



NEATH PORT TALBOT PUBLIC SERVICES BOARD

WELL-BEING PLAN





NEATH PORT TALBOT PUBLIC SERVICES BOARD

CONTENTS



Foreword	1
Introduction to the Act	2
NPT Public Services Board	3
Background	4
Reflection on Previous Work	4
Well-being assessment	7
Summary of considerations for Neath Port Talbot	8
Our Well-being Objectives	15
What We Will Do	16
Governance	23
Monitoring and Evaluation	24
Getting in Touch	27





FOREWORD



The Public Services Board is responsible for creating a well-being plan for 2023–2028. The plan will build on work already started in 2016 with a partnership of organisations striving to make a long-term difference to improve the lives of people in NPT.

The Public Services Board have undertaken a Well-being Assessment reviewing the social, environmental, economic and cultural landscape of NPT and from this we have agreed on four well-being objectives to prioritise our work for the next five years.

These are:

- To ensure all children get the best start in life
- To ensure all our communities are thriving and sustainable
- To ensure our local environment, culture and heritage can be enjoyed by future generations
- To ensure there are more secure, green and well paid jobs and that skills across the area are improved

Taking into account the Well-being Assessment, future trends and other relevant data for Neath Port Talbot we have produced a series of steps we will take to help us achieve our objectives.

Thank you to everyone who has contributed to this Well-being Plan and taken the time to respond to our consultation. In the coming year, we will begin to implement our ideas, seeking out new ways to involve people in our work building together the Neath Port Talbot we all want.



Cllr Steve Hunt

Chair of Neath Port Talbot Public Services Board

Leader of Neath Port Talbot County Borough Council

INTRODUCTION TO THE ACT



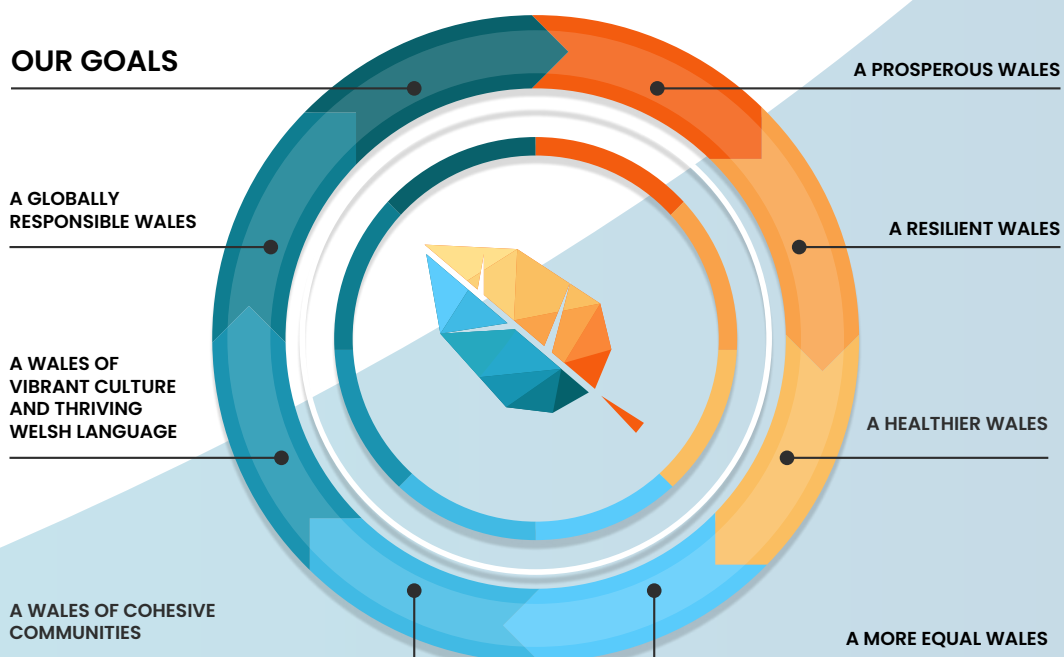
The Well-being of Future Generations (Wales) Act 2015 is about improving the social, economic, environmental and cultural well-being of Wales. This means that the public bodies listed in the Act must do what they do in a sustainable way. To do this, the Act sets out a “sustainable development principle” which is about how the public bodies listed in the Act should go about meeting their well-being duty under the Act.

