



<b>Meeting Date</b>	<b>17 December 2025</b>	<b>Agenda Item</b>	<b>4.3</b>
<b>Report Title</b>	SBU alignment to the Well-Being of Future Generations (Wales) Act 20215 (WBFGA) and the recommendations of the Future Generation’s Commissioner report 2025		
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<b>Report Sponsor</b>	Marie Davies, Executive Director of Planning and Partnerships Gillian Richardson, Interim Executive Director Public Health Swansea Bay UHB		
<b>Presented by</b>	Marie Davies, Executive Director of Planning and Partnerships		
<b>Freedom of Information</b>	Open		
<b>Purpose of the Report</b>	This report provides an update for members on SBU alignment to the Well-Being of Future Generations (Wales) Act 20215 (WBFGA) and the recommendations of the Future Generation’s Commissioner report 2025		
<b>Key Issues</b>	Public Bodies have a legal duty to comply with the requirements of the WBFGA. The content of the report outlines how the Health Board is implementing its statutory requirements under the WBFGA and proposed future actions. It outlines a number of key issues and opportunities for implementing and embedding the WBFGA across the organisation.		
<b>Specific Action Required</b> <i>(please choose one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Recommendations</b>	<b>To be assured</b> that the Health Board and partner organisations have arrangements in place to meet the delivery requirements outlined in the WBFGA and the recently published recommendations from the Commissioner’s report 2025.		

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## WELL-BEING OF FUTURE GENERATIONS (WALES) ACT (2015) REQUIREMENTS ON PUBLIC BODIES

### 1. INTRODUCTION

A paper outlining the Health Board's response to the Future Generation's Commissioner's 10-year report and recommendations for public bodies was received by Management Board in August. The paper is attached for information. (appendix 1)

The purpose of this paper is to provide an update to members on how the recommendations will be progressed and the proposed alignment to the Health Board's revised governance arrangements.

### 2. BACKGROUND

The Well-being of Future Generations (Wales) Act 2015 (WBFGA/ Act) places a legal duty on health boards, along with other public bodies, to work collaboratively with partners to improve the economic, social, environmental, and cultural well-being of Wales. This Act requires public bodies to adopt a long-term, preventative approach that considers the impact of decisions on future generations. This is included in the Sustainable Development Principle, which requires public bodies to adopt the Five Ways of Working, these are outlined in appendix 2.

The NHS Wales Planning Framework 2024–2027 also reinforces the statutory duty to align organisational plans with the WBFGA. The framework embeds these principles within *A Healthier Wales*, aiming to ensure that health and social care planning delivers improved outcomes for current and future populations. The need to embed the WBFGA into strategic planning arrangements is therefore likely to be a requirement of the 2026/27 Annual Planning Framework and guidance.

To deliver our statutory duties in relation to the WBFGA, we must ensure that internal processes and partnership arrangements place the Act and its recommendations at the centre and aligned to strategic priorities.

#### 2.2 WBFGA: Update since August

##### 2.2.1 Internal

Swansea Bay University Health Board has committed to embedding the principles of the WBFGA into our organisational culture, strategic planning, and decision-making processes.

In September the Health Board's Organisational Strategy *A Healthier Swansea Bay* was launched. *A Healthier Swansea Bay* provides a clear



long-term (10-year) strategic direction and objectives that that are aligned to the principles of the Act.

Strategic Objective 1—*People of Swansea Bay live healthier, fairer, and more prosperous lives*, builds on Marmot principles and forms the foundation of our Wellbeing objectives.

Aligning the Act’s principles to strategic planning arrangement will:

- Streamline delivery of the recommendations from the Future Generations Commissioner’s 10-Year Report by embedding them into our core planning and operational frameworks, where feasible.
- Ensure that delivery of the WBFGA and recommendations is not seen as a separate action, but core to delivery of our long-term strategic plan and direction.
- Strengthen organisational culture, ensuring that futures thinking, prevention, and sustainability are integral to leadership development, workforce planning, and service redesign.
- Improve our position in the next self-assessment by moving from ‘Simple Change’ to ‘More Ambitious’ across all five ways of working.
- Aligned to our 2026/2027 annual planning assumptions (outlined in the Planning and Partnerships November Board paper), specifically recommendations around embedding in the *Organising for Success* programme, long term financial planning, digital, workforce and capital development.

