



Powys Public Services Board

Well-being Assessment 2017

Links and potential responses

Powys Public Services Board September 2017

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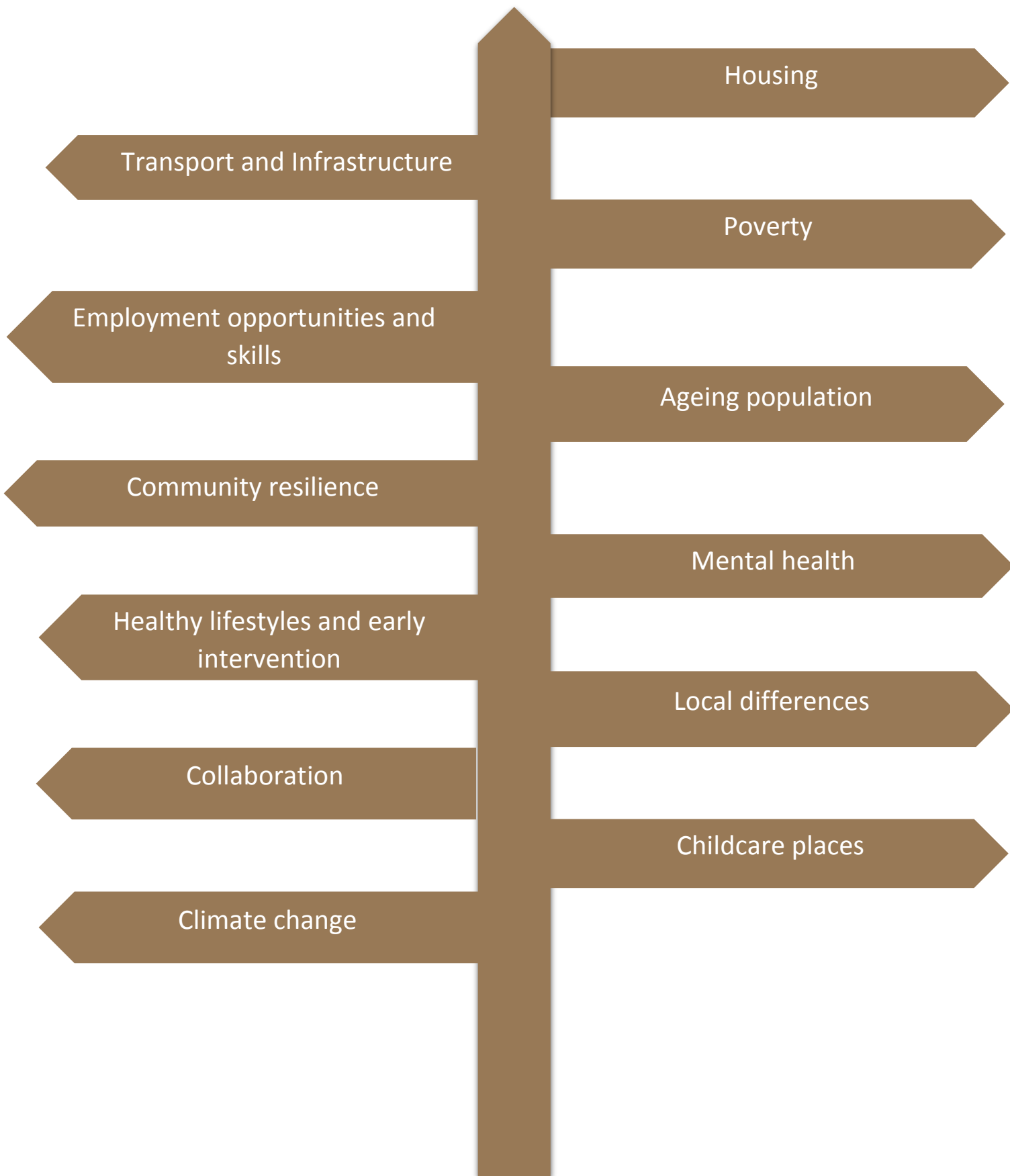
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1. The important links between our key findings

An illustration identifying the key important links between our situations, carried out at our stakeholder events, found the following areas to be frequently raised:



Our potential responses to the assessment findings

To be inserted from 4 workshops.

Understanding the well-being of Powys is helpful but to fully understand the best way to improve the well-being of Powys we need to research and investigate the best opportunities for responding to the analysis findings. This not only includes national research but also investigating how we can work together as a Public Service Board to improve the outcome for our future generations.

The graphics on the following pages demonstrate the initial response analysis workshop output for these areas:

- Transport
- Employment and skills
- Early Intervention and Prevention
- Building Resilient Communities

POWYS - EMPLOYMENT & SKILLS



WHERE WE ARE NOW....
WE WORKED COLLABORATIVELY WHERE POSSIBLE



CARRIED OUT A DESKTOP EXERCISE TO LOOK AT WHAT OTHER PEOPLE ARE DOING!
LOOKED AT POWYS PERFORMANCE DATA (AGAINST WELSH GOVT. GOALS) COMPARED TO OTHER AREAS OF WALES AND WIDER

WE TESTED THE RESULTS WITH INTERNAL & EXTERNAL STAKEHOLDERS

WE KNOW THAT YOUNGER PEOPLE AREN'T CHOOSING TO LIVE IN POWYS

HOUSING FOR SALE OR LET
POTENTIALLY THERE COULD BE A LACK OF EMPLOYEES TO MEET BUSINESS DEMAND IN THE FUTURE



A FUTURE POTENTIAL SKILLS DEFICIT?

BUSINESS START UP - NOT DIRECTED AT YOUNGER GENERATIONS

HIGH EMPLOYMENT DAMPEN'S ENTREPRENEURIAL ATTITUDE?

INNOVATION COMES FROM YOUNGER GENERATIONS

L.A. APPRENTICESHIPS COULD BE MORE WIDELY AVAILABLE

AND OTHER PARTNER ORGANISATIONS TOO!

WHAT CAN WE DO?

INVESTING IN CHOICE OF COURSES THAT MEET BUSINESS NEEDS

SPECIALISM INTERVENTION! EXPAND & GROW OUT
(SECTORS IDENTIFIED A SKILLS NEED E.G. ENGINEERING, FINANCIAL SERVICES, CONSTRUCTION)

WORKING WITH COMMUNITIES - POST 16 EDUCATION

SCHOOLS SHOULD LOOK AT COURSES ON OFFER - POLICY CHANGE

RAISE PROFILE ABOUT WHATS GOING ON IN POWYS

CAN L.A. TARGET/SUPPORT YOUNG PEOPLE BETTER

GAIN AN UNDERSTANDING INTO WHAT LABOUR MARKET MIGHT LOOK LIKE IN 5-10 YEARS

POWYS NEEDS TO REACT MORE QUICKLY

TRACKING GOING ON NOW SO SHOULD BE A BIG DATA SET AVAILABLE SOON!

BETTER INFORMED CHOICES TO MAKE

LINKING LEARNERS WITH BUSINESSES AND HOW TO GET THERE

BUSINESS RATES ENCOURAGE SOME BUSINESSES TO STAY BELOW THE THRESHOLD

DOCUMENT STORAGE - GROWTH INDUSTRY

INDIVIDUAL TURBINES - WE'RE CATCHING UP

SCHOOLS

INFORM ABOUT WHAT SHOULD BE ON THE CURRICULUM

INNOVATE UK - BID TO USE DATA INTELLIGENTLY

PARENTAL INFLUENCE - PRACTICAL OVER EXPECTATION!

PEOPLE WILL BUILD BUSINESS WITHOUT INTERFERENCE WITH GOOD EDUCATION & TRAINING

INFRASTRUCTURE

GOOD QUALITY BUSINESS SUPPORT - A MORE JOINED UP APPROACH NEEDS

WDA ARE MISSED RE SUPPLYING INFO TO BUSINESSES

DATA AVAILABLE TO EDUCATION & BUSINESSES WITH ONE CALL - RELEVANT TO REQUESTS

INTERPRETATION TO USE DATA - MAKE DATA ACCESSIBLE

DO WE KNOW THE COMMON GOAL?

INFRASTRUCTURE

LIFESTYLE PROMOTE PROACTIVELY

COST OF PROVIDING FACILITIES TO DEVELOPMENT SITES - BARRIER

COMING SOON!

DATA AVAILABLE TO EDUCATION & BUSINESSES WITH ONE CALL - RELEVANT TO REQUESTS

INTERPRETATION TO USE DATA - MAKE DATA ACCESSIBLE

DO WE KNOW THE COMMON GOAL?

INFRASTRUCTURE

LIFESTYLE PROMOTE PROACTIVELY

COST OF PROVIDING FACILITIES TO DEVELOPMENT SITES - BARRIER



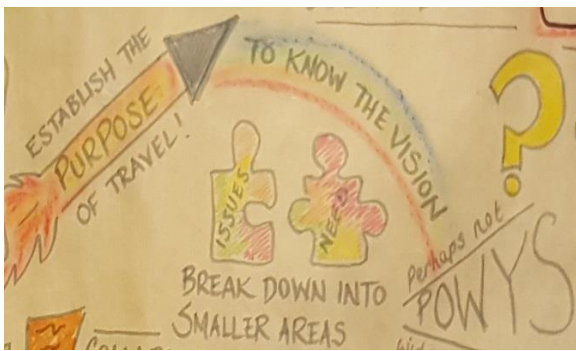
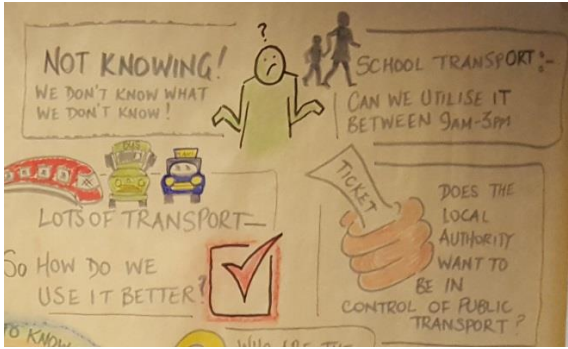
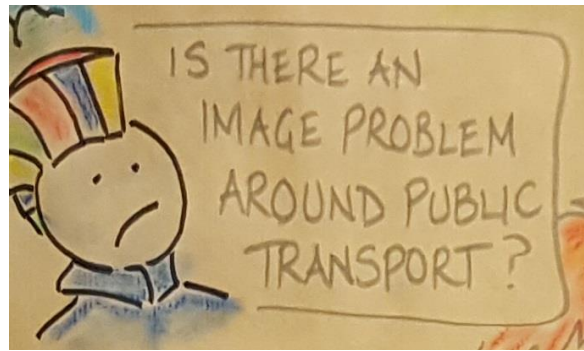
CONNECTIVITY - GROWTH INDUSTRY