The principle is made up of five ways of working that public bodies are required to take into account when applying sustainable development.

These are:

- Looking to the long-term so that we do not compromise the ability of future generations to meet their own needs.
- Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.
- Involving a diversity of the population in the decisions that affect them.
- Working with others in a collaborative way to find shared sustainable solutions.
- Understanding the root causes of issues to prevent them from occurring.

The Act sets seven well-being goals. Together they provide a shared vision for the public bodies listed in the Act to work towards. The well-being goals must be considered as an integrated set of seven to ensure that the relevant links are made in the context of improving the economic, social, environmental and cultural well-being of Wales.



NPT PUBLIC SERVICES BOARD



The Neath Port Talbot Public Services Board (PSB) brings together leaders and decision makers from public service organisations and the voluntary and community sector. The purpose of the PSB is to improve the economic, social, environmental and cultural well-being of Neath Port Talbot. By working collaboratively the PSB can get a deeper understanding of the issues that matter to residents of NPT and can deliver improvements much more effectively and efficiently. You can find out more about the PSB [here](#).

STATUTORY PARTNERS



Gwasanaeth Tân Ac Achub
Canolbarth a Gorllewin Cymru
Mid and West Wales
Fire and Rescue Service



Cyfoeth Naturiol
Resources
Cymru Wales



Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

INVITED PARTNERS



COEDFFRANC TOWN COUNCIL



GRŴP COLEGAU
NPTC
GROUP OF COLLEGES



GIG CYMRU
NHS
WALES
Iechyd Cyhoeddus
Cymru
Public Health
Wales



CVS
NEATH PORT TALBOT
CASTELL-NEDD PORT TALBOT



Swansea
University
Prifysgol
Abertawe



Neath Town Council
Cyngor Tref Castell-nedd



Llywodraeth Cymru
Welsh Government



De Cymru
Comisiynydd yr Heddlu a Throsedd
Police and Crime Commissioner
South Wales



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David



Department for
Work & Pensions



HM Prison &
Probation Service

BACKGROUND



Every five years, each PSB must prepare and publish a plan setting out its objectives and the steps it will take to meet them. This is called a Local Well-being Plan.

These are:

- Local Well-being Objectives
- Steps to help us achieve the objectives
- Timescales and responsibilities
- Detail on how we will achieve the steps in accordance with the sustainable development principle



Reflection on Previous Work

NPT PSB was first established in 2016 and its first Well-being Plan 2018–23 'The Neath Port Talbot We Want' is now coming to fruition.

Vision

We want Neath Port Talbot to be a vibrant and healthy place where people have an equal chance to get on in life – a place where people want to live, learn, work, invest and visit for many generations to come.

We want local public services, including the Third Sector, to be effective and value for money, easy for people to use, and offer quality employment where people are valued and appreciated for the work they do. Together with citizens, we will build on our strong and cohesive communities where the rights of everyone will be respected and protected.

We want our public services to be focused on enabling people and communities to be resilient and it will be the norm for citizens to experience seamless, personalised, high quality services. Public service delivery will create the right conditions for investment that will enable the county borough to attract and sustain quality, sustainable employment for local people.

Our communities will be well connected through a first class digital and transport infrastructure and we will value and protect our natural environment, wildlife will be thriving, supporting healthy lifestyles and sustainable communities.

We will have achieved our vision when all children and young people have the best start in life; when all young people and adults have the skills and resilience to be healthy and prosperous; when people are safe and feel safe; when all of our communities are thriving and supporting the people who live there; and where people can draw on the support of neighbours and well-developed social networks.