This high-level mapping demonstrates the strong alignment between the recommendations in the Commissioners’ report, and our Strategic Objectives and the *Four Ways We Make a Difference*. A full version or all recommendations is attached. (appendix 2)

Future Generations Report Recommendations: Theme	SBUHB Strategic Objectives (SO)	SBUHB Organisational Strategy: 4 Ways We Make a Difference
The Future is Now	Strategic Objective 3	Employer, Productive Partner
Climate and Nature	Strategic Objective 5	Anchor Institution, Productive Partner
Health and Well-being	Strategic Objective 1	Healthcare Provider, Productive Partner
Culture and Welsh Language	Strategic Objective 3	Employer, Productive Partner
Well-Being Economy	Strategic Objective 5	Anchor Institution, Employer, Productive Partner
Food	Strategic Objective 1	Anchor Institution, Healthcare Provider, Productive Partner
Budget Setting for Future Generations	Strategic Objective 5	Anchor Institution, Productive Partner

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## 2.2.2 Strategic Partnerships

Our partnership arrangements, and in particular the Swansea and Neath Public Service Boards (PSBs) remains the main vehicle to delivering the priorities of the WBFGA on a regional footprint.

Both Swansea and Neath PSBs submitted responses to the Future Generations' Commissioner. These responses built on The Health Board's response, especially in relation to the work being progressed in collaboration around well-being and food. Mapping of our responses has been undertaken to ensure alignment across the PSBs and Health Board.

Under the legal requirements of the Act, PSBs must prepare and publish local Well-being Plans that set out how public bodies will improve the economic, social, environmental, and cultural well-being of their area.

Work is on-going on the implementation of the Well-being plans in both PSBs. In October, both PSBs met formally to discuss progress relating to the Wellbeing Objectives as set out in their Wellbeing Plans.

The Health Board, as a statutory partner, remains engaged in discussions and activity in relation to the Objectives, particularly those relating to Children & Young People and Climate and Nature. Swansea PSB has agreed to commission external support to further define its priorities and objectives in the final two years of its Well-being Plan.

The Well-being Data Portal was launched in October. The portal is a collaboration between Swansea, Neath Port Talbot and Cwm Taf Morgannwg PSBs and Data Cymru and will enable the monitoring of a wide range of aspects of local well-being – at PSB, Local Authority and Health Board level. Consideration is being given to how this portal will inform Health Board planning and align with the delivery of our organisational strategy.

## 2.3 Next Steps

Outlined below are suggested next steps to strengthen delivery and governance of the Future Generations Commissioner's recommendations and the wider principles of the Well-being of Future Generations Act.

### 2.3.1 Internally

The baseline assessment against delivery of the recommendations was presented to Board in August and outlines the volume of work that is already taking place against a number of the recommendations and indeed the wider requirements of the WBFGA. Over the coming months there will be a need to fully assess all the recommendations, their viability and potential financial implications.



The development of the Clinical Services Plan (CSP) will enable consideration of the Act and recommendations to be incorporated into planning and decision making aligned to the annual plan and budget setting processes.

The recommendations will need to be cross-referenced with the assumptions outlined within the 2026/27 NHS Planning Framework and aligned and embedded within the Health Board’s 2026/ 27 annual planning arrangements.

### 2.3.2 Statutory Partners

The Health Board is actively involved in shaping agreed PSB priorities, including early years, food strategy, poverty reduction, placemaking, and climate action. Over the coming months we will work through the PSBs arrangements to ensure that the recommendations from the Commissioner’s report are fully integrated into both Well-being Plans and Objectives.

We will continue to collaborate with other strategic partners, in particular through the RPB and the South West Wales Regional Joint Committee.

### 2.3.3 Summary of next steps

The following high-level actions have been identified as areas to progress.