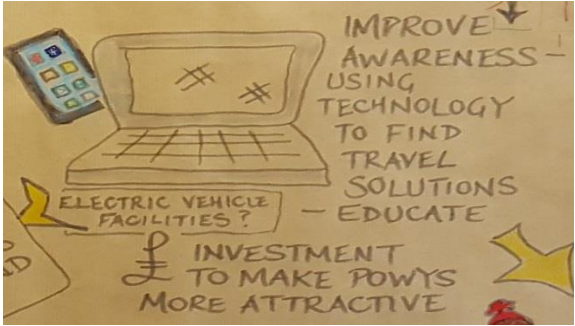
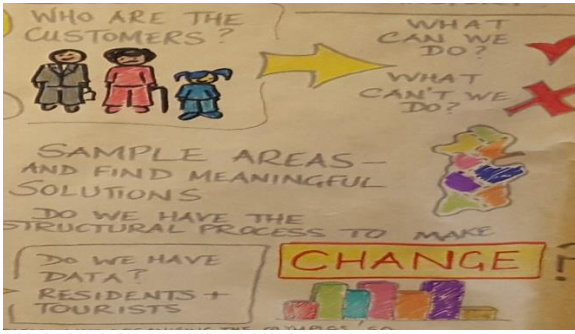
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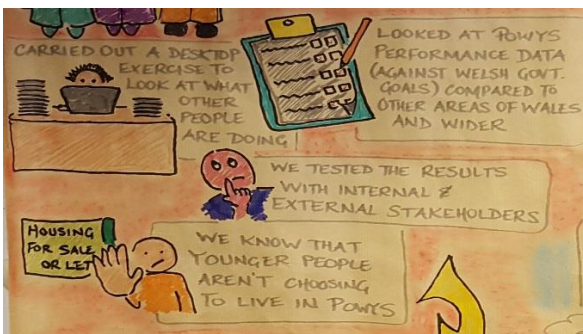
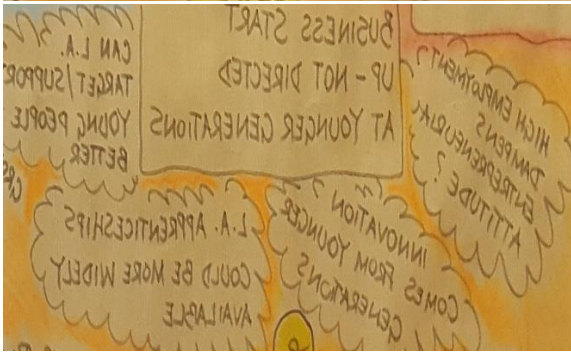
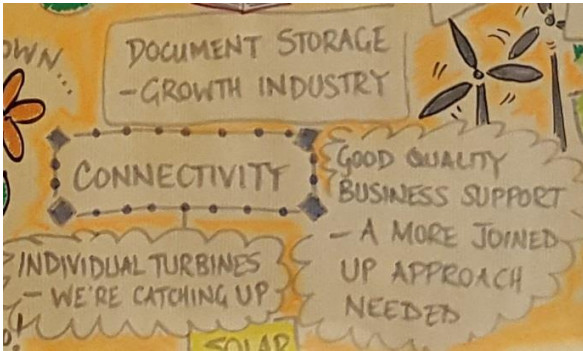
TOURISM

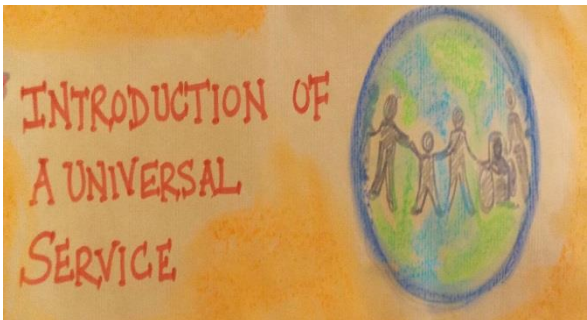
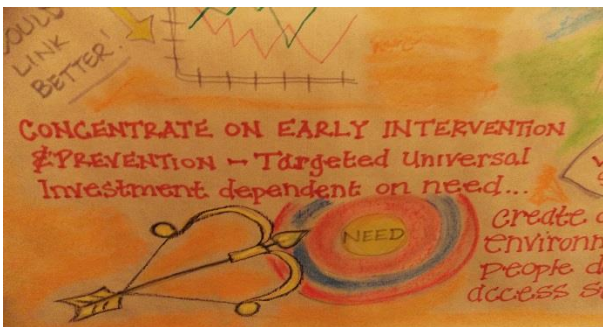
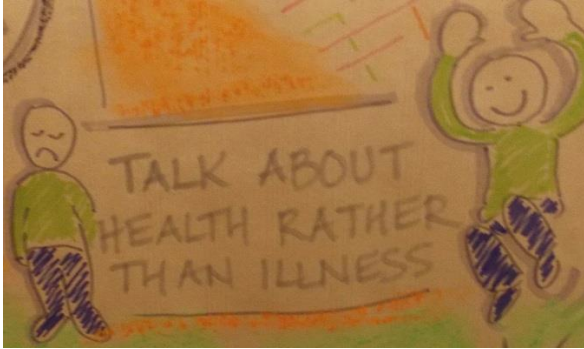
CHUNK UP? PACKAGE TO SUIT THE AUDIENCE

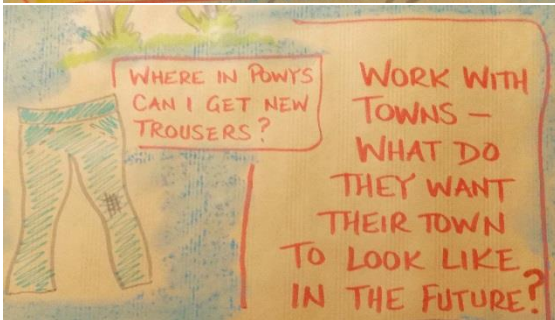
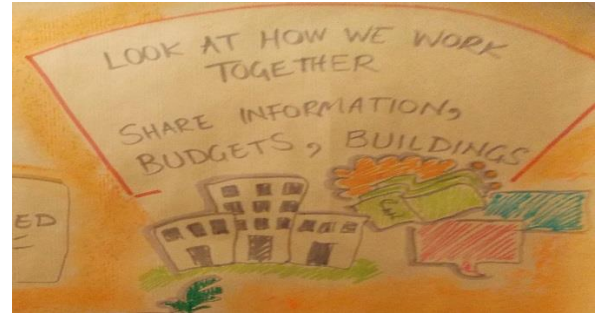
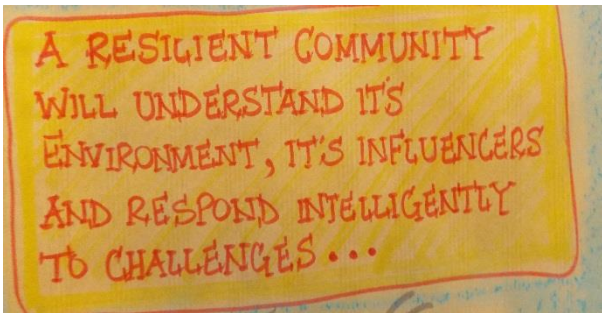
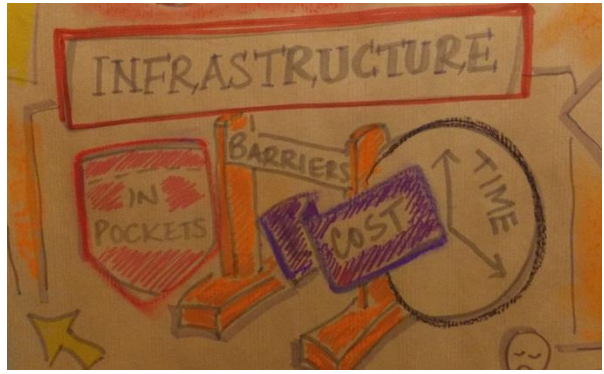
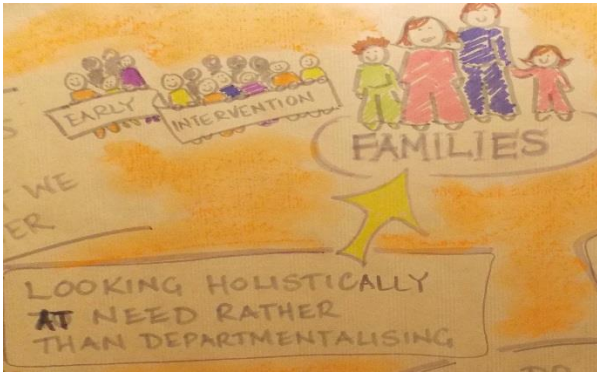
TARGET OUR AUDIENCE

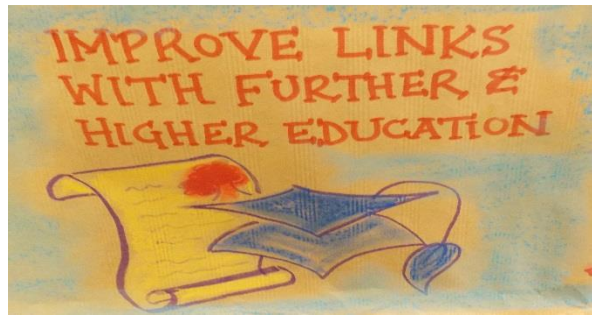












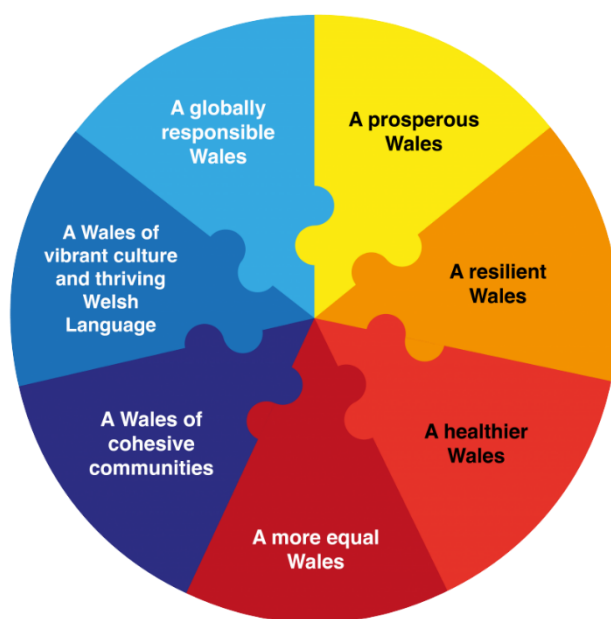
Our work on response analysis will continue in readiness for informing our Well-being Plan which is due to be published in 2018.