The partnership working undertaken during this period has resulted in great benefit as different organisations have been brought together with a shared understanding of the local area and its issues.

A lot has been achieved in this cycle, including extensive mapping work and community engagement. Stronger relationships have been formed with the soft benefits of investing together and being better prepared to respond collectively to adverse events.

Rather than starting from a blank page the Board is building on the excellent work undertaken during its first five years in existence and the strong partner relations formed.

We committed to...	Since the last plan we have...
<p>Improve the well-being of children in their early years, including those at risk of adverse childhood experiences</p>	<ul style="list-style-type: none"> • Created a Sandfields West Children’s Community Zone, a centre for co-ordinated activities for families. • Secured a transformational Early Action Together grant delivering a more coherent early intervention and prevention approach to early years. • Participated in Welsh Government’s First 1000 Days programme to identify and develop sharing protocols of families with a risk of adverse childhood experiences. • Joined with Swansea Council in Early Years Pathfinder work piloting projects to support speech and language development and workforce development to support early years physical literacy. • Worked to improve youth unemployment during the pandemic working with young people through employability sessions and health and well-being courses.
<p>Build safe, confident and resilient communities, focusing on vulnerable people</p>	<ul style="list-style-type: none"> • Secured an Innovate and Create grant to support voluntary community groups and social enterprises. • Worked with Neath Port Talbot communities to develop links focusing on people, place and systems. • Held multiple community activities including open days, public meetings, and engagement with councillors. • Held volunteer fairs and awards in the community to strengthen volunteering recruitment. • Worked towards a system of long-term change alongside residents to identify where support is needed and maximising assets already within the community including people and places. • Assessed the scale and scope of loneliness and isolation. • Worked with the Alzheimer’s Society, raising awareness and understanding of Dementia training across the partnership.
<p>Create an environment where everyone can age well</p>	<ul style="list-style-type: none"> • Linked with the Falls Prevention Group within Swansea Bay Health Board, to look at primary prevention with the RPB concentrating on secondary and tertiary prevention. • Worked to address high cost credit and indebtedness of Tai Tarian residents including working with Alliance.
<p>Create an environment where everyone can age well</p>	<ul style="list-style-type: none"> • Shared best practice with PSB members to support and promote health and well-being within their organisations and share developments across organisations. • Held workshops about Staff Well-being in the workplace with Swansea Bay Health Board, Ford Motor Company and Healthy Working Wales.
<p>Protect and enhance our green infrastructure</p>	<ul style="list-style-type: none"> • Extensively mapped green and blue space in Neath Port Talbot. • Worked with Swansea and Carmarthenshire on a Connecting Green Infrastructure Project who took forward a new and collaborative approach to designing and delivering green infrastructure. • Received a budget from Natural Resources Wales for projects in NPT and delivered that to support community green spaces.
<p>Increase levels of digital participation and inclusion</p>	<ul style="list-style-type: none"> • Worked with Digital Communities Wales, raising awareness of their Digital Inclusion Charter and worked with partner agencies to embed their approach • Embedding the Digital Inclusion Charter provided organisational capacity across different PSB organisations. This provided a stronger starting point when digital availability and capability was required during the COVID-19 pandemic.

Well-being assessment

During 2021/22 the PSB has undertaken an extensive local assessment of well-being. The full findings can be viewed [here](#).

During the summer of 2021 Neath Port Talbot Council issued a questionnaire as part of an extensive engagement campaign. 'Let's Talk' is an open-ended consultation, acting as an opportunity for the public to talk about what matters to them. The purpose of the initial questionnaire was to find out about what mattered to people living and working in Neath Port Talbot.

The feedback was used to develop a recovery plan for the county borough. It was agreed that due to the open-ended nature of the questions posed the Let's Talk findings would also be suitable to inform the NPT Well-being Assessment. The findings of 'Let's Talk' along with local and national data and information gave us a clear picture of well-being in our area highlighting our assets and our challenges.