Delivering against 4 ways	High-level Action	Action(s)	Timescales/ milestones	Impact
Healthcare Provider CSP	Embedding FGCO report recommendations into the CSP development , ensuring alignment with organisational strategy	<ol style="list-style-type: none"> <li>Align CSP development to these recommendations and actions</li> <li>Gap analysis to determine resource requirements</li> <li>Engagement with service groups re 10year recommendation within their annual planning processes and priorities.</li> <li>Prioritisation annual plan process 2026/27</li> <li>Ensure health and care needs are informing Swansea and NPT Local Development Plan reviews</li> </ol>	<ol style="list-style-type: none"> <li>March 2026</li> <li>March 2026</li> <li>March 2026</li> <li>March 2026</li> <li>March 2026 and ongoing</li> </ol>	<ul style="list-style-type: none"> <li>Demonstrates compliance with the requirements of the Act.</li> <li>Ensure that the delivery of the act is central to the organisational strategy, direction and priorities.</li> <li>Supports the development of culture and leadership and embeds the act within the day-to-day requirements of the health board.</li> </ul>
As an employer (Leadership and Culture)	Developing the right culture / leadership for driving implementation of the Act (using the organisational strategy and strategic objectives as a key frame for this)	<ol style="list-style-type: none"> <li>Hold a Board Development Session: The Future Generations Commissioner’s team are offering to <b>deliver sessions</b> on the Act to the Executive Team/Board</li> <li>Organising for Success programme to consider embedding Future Gen Principles in leadership development and induction programmes</li> <li>Identify Well-being champions</li> </ol>	<ol style="list-style-type: none"> <li>June 2026</li> <li>TBC</li> <li>TBC</li> <li>TBC</li> <li>TBC</li> <li>TBC</li> </ol>	<ul style="list-style-type: none"> <li>Act is embedded in day to day working and planning.</li> <li>Delivery of the Act and balancing the needs of tomorrow with today becomes core business</li> <li>Champions promote the principles of the</li> </ul>



		<ol style="list-style-type: none"> <li>4. Include Act compliance in PADR objectives for senior leaders</li> <li>5. Review recommendation around commitment to Living Wage accreditation by 2027</li> <li>6. Identify workforce development requirements to meet current and future population needs, including the role of community / well-being champions.</li> <li>7. Develop a programme aimed at widening access to careers in health and care, including the role of apprenticeships.</li> <li>8.</li> </ol>		Act within different service groups
<b>As a major organisation - focus on Prevention</b>	Mapping preventative spend and putting health equity at the heart of placemaking	<ol style="list-style-type: none"> <li>1. Participation in the Health Anchors Learning Network.</li> <li>2. Preventative Spend – investing progressively more upstream towards primary prevention, working with the Future Generations Commissioner’s Team to identify how prevention can be built into spending processes.</li> <li>3. Continued review and monitoring of commissioning contracts to ensure Regional Health Economy principles are embedded</li> <li>4. Embedding future generations lens within decarbonisation / adaptation plans</li> <li>5. Engage with local authority planning departments as part of the Local Development Plan (LDP) processes and regional Strategic Development Plans (SDP).</li> </ol>	<ol style="list-style-type: none"> <li>1. March 2026</li> <li>2. March 2027</li> <li>3. March 2027</li> <li>4. March 2027</li> <li>5. Ongoing</li> </ol>	<ul style="list-style-type: none"> <li>• Compliance with the Act</li> <li>• Preventative spend is able to be monitored and impact measured.</li> <li>• Supports with Shift-left agenda</li> </ul>
<b>As a productive Partner</b>	Collaboration with PSBs and regional partners will ensure alignment with local well-being plans and Marmot principles, tackling health inequalities and climate resilience collectively.	<ol style="list-style-type: none"> <li>1. Continue to work with partners to ensure recommendations are reflected in the joint Well-being Plans</li> <li>2. Continue to work through the PSB structure to deliver agreed priorities around Food, Early years, climate and their Wellbeing objectives</li> <li>3. Exploratory analysis to understand drivers of healthcare demand and impacts from health equity and deprivation.</li> <li>4. Using systems approaches to progress partnership working with the following:               <ul style="list-style-type: none"> <li>- Whole System Approach to Healthy Weight – Food system.</li> <li>- RPB and Pan Cluster Planning Groups (PCPG)</li> <li>- Public Service Boards.</li> <li>- Corporate Joint Committee, including regional transport plans, strategic development plans, regional economic development plans and City Deal</li> </ul> </li> </ol>	<ol style="list-style-type: none"> <li>1. March 2026</li> <li>2. March 2027</li> <li>3. March 2027</li> <li>4. March 2027</li> </ol>	<p>Compliance with the Act</p> <p>Tackling poverty, health inequalities which aligns to the delivery of our Organisational Strategy and Strategic Objectives.</p>