2. Why and how have we produced our well-being assessment

In April 2015, a new law was passed for Wales, known as the **Well-being of Future Generations (Wales) Act**. This new legislation requires public bodies across Wales to put long-term sustainability at the forefront of their decisions, for improving the social, economic, environmental and cultural well-being of their area. This means they must take into account the impact their decisions could have on people living their lives in Wales now, and in the future.

The act also establishes Public Service Boards (PSB) in each region and puts in place seven well-being goals to make sure all PSBs are working towards the same vision, to create a better future for the people of Wales. Each PSB must prepare and publish a plan setting out its objectives for meeting the goals.

The seven well-being goals are:



Together, the seven well-being goals and sustainable development principle (five ways of working) provided by the Act are designed to support and deliver public services that meet the needs of the present without compromising the ability of future generations to meet their own needs.

We also need to take into account sustainable development, improving the way that we can achieve our economic, social, environmental, and cultural well-being. The Act starts by giving a definition of what we mean by sustainable development.

In this Act “sustainable development” means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the well-being goals.

To help us determine how we can best contribute to the goals, the Act required us to start by preparing and publishing this Well-being assessment. The purpose of the assessment is to help us gain a comprehensive picture of the state of well-being of local people and communities in Powys, now and for the future. It looks at a broad spectrum of economic, social, environmental and cultural factors that impact on people’s daily lives. This means looking at things like people’s health, access to employment and education/training opportunities, condition of housing and access to transport. It aims to capture the strengths and assets of our communities as well as to identify issues that people or communities are facing or may face in the future.

The evidence in this assessment will allow us to identify and prioritise the issues that are most important locally and begin to examine how they can be addressed. The findings will be used to set well-being objectives and put together a local well-being plan that will say what we intend to do to meet the well-being goals and improve the economic, social, environmental and cultural well-being of Powys. Our assessment also includes areas where we know we have to improve our knowledge, gathering information that we don’t currently have in order to fully understand our communities. The assessment must be published at least a year before the local well-being plan (or within the 12 months before each ordinary local government election).

Well-being Goals	Description of Goal
A prosperous Wales	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.
A resilient Wales	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).
A healthier Wales	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.
A more equal Wales	A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).

A Wales of cohesive communities	Attractive, viable, safe and well-connected communities.
A Wales of vibrant culture and thriving Welsh language	A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports recreation.
A globally responsible Wales	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.

To help us determine how we can best contribute to the goals and five ways of working, the Act requires us to start by preparing and publishing a Well-being assessment. The purpose of the assessment is to help us gain a comprehensive picture of the state of well-being of local people and communities in Powys, now and for the future.

The evidence in the assessment will allow us to identify and prioritise the issues that are most important locally and begin to examine how they can be addressed. The findings will be used to set well-being objectives and put together a local well-being plan.

To complete our well-being assessment we have worked as a Public Service Board including our statutory partners, Powys County Council, Powys Teaching Health Board, Mid and West Wales Fire and Rescue Service and Natural Resources Wales. We have also invited other partners to take part in the assessment including Powys Association of Voluntary Organisations, Dyfed Powys Police, Brecon Beacons National Park Authority, and National Probation Service. As a group we established a project team to complete the assessment in a joint approach. Under this project team five work streams were established to review the data

Outlined below are the stages we have taken to develop the well-being assessment.

1. Identify and gather appropriate data

We began the process of assessing well-being in Powys with the collation of nearly 300 data sets from a variety of sources, including:

- Current service user data
- External/secondary data sets (e.g. Office for National Statistics census data (ONS))
- National indicators and national trends report
- Qualitative data from service user surveys and consultation/engagement work e.g. Citizens Panel Questionnaire, Residents Satisfaction Survey, and consultation feedback
- National Surveys e.g. Welsh Health Survey and indicators
- Indices e.g. Welsh Index of Multiple Deprivation

A number of statutory reviews and assessments have also been taken into account as part of preparing this assessment, including:

- Nursery education
- Childcare
- Sufficiency of play
- Care and support, support for carers and preventative services – Social Services and Well-being (Wales) Act 2014
- Reducing crime and disorder - Crime and Disorder Act 1998
- Combating substance misuse
- Reduction of reoffending

The data was grouped into five repositories to build up a common data set and evidence base for the assessment.

2. Analysis of data by theme and community area

In order to analyse the data sets in more detail, five working groups were set up focussed around the following themes:

- Social (Early Life & Young Adult)
- Social (Adult Life & Older People)
- Culture and community (including Community & Local)
- Economy
- Environment

Each working group consisted of representatives from all statutory PSB partners and some non-statutory partner organisations. The working groups analysed the data across different geographical areas of Powys, assessed for trends over time (historical trends and predicted changes), benchmarked against other authorities and added statistical confidence intervals to assess the significance of findings.

Powys PSB agreed to divide Powys into seven community areas in order to better understand the state of well-being at a local level. These reflect the ONS super-output areas used to analyse data drawn from the census and other national sources. Although the 13 localities do not necessarily match the boundaries or terminology of all partner organisations or service area borders, they are a best-fit for the purposes of analysis.

3. Identifying 'key findings' from the data

As a result of the analysis process some data sets were excluded as the current and future trends for Powys did not appear to be of any significant importance. Those data sets remaining were reviewed and combined where appropriate into a number of 'key findings' (totalling 31 across the 5 themes).

Each key finding describes the current state and experience of people's well-being, including strengths and assets as well as challenges and issues.

In order to understand each key finding in more detail, the working groups developed a 'Summative Analysis' for each key finding – these are summaries of the evidence, what citizens

and staff say and any differences that have been identified across the county. These analyses also build a picture of whether or not need is currently being met and what may have happened in the medium and long term

4. Rating the impact of each key finding against the 7 well-being goals.

Each key finding was then assessed by a lead officer in terms of its impact on the 7 national well-being goals and reasons given. In order to compare and assess the level of impact and whether the current key finding is having a positive or negative affect on well-being a rating methodology was developed and agreed.

Using the rating methodology, each working group gave their own rating for how they felt each of the key findings they identified currently impacts on the seven well-being goals.

In order to engage broader stakeholders in the process and to get their views on the key findings that had been identified, two challenge events were held in November 2017, one with internal staff and another with partner organisations and community representatives. During both events, stakeholders were given brief presentation of each summative analysis and then provided an opportunity to rate and challenge the key findings, using the same rating methodology as the working groups.

The ratings given by each of the different groups has been triangulated and moderated to reach an overall rating for each of the 31 key findings. The findings have allowed us to identify the key findings that stakeholders believe are having most detrimental and most favourable impact on the seven well-being goals. All summative analysis medium and long term comments along with comments provided by participants at the challenge events were then used to provide a predicted trend.

5. Identifying potential priorities for response analysis

At the challenge events held in November 2016, participants were asked to give their views on the links between each of the summative analysis and consider which areas are important. From this work and a review of the analysis conducted by the workgroups clear areas of potential response have been identified and the Public Service Board have agreed four key areas for response analysis work to begin. This will also be further tested during February 2017 with statutory consultees and our stakeholders through community events.

6. Response analysis

Detailed analysis of the areas that have been identified, including the possible interventions that could be undertaken to deliver improvements. A research library has been established which holds research papers and information on potential responses to issues and their key findings. This information along with tacit knowledge of officers and invited attendees at workshop events to be held in January 2017 will be used to understand the potential response to the PSB key areas. Further research work and evidence will be gathered to investigate the potential short, medium, and long terms responses to the well-being challenges facing Powys and also how the PSB can use the five ways of working in order to respond effectively.

Whilst only four areas will be included as an initial stage within the assessment it is essential that all areas are analysed to provide a complete set of information in order to identify well-being and objectives and to create a well-researched plan.

To be inserted – more detail around methodology for response analysis.

Testing our assessment

Throughout our assessment process we have commissioned the services of Netherwood Sustainable Futures as an independent expert opinion. This initially provided advice and guidance on the approach to our assessment and latterly as an independent challenge of our summative analysis and the approach to engaging with our stakeholders at our challenge event held in November 2016. The Future Generations Commissioners office has also provided advice in regular surgery sessions and also attending our stakeholder challenge events as an independent assessment also at our challenge event.

The independent advice has been really useful in improving our assessment and this will continue through formal consultation in February 2017 with our stakeholders and the Future Generations Commissioner. As this is the first time an assessment of this type has been conducted we have had many challenges to overcome including working as a new partnership, using data in a more methodical process and engaging our communities within the process. There is much we have learnt from this process and lots we would do differently. Testing our assessment has been really useful but within the timeframe not all observations could be acted upon. The next section provides some ideas for working differently for future assessments and takes account of some key messages from the independent opinions sought and from our stakeholders.