NPT PSB worked in collaboration with Swansea PSB and commissioned Swansea University to produce an over-arching analytical chapter to supplement the findings and provide a meaningful picture of what our information means for our communities in NPT. Elements of this work form the Summary section of the Assessment and sets out the key themes of our findings.

SUMMARY OF CONSIDERATIONS FOR NEATH PORT TALBOT



A PROSPEROUS WALES

GREEN ECONOMY: NPT remains one of the most important manufacturing locations in the UK with largest steel production complex at Port Talbot. Decarbonising important economic assets such as this to achieve the Welsh Government's Net Zero target are a significant challenge. While carbon emissions have reduced in NPT over the last decade, it is below the national average. However, there are promising opportunities for future growth linked to decarbonisation such as through Associated British Port's vision for Port Talbot Docks as a globally significant offshore wind turbine production hub.

SKILLED WORKFORCE: Occupations remain lower skilled compared to the UK average. We need to work together to upskill our workforce to meet the long-term demand for jobs in the area.

PANDEMIC RECOVERY: Employment is recovering following the pandemic, but support is needed around recruitment for growing sectors. The pandemic has given us an opportunity to rethink the way we do things and build back better in a green and just way that addresses both the climate and nature emergencies.

CHILDCARE: Costs can be a barrier to employment. We need to increase uptake of entitlements and support the development of this sector.



A RESILIENT WALES

NATURAL RESOURCE LIMITS: We are using stocks of our natural resources at a rate which is unsustainable and that our ecosystems are under increasing pressure and threat from the impacts of climate change, land use change, invasive non-native species (INNS), pollution and over-use.

ECOSYSTEMS: Many of our ecosystems are not resilient to unexpected or unforeseen change. This jeopardises the ability of our natural environment to provide a number of vital well-being benefits now and in the future.

NATURE-BASED RECOVERY: A changing climate will likely impact on the condition and distribution of habitats and species, and degraded habitats contribute to climate change. However, by putting nature into recovery we can also tackle climate change.

NATURAL ASSETS: Residents appreciate and value the natural assets in NPT, but more is required to improve and recover them over the long-term.

FLOODING AND COASTAL CHANGE: Flooding and coastal change risks to homes, communities, businesses, infrastructure, and ecosystems are one of the top concerns of climate change in NPT.



A HEALTHIER WALES

CHANGING POPULATION: There is an ongoing increase in the older population, also in single person households, which is likely to be a factor in increased loneliness and isolation. The gap in life expectancy and healthy life expectancy also indicates increased pressure on health and social services.

HEALTHY PLACES: In comparison to Wales, NPT has one of the least healthy diets and lowest levels of physical activity. Work is needed to reverse the growing trend of obesity and more can be done to make sure the places we live help us to be active and eat well.

MENTAL WELL-BEING: Residents of NPT reported comparatively positive mental well-being in the National Survey for Wales. However, we need to be prepared for an increase in low mental well-being and mental health conditions as the true impacts of the pandemic surface.

HOUSING: We need more affordable housing in NPT, with 1,037 new homes required by 2033. Encouragingly, 434 new units were built between 2018 and 2021.

AIR QUALITY: While there has been improvement in air quality across NPT in the last decade, it still remains an area of concern and is a key priority in order to improve the health of current and future generations.



A MORE EQUAL WALES

DEPRIVATION AND POVERTY: High concentrations of deprivation and poverty remain in areas of NPT. These areas will be most impacted by the current increases in living costs.

HOUSEHOLD INCOME: Household income has fallen across Wales during the pandemic with people on low to mid incomes more likely to be affected.

COVID-19 IMPACT: Covid-19 has increased inequality in general in NPT and the worst affected groups include Black and Ethnic Minorities, women and young people.