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### 3. GOVERNANCE AND RISK ISSUES



**GOVERNANCE:** The WBFGA is cross-cutting across the entire Health Board. Responsibility for reporting on delivery of the Act currently sits with the Planning and Partnerships portfolio. Internal Reporting through Population Health Committee and Management Board/ Health Board. Reporting against the delivery of the Well-Being Plans takes place through the Swansea and NPT PSB arrangements.

**RISK: Effectiveness of existing systems**

The WBFGA aligns to all work in the Health Board and through the PSBs. The self assessment process demonstrated the limited understanding as to why and how this is achieved across all corporate and service groups. Embedding the Act in our organisational culture and planning processes will ensure that all priorities have been assessed against the principles of the Act and balance the needs of today with the needs of Future Generations. Further the requirement of Impact Assessments will further embed the act into our long-term planning processes across the Health Board.

**4. FINANCIAL IMPLICATIONS**

There are potential financial risks to implementing a number of the recommendations. Further work and assessment is required for these recommendations to ensure any financial impact is understood. These can be considered during the annual planning priorities process.

**5. RECOMMENDATIONS**

- **To be assured** that the Health Board and partner organisations have arrangements in place to meet the delivery requirements outlined in the WBFGA and the recently published recommendations.

<b>Governance and Assurance</b>		
<b>Link to Enabling Objectives (please choose)</b>	<b>Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities</b>	
	Partnerships for Improving Health and Wellbeing	☑
	Co-Production and Health Literacy	☑
	Digitally Enabled Health and Wellbeing	☑
	<b>Deliver better care through excellent health and care services achieving the outcomes that matter most to people</b>	
Best Value Outcomes and High-Quality Care	☑	

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	Partnerships for Care	<input checked="" type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input checked="" type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input checked="" type="checkbox"/>
<b>Health and Care Standards</b>		
<i>(please choose)</i>	Staying Healthy	<input checked="" type="checkbox"/>
	Safe Care	<input checked="" type="checkbox"/>
	Effective Care	<input checked="" type="checkbox"/>
	Dignified Care	<input checked="" type="checkbox"/>
	Timely Care	<input checked="" type="checkbox"/>
	Individual Care	<input checked="" type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
<b>Quality, Safety and Patient Experience</b>		
Quality, Safety and Patient Experience agenda is central to support the implementation of the WBFGA and delivery of our strategic objectives - both internally and across the partnership space.		
<b>Financial Implications</b>		
Outlined in the body of the report		
<b>Legal Implications (including equality and diversity assessment)</b>		
<ul style="list-style-type: none"> <li>The Well-being of Future Generations Act requires public bodies in Wales to think about the long-term impact of their decisions, to work better with people, communities and each other, and to prevent persistent problems such as poverty, health inequalities and climate change. The action plan and recommendations from the Future Generation’s Office will ensure further compliance with the requirements of the Act on Public Bodies.</li> </ul>		
<b>Staffing Implications</b>		
There are no known staffing/ workforce implications. Collaborative working practice are being progressed as part of the partnerships agenda and are aligned to our objectives.		
<b>Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)</b>		
This report provides an assessment and recommendations on the implementation of the WBFGA and considers the Health Board’s approach to Long Term vision and planning as one of the Five Ways of Working as well as opportunities for improvement in the next year.		
<b>Report History</b>	<p>Annual report on the WBFGA was received by the Board on the 17<sup>th</sup> of April 2024.</p> <p>The Health Board’s response to the FGO Report and Annual Report 2025 were received by the Board in August 2025.</p>	
<b>Appendices</b>	<p>Appendix 1: WBFGA Management Board Paper, August 2024</p> <p>Appendix 2: Recommendations- Full Mapping.</p>	

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CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
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