What we would do differently

Public engagement was approached by utilising all of the information we currently collect across our partners from stakeholders and partners and analysing this data as part of the assessment data. This approach worked well and avoided consultation overload but given extra time in the future this could be improved by:

- i. Creating a general well-being survey to involve more residents and stakeholder across Powys.
- ii. Increase publicity of our Well-being Assessment so that it reaches a broader audience.
- iii. Continue to use social media throughout the assessment and planning cycle to encourage general well-being comments at any time from our stakeholders.
- iv. Improve the involvement of all partners
- v. Include our bordering authority stakeholders and encourage their input.
- vi. Work collaboratively across the Public Service Board to combine consultation work so as our stakeholders do not get “consultation fatigue” in the future and ensure we really understand what matters to people and organisations.

Quantitative data collection included nearly 300 data sets which were analysed to understand the well-being of Powys. From the analysis of this data areas were identified that demonstrated an impact on well-being in Powys. This approach could be improved by:

- i. Removing data sets that only demonstrate service delivery challenges and not reflecting well-being challenges.
- ii. Collecting data that was identified as missing from our summative analysis.
- iii. Improving systems to collect data that we currently do not hold and would have been useful to inform the assessment.
- iv. Collaborating with our partners to collect data in a unified approach so that data can be layered to understand a complete picture for Powys.
- v. A more formal approach to grading our evidence needs to be investigated to understand if a more formal scoring could have been used.
- vi. Is there something about gathering qualitative data so that we have a more rounded view of the situation?
- vii. Getting information from the citizen's perspective rather than the services. (this is a bit different to point (i) as it's about the experience rather than service delivery)

The summative analysis approach combines data where well-being issues were identified from our quantitative and qualitative information. These were grouped using officers' tacit knowledge and improved through workgroup challenge across our partners. A summative analysis template was designed that appeared to work very effectively. This process could still be improved by:

- i. Improving predictive analytics to clearly understand the well-being challenges that may face Powys in the medium and long term.
- ii. Continue to make the cultural shift from traditional needs assessment to well-being assessment.
- iii. Identifying more opportunities and strengths within communities rather than considering the challenges and deficits.
- iv. Collaborate more effectively across the summative analysis leads to improve linking different aspects of the assessment.
- v. Broaden the involvement of partners and stakeholders in the process, this could include businesses, universities, organisations, and individuals with understanding of the issues facing Powys.
- vi. Assisting the summative leads to describe the key finding rather than the solution to an issue.

Challenge events were held in November 2016 over two days where Public Service Board officers, partners, and stakeholder representatives were invited to review the summative analysis findings and establish the key areas that linked these. The amount of information included within the assessment will be a challenge for any approach to be entirely successful and the current approach can be altered or entirely re-worked to improve for the future. We found that some really important points were raised and the key challenges for Powys were identified.

Some of the key issues raised by those attending include:

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- Too much information provided on the day
- Understanding of the well-being goals needs to be improved
- More than one group in a room make it difficult to hear
- The volume of assessment to work through on the day was not manageable
- Experienced facilitators were required for the process to work effectively
- Attendees stayed with their allotted group so that their different knowledge, expertise and viewpoints could challenge the summative analysis.

3. How have we engaged with our communities?

Before publishing this assessment, we have consulted with a number of statutory consultees including:

- The commissioner
- The PSB's invited participants
- Its other partners
- The local authority's overview and scrutiny committee
- Relevant voluntary sector organisations
- Representatives living in and carrying out business in the area
- Trade unions representing working in the area
- Any other persons the PSB considers.

There are a number of ways by which residents and communities can get their views heard and try and influence decision making from raising petitions to getting involved in their local town and community council.

Alongside these more traditional methods there are also growing opportunities for residents to express their views whenever the council launches a public consultation exercise, runs a focus group or drop in event, holds a public meeting or launches an online survey.

These opportunities have grown over the past five years as resident's knowledge, expectations and scrutiny of public service finances have expanded. They have increased also due to Welsh Government legislation – namely documents like 'Making the Connections', 'Beyond Beecham' and the establishment of the National Principles for Public Engagement in Wales and the National Participation Standards which govern engagement work with young people in Wales.

Note: Powys County Council and the then Local Service Board now Public Service Board have signed up to the National Principles and work to the National Participation standards and consider carefully when and how to engage residents/young people in decision making.

There are also a number of established mechanisms like the Youth Forum, the Older People's Forum, the Housing 100 panel and the Citizens panel who are called upon to help the council consider the views of stakeholders when making decisions. Groups like Tros Gynnal support our Local Safeguarding Children's Board and there are several community groups which have strong links with public sector partners and who facilitate and feed in views on our behalf.

Our approach to well-being insights

Alongside analysing key data sets held by all the partner organisations, the process of producing the well-being assessment has involved collating and analysing resident/stakeholder insights gathered by and from a multitude of different consultation and engagement exercises conducted over the past 18 months.

These consultations covered a diverse range of issues and sought views from interested and affected residents, service users, professionals and other stakeholders on things such as:

- suspending the right to buy scheme for council and social housing tenants,
- reconfiguring both primary and secondary school provision,
- moving to three weekly refuse collections
- redesigning day care services
- how to make savings but sustain library services across the county
- developing an active travel plan for key towns as per legislative duties
- accessing support and information

All of the views received have fed into the process and have provided both a mix of quantitative and qualitative insights into why and how residents have responded in the way they have.

We have also gathered views and feedback from organisations in the public sector and third sector through a two day challenge event held in November 2016. The qualitative information gathered has proven useful and helped to strengthen and validate our findings.

Below is a full list of stakeholders and partners invited to the Well-being and future generations challenge events we held on the 15th and 16th November 2016.

- Action for Children
- Age Cymru
- All Wales Forum
- Brecon Beacons National Park
- Care Forum Wales
- Centre for Alternative Technology
- Community Energy Wales
- Community Councillors
- Credu
- CREW Regeneration Wales
- Cymryd Rhan
- Disability Powys
- Dyfed Powys Police
- Dyfed Powys Probation
- Eco Dyfi
- Future Generation Commissioners Office
- Independent Local Businesses
- Mid and West Wales Fire and Rescue Service
- Montgomeryshire Wildlife Trust
- National Trust
- Natural Resources Wales
- Neath Port Talbot College
- Netherwood Sustainable Futures
- Powys Association of Voluntary Organisations
- Powys County Councillors
- Powys Community Health Council
- Powys Teaching Health Board
- Public Health Wales

- Royal Society for the Protection of Birds
- Sustranscymru
- Tenant Advisory Panel Cymru
- Visual Impairment Breconshire
- Welsh Government
- Young Farmers Club

In order to further gather the views of the public, including those not necessarily reached through the methods described above we have published regular posts on social media (Facebook and Twitter), asking for people to comment on some of the findings that have emerged from our analysis.

For the most recent stage of engagement people's responses to the assessment were gathered through an on-line survey ("The Well-being of Future Generations and You") and engagement with citizens across 7 PSB community areas. (The latter included drop in sessions at libraries, community halls, and fire stations along with sessions at community social groups and clubs (e.g. parenting groups, older people social groups, Young Farmers Club, Women's Institute, Carers Support Group). We also spoke to people at 'pop-up' style events at supermarkets, hospitals and local markets. These engagement events allowed us to speak directly with a diverse range of residents and local groups). The questions posed captured resident view on what well-being means to them, which of the 31 issues they would class as priorities, whether these differed if they were thinking about the community they lived in as opposed to their own individual well-being, and whether the data had been captured about specific communities rang true.

Protected Characteristics

The Equality Act 2010 requires all public authorities to have due regard to the need to advance equality of opportunity between people who share a relevant protected characteristic and those who do not. The Equality Act 2010 lists age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation as the protected characteristics. The table below illustrates whether we have engaged with and taken account of the 9 protected characteristics, across the different stages of the assessment.

Protected Characteristics	Early Stage: data gathering and use of surveys conducted over past 18 months	Public Response Stage: Engaging with citizens across 7 PSB Community Areas
Age	YES	YES
Disability	YES	YES
Gender reassignment		
Marriage and civil partnership	YES	YES
Pregnancy and maternity	YES	YES
Race	YES	YES
Religion and belief		YES
Sex	YES	YES
Sexual orientation	YES	YES

Age

Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds).

Disability

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment

The process of transitioning from one gender to another.

Marriage and civil partnership

Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act), Marriage (Same Sex Couples) Act 2013, Marriage and Civil Partnership (Scotland) Act 2014.

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Find out more about our work on pregnancy and maternity in the workplace.

Race

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex

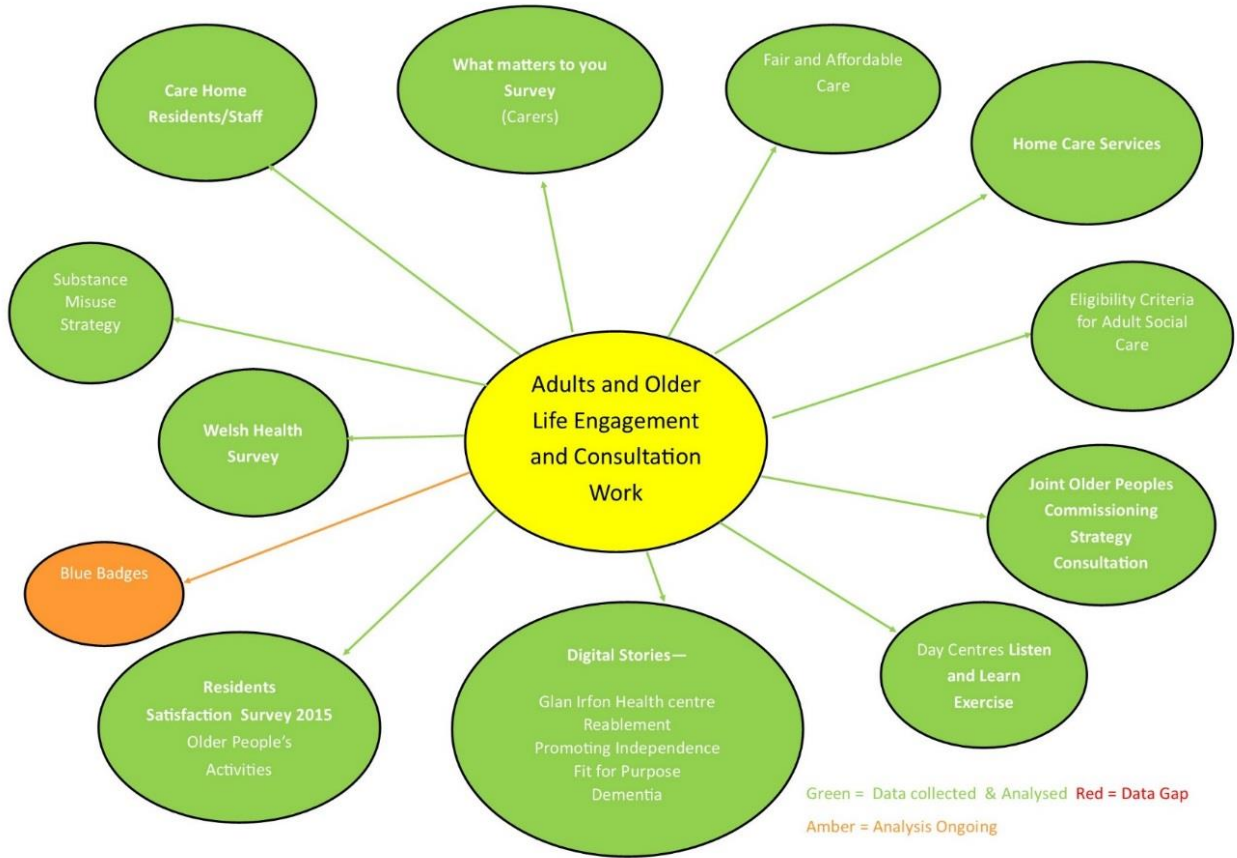
A man or a woman.