EDUCATION: The pandemic appears to have increased inequalities in educational attainment and the full extent of this impact may not yet be evident.

ENVIRONMENTAL RISK: Those most vulnerable in society are at higher risk environmental risk such as poor air quality and flooding. Climate change is expected to exacerbate these inequalities and there is a risk that responses to climate change can place disproportionate burdens on vulnerable people and communities.



A WALES OF COHESIVE COMMUNITIES

COMMUNITY SPIRIT: Communities have pulled together during the pandemic and residents have noted the increase in community spirit and support. Communities should be supported to shape their own futures.

SAFE COMMUNITIES: NPT is generally considered to be a safe place to live. There has been a reduction in anti-social behaviour and violence against women, although we have seen an upward trend in cyber-crime. NPT residents are concerned about drugs in the communities.

CONNECTED COMMUNITIES: Whilst the towns of Neath, Port Talbot and Pontardawe are well connected to each other and the rest of Wales, transport links in the valley areas are poor and contribute to the social and economic isolation of people living there.

CHILDREN AND YOUNG PEOPLE: Residents of NPT feel it is important for children and young people to have more places to go and things to do.



A WALES OF VIBRANT CULTURE AND THRIVING WELSH LANGUAGE

PROUD HERITAGE: People in NPT are proud of their heritage and traditional Welsh communities. We need to preserve and protect our culture, history and rich natural heritage, whilst keeping inclusivity in mind as our culture becomes more diverse and working to remove historical stigma associated with the area by promoting the area.

WELSH LANGUAGE: Whilst the number of Welsh speakers has declined, learning and Welsh educational opportunities are increasing. We need to provide more opportunity to use the Welsh language in NPT to increase residents' confidence.

ARTS AND CULTURE: Underfunding of the arts and culture has had a negative impact on the offer over the years, which the pandemic has further impacted. We know access to these things are an important factor to improving well-being.

VOLUNTEERING: With the increasing number of community assets (e.g. community centres, libraries and heritage sites) being run by volunteers relying on grant funding, we need to provide support to make this sustainable so that such assets are not lost.



A GLOBALLY RESPONSIBLE WALES

RESOURCE USE AND DECARBONISATION: NPT uses 2.5 times per person more resources than the planet can sustain. Further, NPT is a major carbon contributor in Wales and faces a challenge to balance Net Zero goals against the economic benefits brought by its high energy/emission employers.

CLIMATE AND NATURE EMERGENCY: NPT is a leader in renewable energy with some of the highest installed renewable energy capacity in Wales. Current projects to restore adjacent habitats such as carbon-sequestering peatlands demonstrates ways in which multiple benefits can be derived to tackle both the Climate and Nature emergencies together.

FAMOUS PERSONALITIES: NPT has produced world famous actors, artists and sports personalities giving us a global identity, this can be further harnessed to promote the region.

Due to the joined up approach in developing our assessment, we were able to agree to align our well-being objectives with those of NPT Council, in order to progress in an efficient way and provide overarching added value as a PSB (These are illustrated on page 13).

