull o weithio fel un uchelgeisiol, ac mae staff yn teimlo eu bod yn cael eu grymuso i weithio ar draws sectorau ac i ddylanwadu er mwyn newid.

# Being more adventurous

**‘Being more adventurous’** involves stepping out of a ‘business as usual’ mindset and acting to change how things are currently done. Signalling early progress to wider change, this might involve a change in strategy or team approach to doing something and could involve more departments and organisations than a ‘simple change’.

# Owning our ambition

**‘Owning our ambition’** can be a similar stage to ‘being more adventurous’ with initiatives developing and more people becoming involved. The organisation will be taking more well-managed risks, reaching out to other sectors to make progress and collaborating on funding or staffing. The organisation defines its approach as ambitious and staff feel empowered to work across sectors and influence change.

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# Arwain y ffordd / Leading the way

Efallai mai'r rheiny sy'n **'Arwain y ffordd'** fydd y bobl neu'r sefydliad cyntaf i gymryd y camau hyn, ac maen nhw'n llusern i arwain eraill. Dyma newid systemig, trawsnewidiol i'r ffordd y bu pethau erioed, a bydd angen adleoli adnoddau ac amser i weithredu'r newidiadau, ynghyd â chydweithio â nifer o gyrff. Mae gweithredoedd yn arloesol, yn ysbrydoli ac yn gydweithredol, gan roi'r Ddeddf ar waith ar draws portffolios mwy o faint er mwyn cyflawni'r Gymru rydym ni'm dymuno'i chael. Mae'r dull hwn o weithio'n cael ei wreiddio yn y sefydliad, a rhennir arfer dda ag eraill.

Those that are **'Leading the way'** may be the first people or organisation to be taking these actions and are a guide for others to follow. This is a systemic, transformational change to how things have always been done and will require reallocating resources, time to put the changes in place and collaboration with other bodies. Actions are innovative, inspirational and collaborative, putting the Act into practice across larger portfolios to achieve the Wales we want. This way of working becomes embedded in the organisation and good practice is shared with others.

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# Dewiswch un a sgwrsiwch! Pick one and discuss!

1. How is your organisation going about self-reflection?
2. What are you most proud of achieving in the last year? Is it related to the Act?!
3. Where are you on the journey checker in making progress towards one of your objectives?
4. Where are you on the journey checker as an organisation?
5. How have you used / are using the Act to make progress against your objectives?



# Camau nesaf / Next steps

- Dweud wrtho ni faint o newidiadau syml chi'n wneud erbyn hyn a rhowch wybod os yr ydych yn dechrau mwy!
- Mwy o gyfnodau y 'gwirio siwrnai' I ddod...
- Pob sefydliad efo person priodal I'r offeryn hunan-fyfyro.
- Gweminar nesaf 28ain Tachwedd
- Offeryn I gael ei anfon I Kathy Graham erbyn dydd Gwener, 14 eg Rhagfyr
- Unrhyw cwestiynau am y waith – [heledd.morgan@futuregenerations.wales](mailto:heledd.morgan@futuregenerations.wales)
- Tell us how many simple changes you're already doing and let us know if you start doing more!
- More stages of the 'journey checker' to come...
- Every organisation has a lead contact for the self-reflection tool.
- Next webinar 28th November and tools completed by Friday 14th December.
- January – collaborative learning.
- Any questions about the work - [heledd.morgan@futuregenerations.wales](mailto:heledd.morgan@futuregenerations.wales)

**Diolch**  
**Thank you**