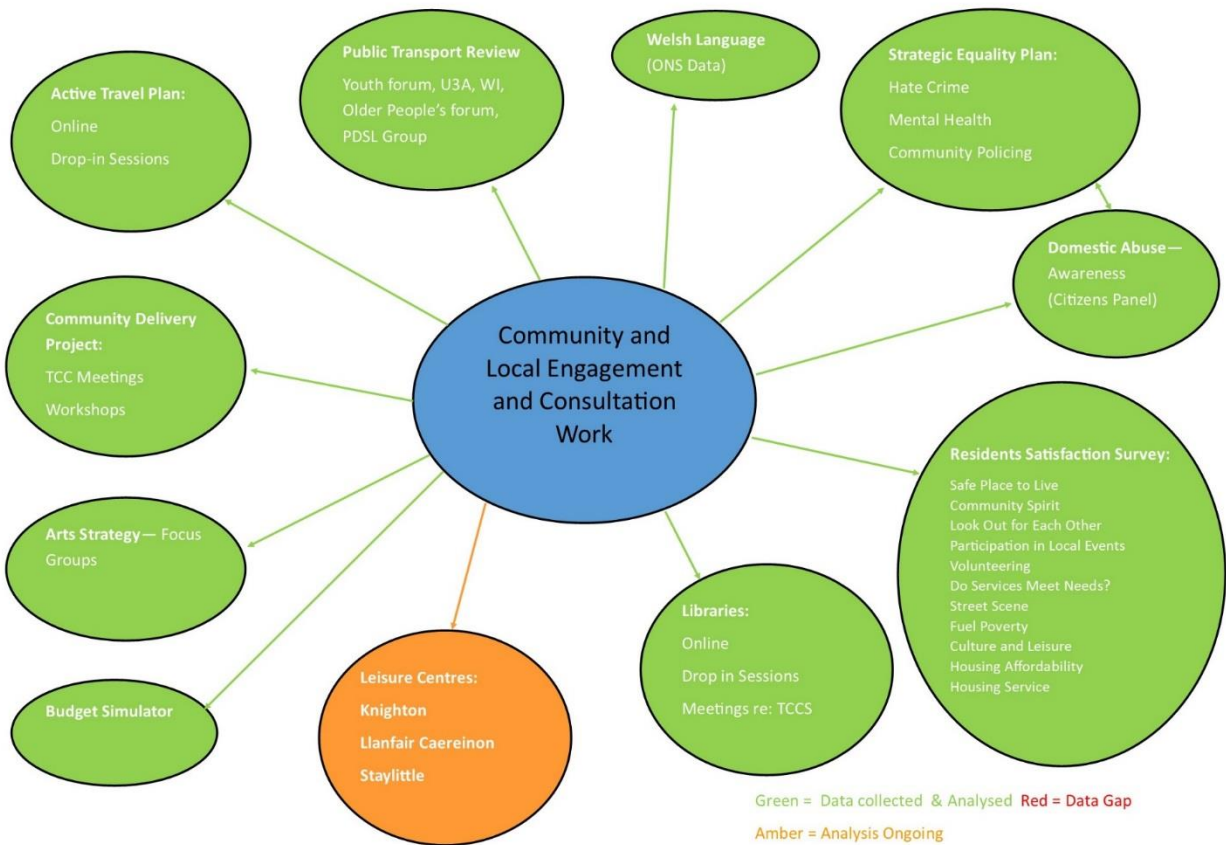
Sexual orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

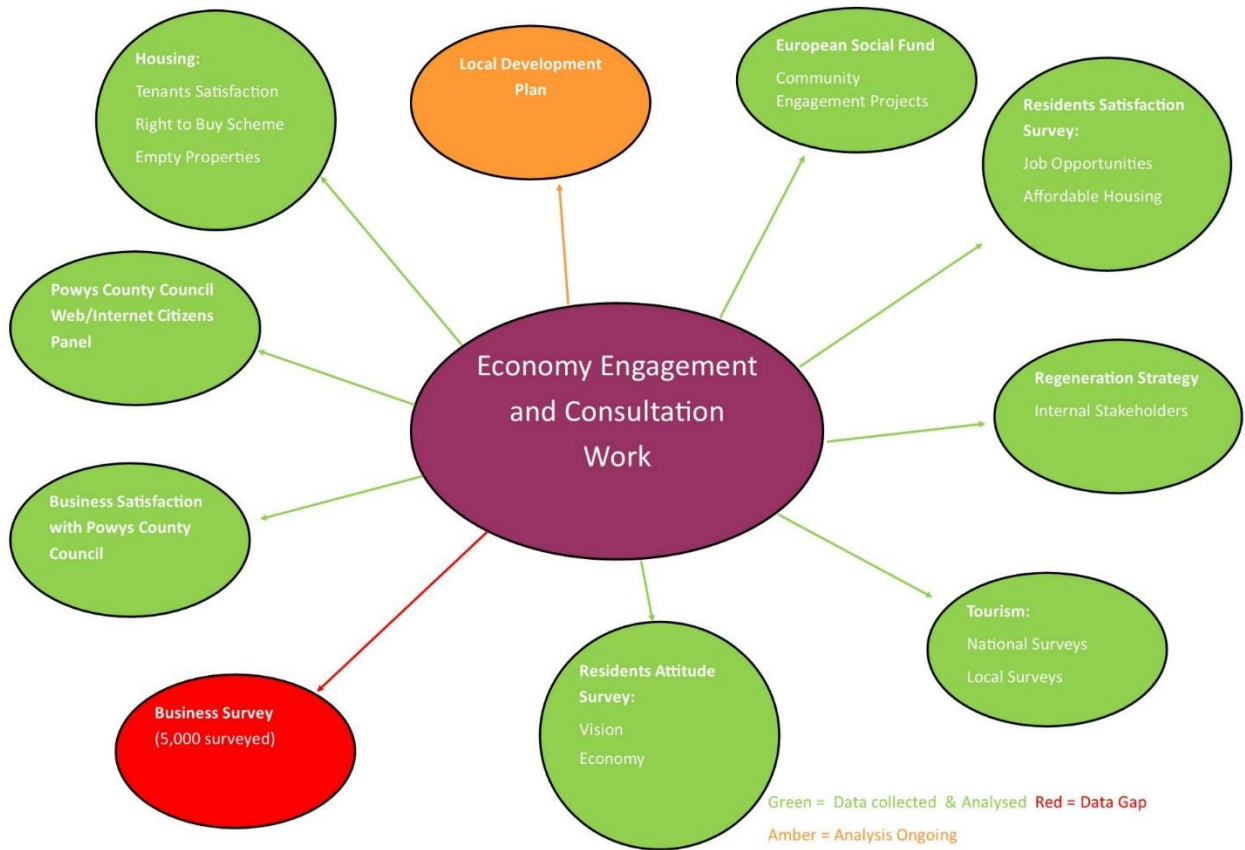
Mind Mapping

The mind maps below illustrate information that has been gathered through engagement work that PSB partners have carried-out (as at November 2016)





Powys Well-being Assessment 2017 - Framework

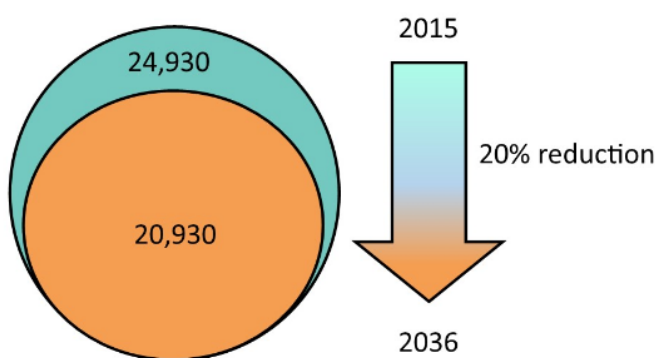


Example social Media posts

Children and young people are the future

The population of children and young people in Powys is predicted to decrease over the coming years. This will reduce the future work-force of the county and create challenges to services such as **Schools, Youth services and Children's Social Care**

Predicted population of 0 to 17 year olds in Powys



What are the barriers to retaining and attracting young people and young families?

8 out of 10 part-time workers in Powys are **female**

I work part-time because.....

Please comment.....

Created by Marie Van den Broeck from Noun Project

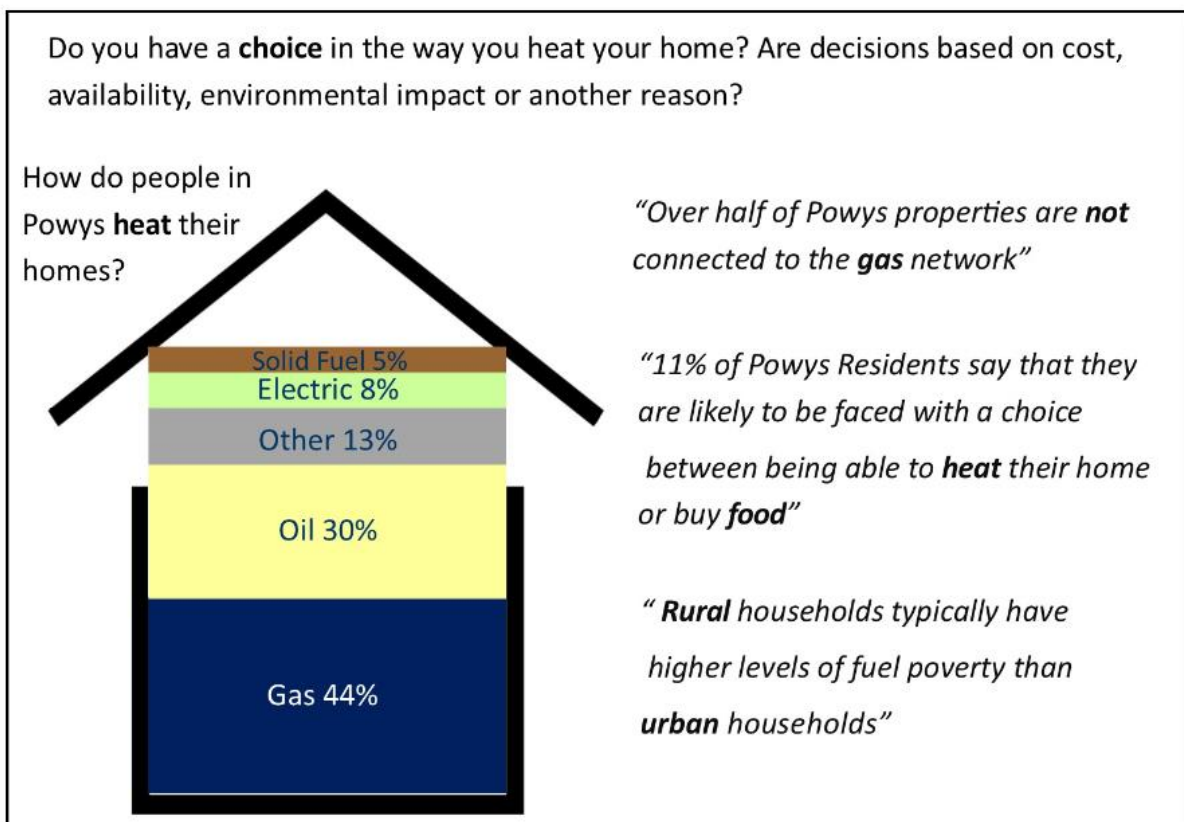
Here are some facts about **poverty** in Powys:

- the number of homeless people is increasing
- we have lower than average weekly wages
- 16% of Powys households are in fuel poverty



Food banks in Powys do a great job of helping people in crisis, but how could we better intervene **before** crisis hits?

What would be the most effective way to break the poverty cycle?



We want to see a Powys that is healthy, including good mental health for our citizens.



What could be done to prevent the development of mental health problems for people in Powys?

The Well-being of Future Generations (Wales) Act 2015 requires that we think more long term. What do you think may affect the wellbeing of future generations not yet born?



Created by Emma Jones
Wales House Project



Created by Marie Van den Broeck
Wales House Project



Created by Creative Arts
Wales House Project



Created by David
Wales House Project



Created by Emma Jones
Wales House Project



Created by Claudiu
Wales House Project



Created by Tanya Miller
Wales House Project



Created by Emma Jones
Wales House Project



Created by David Jones
Wales House Project



85% of households in Powys have 1 or more car. This is higher than any other Welsh authority and many rural English ones.

Do you rely on a car to live or work in Powys?
What impact does this have on your well-being and are there barriers to using public transport?

#PowysWellbeing

Here's **5 facts** about cars.....

<http://visual.ons.gov.uk/five-facts-about-cars/>

The number of people **visiting** Powys is growing

Tourism in Powys currently provides:



4.55 million visitors per year

£720.31 million in income

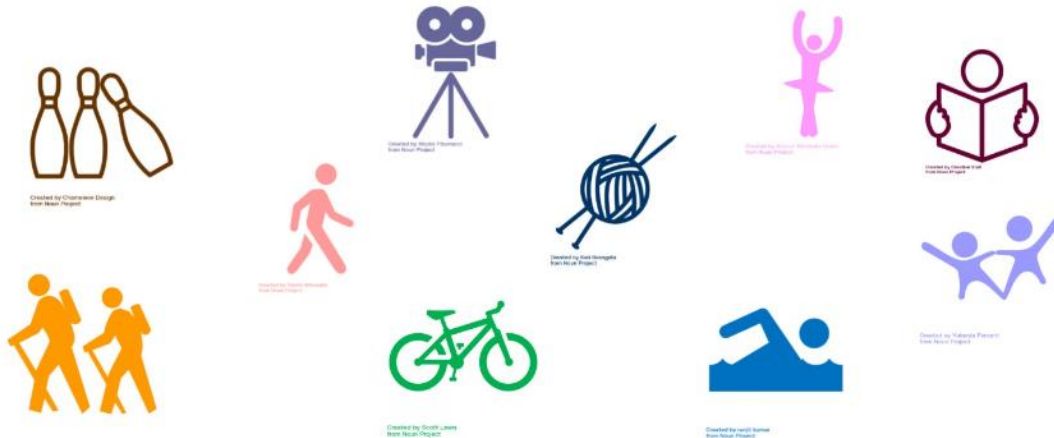


9,141 full-time employees

How do you think **Tourism** impacts on the Well-being of the people of Powys?

What hobbies and social activities do you take part in that contribute to your **well-being**?

Communities are often well placed to deliver or help provide local services suited to the needs of their residents. How could your community support the activities that are important to you?



We have been assessing the wellbeing of people and communities in Powys.

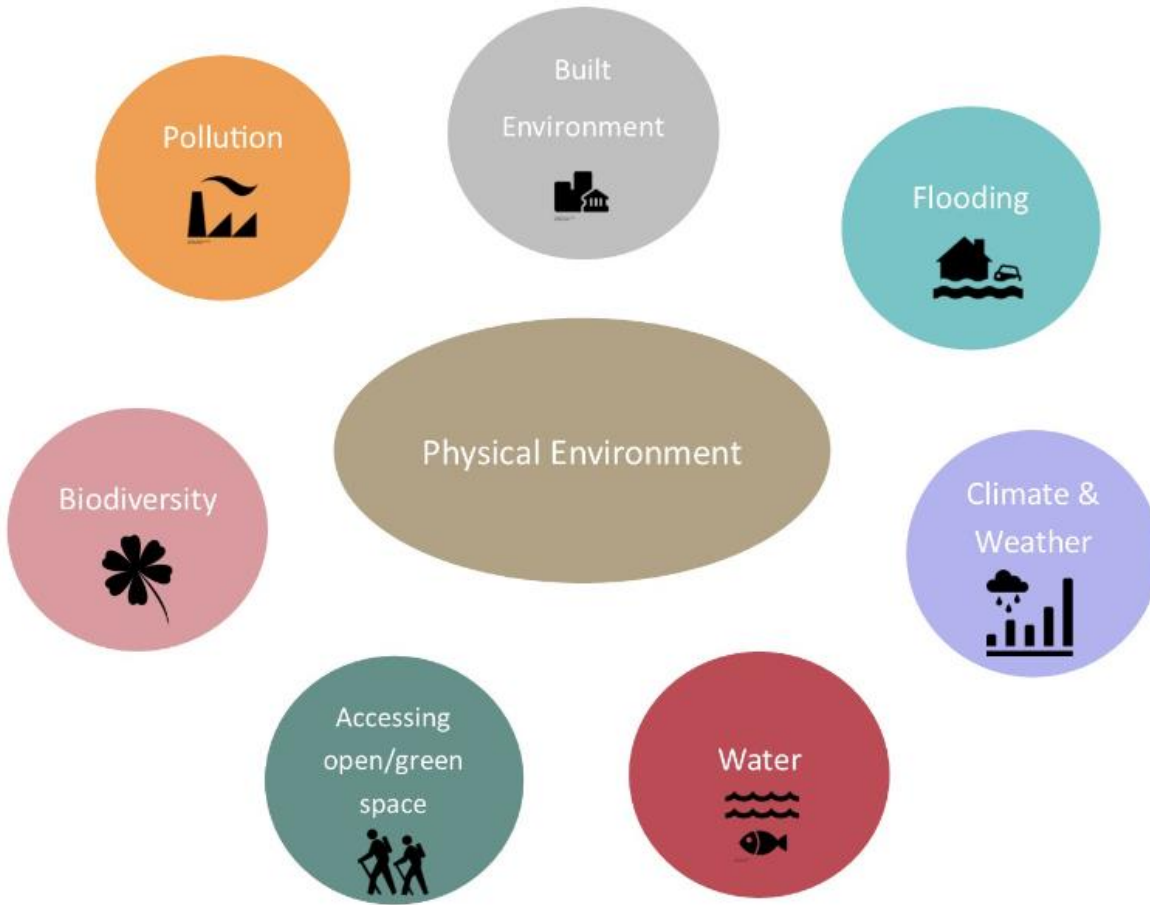
These are some of the things that have come up in many of our discussions.

→

Many of these themes are linked and we think that if we work on one then other areas will also improve.

Do you agree with what we have found? Have we missed anything that is linked to these themes?

- Transport and Infrastructure
- Employment opportunities and skills
- Community resilience
- Healthy lifestyles and early intervention
- Collaboration
- Climate change
- Housing
- Poverty
- Ageing population
- Mental health
- Local differences
- Childcare places



Does the rurality of Powys impact on the way you work, live or do business?



The countryside of Powys provides opportunities for us to enjoy nature and be active in our beautiful surroundings. However rurality can create barriers to accessing services, socialising and getting to work.



How does the rurality of Powys impact on your wellbeing? #PowysWellbeing

We have been assessing the wellbeing of people and communities in Powys.

One area of focus is transport. These are some of the things we have found.....

Most people use their own vehicles for regular travel



Poor transport links can affect access to job opportunities and leisure activities



Carers can find it difficult to get transport in rural areas



We transport **5,577** learners to **94** education establishments



Some areas of Powys have poorly maintained road networks



Transport services across Powys are not as well integrated as they could be



In 2015/16 **1,117,657**

passenger journeys were made on PCC supported local bus services



How does transport impact on your well-being?



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 © Hawfrain y Goron a hawliau cronfa ddata 2016 Arolwg Ordans 100025371

In Powys there are over 16,000 unpaid carers. Are you a carer?
Does being a carer impact on your well-being?



What do we know about Carers in Powys?

- There are more female carers than males



- Unpaid care is more common among part-time workers than full-time workers






- Many carers report that being a carer has had a detrimental impact on their health, employment opportunities and social and leisure activities

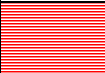


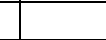



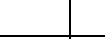
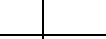






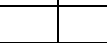

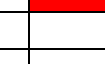

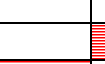








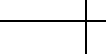
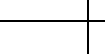












4. Assessment findings and the impact on seven well-being goals

The potential effects if there is no intervention in the medium-term are highlighted in



Key	
	Critical - Direct negative impact
	Critical - Direct positive impact
	Critical – if no intervention

Critical key findings	7 Well-being Goals						
	Prosperous Wales	Resilient Wales	Healthier Wales	Equal Wales	Cohesive Wales	Vibrant Wales	Globally Responsible Wales
Violence against women, domestic abuse and sexual violence							
Health Inequalities							
Prevention							
Reduced child population							
Young mental well-being							
Childcare Sufficiency							
Young Carers							
Exclusions - Free School meal attainment							
Child Obesity							
Educational Attainment							
Public Protection							
Suitable accommodation for older people / Living independently							
Infrastructure							
Business Growth							
Employment and Skills							
Poverty and Deprivation							
Travelling around Powys							
Energy in Housing							
Resilient environment							
Climate Change							

The arrows shown in the table below against each of the situations show the direction of travel if we do not intervene.

A Prosperous Wales

Wellbeing of Future Generations (Wales) Act 2015							
A prosperous Wales							
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 decent work.							
	Critical Direct negative impact	Substantial Indirect negative impact	Moderate Potential negative impact	No impact	Moderate Potential positive impact	Substantial Indirect positive impact	Critical Direct positive impact
Social							
1	Violence against Women						
2	Health Inequalities						
3	Prevention						
4	Carers						
5	Reduced Child Population	←					
6	Children with Disabilities						
7	Young Mental Wellbeing		←				
8	Childcare Sufficiency	←					
9	Young Carers						
10	Exclusions - Free School meal attainment						
11	Vulnerable Children						
12	Child Obesity						
13	Educational Attainment						
14	Mental Health			Awaiting Completed Summative Analysis			
15	Dementia			Awaiting Completed Summative Analysis			
Cultural and Community							
16	Public Protection	←					
17	Suitable Accommodation for Older People						
18	Living Independently						
19	Community Resilience						
20	Reduced Public Funding	←					
Economy							
21	Infrastructure						
22	Business Growth						
23	Tourism						
24	Employment and Skills						
25	Poverty and Deprivation						
Environment							
26	Travelling around Powys						
27	Renewable Generation						
28	Energy in Housing						
29	Your Local Environment						
30	Resilient Environment						
31	Climate Change						
32	Enjoying the environment		←				

A resilient Wales

Wellbeing of Future Generations (Wales) Act 2015									
A resilient Wales									
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)									
	Critical	Substantial	Moderate	No impact	Moderate	Substantial	Critical		
	Direct negative impact	Indirect negative impact	Potential negative impact		Potential positive impact	Indirect positive impact	Direct positive impact		
Social									
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14				Awaiting Completed Summative Analysis					
15				Awaiting Completed Summative Analysis					
Cultural and Community									
16									
17									
18									
19									
20									
Economy									
21									
22									
23									
24									
25									
Environment									
26									
27				←					
28	←								
29				←					
30	←								
31	←								
32				←					

A healthier Wales

Wellbeing of Future Generations (Wales) Act 2015

A Healthier Wales

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

	Critical	Substantial	Moderate	No impact	Moderate	Substantial	Critical
	Direct negative impact	Indirect negative impact	Potential negative impact		Potential positive impact	Indirect positive impact	Direct positive impact
Social							
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14				Awaiting Completed Summative Analysis			
15				Awaiting Completed Summative Analysis			
Cultural and Community							
16							
17							
18							
19							
20							
Economy							
21							
22							
23							
24							
25							
Environment							
26							
27							
28							
29							
30							
31							
32							

A more equal Wales

A More Equal Wales							
A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances)							
	Critical	Substantial	Moderate	No impact	Moderate	Substantial	Critical
	Direct negative impact	Indirect negative impact	Potential negative impact		Potential positive impact	Indirect positive impact	Direct positive impact
Social							
1	Violence against Women						
2	Health Inequalities						
3	Prevention						
4	Carers						
5	Reduced Child Population						
6	Children with Disabilities						
7	Young Mental Wellbeing						
8	Childcare Sufficiency						
9	Young Carers						
10	Exclusions - Free School meal attainment						
11	Vulnerable Children						
12	Child Obesity						
13	Educational Attainment						
14	Mental Health	Awaiting Completed Summative Analysis					
15	Dementia	Awaiting Completed Summative Analysis					
Cultural and Community							
16	Public Protection						
17	Suitable Accommodation for Older People						
18	Living Independently						
19	Community Resilience						
20	Reduced Public Funding						
Economy							
21	Infrastructure						
22	Business Growth						
23	Tourism						
24	Employment and Skills						
25	Poverty and Deprivation						
Environment							
26	Travelling around Powys						
27	Renewable Generation						
28	Energy in Housing						
29	Your Local Environment						
30	Resilient Environment						
31	Climate Change						
32	Enjoying the environment						

A Wales of cohesive communities

Wellbeing of Future Generations (Wales) Act 2015							
A Wales of Cohesive Communities							
Attractive, viable safe and well-connected communities							
	Critical	Substantial	Moderate	No impact	Moderate	Substantial	Critical
	Direct negative impact	Indirect negative impact	Potential negative impact	No impact	Potential positive impact	Indirect positive impact	Direct positive impact
Social							
1		←					
2		←					
3			←				
4							
5	←						
6			←				
7		←					
8		←					
9	←						
10							
11		←					
12							
13							
14	Awaiting Completed Summative Analysis						
15	Awaiting Completed Summative Analysis						
Cultural and Community							
16							
17							
18	←						
19		←					
20	←						
Economy							
21	←						
22			←				
23							
24	←						
25							
Environment							
26							
27							
28							
29		←					
30							
31				←			
32							

A Wales of vibrant culture and thriving Welsh language

A Wales of Vibrant culture and thriving Welsh language

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

	Critical Direct negative impact	Substantial Indirect negative impact	Moderate Potential negative impact	No impact	Moderate Potential positive impact	Substantial Indirect positive impact	Critical Direct positive impact
Social							
1	Violence against Women						
2	Health Inequalities						
3	Prevention						
4	Carers						
5	Reduced Child Population						
6	Children with Disabilities						
7	Young Mental Wellbeing						
8	Childcare Sufficiency						
9	Young Carers						
10	Exclusions - Free School meal attainment		←				
11	Vulnerable Children						
12	Child Obesity						
13	Educational Attainment	←					
14	Mental Health	Awaiting Completed Summative Analysis					
15	Dementia	Awaiting Completed Summative Analysis					
Cultural and Community							
16	Public Protection						
17	Suitable Accommodation for Older People						
18	Living Independently						
19	Community Resilience						
20	Reduced Public Funding	←					
Economy							
21	Infrastructure						
22	Business Growth						
23	Tourism						
24	Employment and Skills		←				
25	Poverty and Deprivation						
Environment							
26	Travelling around Powys						
27	Renewable Generation						
28	Energy in Housing						
29	Your Local Environment						
30	Resilient Environment						
31	Climate Change						
32	Enjoying the environment		←				

A globally responsible Wales

Wellbeing of Future Generations (Wales) Act 2015							
A globally responsible Wales							
	Critical	Substantial	Moderate	No impact	Moderate	Substantial	Critical
	Direct negative impact	Indirect negative impact	Potential negative impact		Potential positive impact	Indirect positive impact	Direct positive impact
Social							
1	Violence against Women						
2	Health Inequalities						
3	Prevention						
4	Carers						
5	Reduced Child Population						
6	Children with Disabilities						
7	Young Mental Wellbeing						
8	Childcare Sufficiency						
9	Young Carers						
10	Exclusions - Free School meal attainment						
11	Vulnerable Children						
12	Child Obesity						
13	Educational Attainment						
14	Mental Health	Awaiting Completed Summative Analysis					
15	Dementia	Awaiting Completed Summative Analysis					
Cultural and Community							
16	Public Protection						
17	Suitable Accommodation for Older People						
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Economy							
21	Infrastructure						
22	Business Growth						
23	Tourism						
24	Employment and Skills						
25	Poverty and Deprivation						
Environment							
26	Travelling around Powys						
27	Renewable Generation						
28	Energy in Housing						
29	Your Local Environment						
30	Resilient Environment						
31	Climate Change						
32	Enjoying the environment						

5. Analysed datasets not included in the assessment

The following data has been analysed and is considered either:

- not currently having an negative impact on well-being in Powys;
- beyond our influence;
- addressed through other existing strategies (including population assessment); or
- not robust enough.

Social

Early life and young adult

- Client assessments and visits
- Additional learning needs
- Integrated disability service
- Teenage conceptions
- Youth work in schools
- Substance misuse

Adult life

- Substance misuse
- Adults receiving services
- Hip fractures
- Chronic Obstructive Pulmonary Disorder (COPD)
- Strokes
- Transient Ischaemic Attack (TIA)
- Major Minor Injury
- Neurology
- Liver Disease

Culture and Community

- Hate Crime
- Overall crime rate
- Council Tax Benefit claimants
- Travel to work by age
- Sexuality – data only available at Powys level

Economy and business

- Location of tourist accommodation
- Location of business accommodation
- Average rental prices
- Average House prices
- Long-term international migration

6. Gaps in our evidence

This section highlights the areas where we know we have gaps in data collection or completing the assessment with the timeframe

Cross-theme gaps

- Information from third sector/private sector
- Engagement with Staff

Carers

- Carers who we do not know about
- Ethnicity reporting (although this has improved).

Vulnerable Children

- Missing children
- Child sexual exploitation
- Prevent radicalisation
- Gangs
- Youth Justice
- Schools Missing
- Creating clear link - pupils missing from schools and Looked after Children
- Sexual health / GUM clinics (none available in the county)
- Identifying young carers that are not known
- Predicted number of people aged 18-64 who will be survivors of childhood sexual abuse
- Most of the data particularly focuses on younger children, there is a lack of data focusing on young adults aged 16 and over.

Prevention

- Small area statistics are lacking.
- Trips and falls: data is now needed
- Accessing Sexual Health Services: data is now needed
- Adult participation in sporting activities three or more times a week
- Child participation in sporting activities three or more times a week

Violence against Women, domestic abuse and sexual violence

- Locality differences within Violence against Women (only broken down to North and South)

Public Protection

- Fear of crime
- Locality differences within Public Protection

Suitable Accommodation for Older People

- Information on causes of hospital admissions (it is the ailment recorded rather than the cause).
- People who are admitted to hospital and then as a result need a change in accommodation post-hospital admission. The advantage of obtaining this data is to help understand whether there are hospital admissions due to people living in hazardous accommodation. Understanding whether there could have been alternative accommodation types for people leaving hospital is key in terms of the modelling being undertaken preventing residential care admissions.

Living Independently

- Active older people
- Learning disability
- A tracking and mapping of outcomes for people accessing early intervention and prevention services - we need to ensure that CCIS is linked to any early intervention and prevention model so that we can provide robust evidence of interventions taken and potential costs saved.

Community Services

- Hospital waiting times (data from Health)
- Travel times to DGH (District General Hospital)

Poverty and Deprivation

- Reliable data on the uptake and usage of Food Banks within Powys
- Limited supply of engagement data, not robust enough to show people in Poverty and Deprivations view.

Your Local Environment

- Currently we cannot accurately narrow down recycling rates by area currently. We are looking to improve this.
- There are concerns over the accuracy of information on incidence and tonnages of fly-tipped material. Prior to 2016/17, incidents were likely under-reported due to issues with reporting system. Improvements made for 2016/17 should lead to more accuracy.

Renewable Generation

- There has been no research on the locality specific information of renewable installations within Powys, the data provided is only based on a Powys wide dataset.
- In terms of what citizens say we only have little information available and were unable to provide a balanced and fair representation of citizens' attitude to Renewable Energy generation.

Energy Efficiency

- We still need to know where the greatest number of the least efficient properties are at a more local level and the improvement measures that are required.

Protecting the environment

- Surface Water Flooding has been identified by the group as a data gap.

Enjoying the environment

- Providing true customer satisfaction by asking whether the public rights of way meets the users' needs. The ease of use figure, although useful is not really a good figure for measuring performance.

Travelling around Powys

- Lacking current Public Transport data

Migration

- We do not have qualitative data that explains why young people are leaving OR not attracted to move into Powys.

Young people Not in Education, Employment or Training (NEETs)

- We are particularly lacking data on those young people aged 18-24 (data is available at a Wales level, but not at a Powys level).

Job market

- Powys has low unemployment (2.9%), however according the Residents Survey, only 19% of respondents rate the county as good/very good in terms of jobs (note: this is a 10% increase since 2013/14 survey).
- The average salary in Powys is relatively low compared with the rest of the UK.
- A large proportion of females (53%) work part-time and 16% of females are self-employed.

7. Key sources of information

Glossary

Topic	Definition / Guidance
Sustainability principles	<p>Thinking for the long term: Balancing the pressure to take action in the short term to address current issues with the need to address the long-term needs of Wales.</p> <p>Taking an integrated approach: Considering the four aspects of well-being (economic, social, environmental and cultural) and how the well-being objectives impact upon each other and in turn the objectives of other public bodies.</p> <p>Taking a preventative approach: Using resources to take action now in order to prevent problems occurring or getting worse.</p> <p>Collaborating: Working with other public bodies (or parts of the same body) to assist in the achievement of objectives.</p> <p>Involvement: Involving the people or communities whose well-being is being considered, engaging them in finding sustainable solutions.</p>
Well-being	<p>Well-being is the improvement of the economic, social, cultural and environmental well-being of communities and people in line with the well-being goals.</p> <p>A state in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.</p>
Prevention	<p>Deploying resources to prevent problems occurring or getting worse, including for other people, communities or organisations.</p> <p>Acting in the present to stop problems from occurring or getting worse. This includes preventing exposure to hazards that cause disease or</p>

injury, altering behaviours that can lead to disease or injury, and increasing resistance to disease or injury should exposure occur.

Early intervention	Intervening at the earliest opportunity, so as to make a positive difference, and prevent or delay harm or damaging impacts.
Safeguarding	Identifying those who are vulnerable to poor outcomes and intervene at the earliest opportunity, so as to make a positive difference, and prevent or delay an escalation to a crisis and/or critical levels of need.
Equalities	An equal society protects and promotes equal, real freedom and opportunity to live in the way people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, key findings and goals, and removes the barriers that limit what people can do and be. An equal society provides services with a scale and intensity that is proportionate to need.
Community	A group of people living in the same place or having a particular characteristic in common.

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8. National Measures of Well-being

#	Indicator	Prosperous	Resilient	Healthier	Equal	Cohesive	Welsh	Global
1	Percentage of live single births with a birth weight of under 2,500g							
2	Healthy life expectancy at birth including the gap between the least and most deprived.							
3	Percentage of adults who have fewer than two healthy lifestyle behaviours (not smoking, healthy weight, eat five fruit or vegetables a day, not drinking above guidelines and meet the physical activity guidelines).							
4	Levels of nitrogen dioxide (NO2) pollution in the air.							
5	Percentage of children who have fewer than two healthy lifestyle behaviours (not smoking, eat fruit/vegetables daily, never/rarely drink and meet the physical activity guidelines).							
6	Measurement of development of young children.							
7	Percentage of pupils who have achieved the "Level 2 threshold" including English or Welsh first language and Mathematics, including the gap between those who are eligible or are not eligible for free school meals. (To be replaced from 2017 by the average capped points score of pupils).							
8	Percentage of adults with qualifications at the different levels of the National Qualifications Framework.							
9	Gross Value Added (GVA) per hour worked (relative to UK average)							
10	Gross Disposable Household Income per head.							
11	Percentage of businesses which are innovation-active.							
12	Capacity (in MW) of renewable energy equipment installed.							
13	Concentration of carbon and organic matter in soil.							
14	The Ecological Footprint of Wales							
15	Amount of waste generated that is not recycled, per person.							
16	Percentage of people in employment, who are on permanent contracts (or on temporary contracts, and not seeking permanent employment) and who earn more than 2/3 of the UK median wage.							
17	Gender pay difference.							
18	Percentage of people living in households in income poverty relative to the UK median: measured for children, working age and those of pension age.							

19	Percentage of people living in households in material deprivation	Yellow		Red	Dark Red			
20	Percentage of people moderately or very satisfied with their jobs.	Yellow		Red	Dark Red			
21	Percentage of people in employment.	Yellow		Red	Dark Red			
22	Percentage of people in education, employment or training, measured for different age groups.	Yellow		Red	Dark Red			
23	Percentage who feel able to influence decisions affecting their local area.			Red	Dark Red	Dark Blue		
24	Percentage of people satisfied with their ability to get to/ access the facilities and services they need.			Red	Dark Red	Dark Blue	Blue	
25	Percentage of people feeling safe at home, walking in the local area, and when travelling.					Dark Blue		
26	Percentage of people satisfied with local area as a place to live.		Orange	Red		Dark Blue		
27	Percentage of people agreeing that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect.				Dark Red	Dark Blue		
28	Percentage of people who volunteer.					Dark Blue		
29	Mean mental well-being score for people.			Red				
30	Percentage of people who are lonely.			Red		Dark Blue		
31	Percentage of dwellings which are free from hazards.			Red	Dark Red			
32	Number of properties (homes and businesses) at medium or high risk of flooding from rivers and the sea.		Orange		Dark Red			
33	Percentage of dwellings with adequate energy performance.	Yellow	Orange	Red	Dark Red			
34	Number of households successfully prevented from becoming homeless per 10,000 households.			Red				
35	Percentage of people attending or participating in arts, culture or heritage activities at least three times a year.			Red		Dark Blue	Blue	
36	Percentage of people who speak Welsh daily and can speak more than just a few words of Welsh.				Dark Red	Dark Blue	Blue	
37	Percentage of people who can speak Welsh.				Dark Red	Dark Blue	Blue	
38	Percentage of people participating in sporting activities three or more times a week.			Red		Dark Blue	Blue	
39	Percentage of museums and archives holding archival/heritage collections meeting UK accreditation standards.						Blue	
40	Percentage of designated historic environment assets that are in stable or improved conditions.						Blue	
41	Emissions of greenhouse gases within Wales.		Orange					Light Blue
42	Emissions of greenhouse gases attributed to the consumption of global goods and services in Wales.	Yellow	Orange					Light Blue

Powys Well-being Assessment 2017 - Framework

4							
3	Areas of healthy ecosystems in Wales.						
4							
4	Status of Biological diversity in Wales.						
4	Percentage of surface water bodies, and groundwater bodies,						
5	achieving good or high overall status.						
4	The social return on investment of Welsh partnerships within						
4	Wales and outside of the UK that are working towards the United						
6	Nations Sustainable Development Goals.						