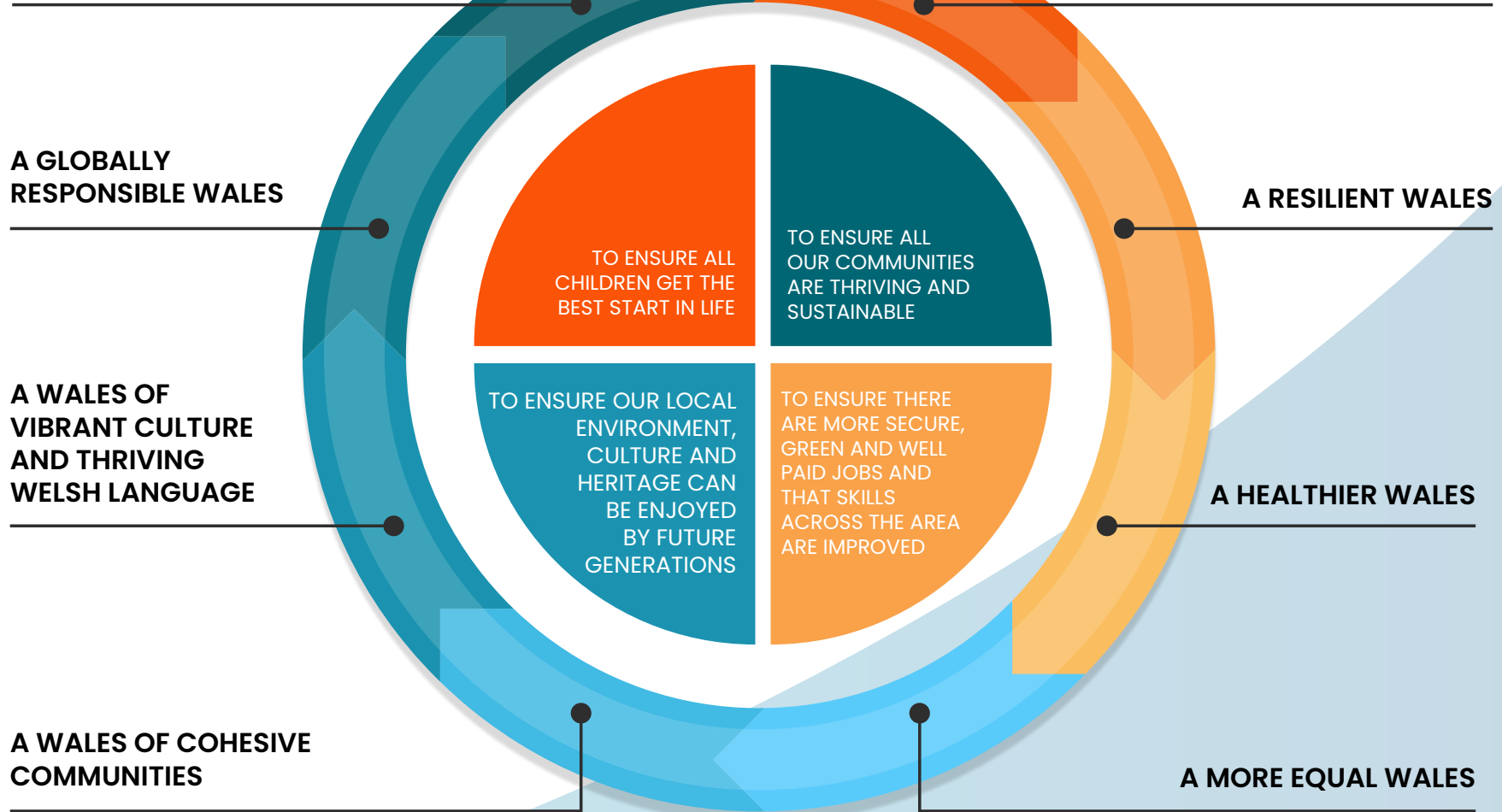


Since the completion of the Well-being Assessment, the cost of living crisis has escalated and is set to impact on all of our work going forward. This along with the impacts of the Covid 19 pandemic, Brexit and the Climate and Nature emergencies present us with challenging times. We believe that by working more closely together we can maximise our resources and impact and are committed to this approach as we move towards our new Plan for the area.

OUR WELL-BEING OBJECTIVES



OUR GOALS





Well-being Objective 1: All children have the best start in life

When looking at improving general well-being in our area it makes perfect sense to start at the beginning and focus on our future generations. In our Well-being Assessment people felt very strongly about their children’s education and social interaction opportunities, particularly after time missed during lockdown. We know that a high number of children in NPT have Additional Learning Needs. We also recognise a direct link to poverty and deprivation which minimises opportunity later in life. By working together to give our children the best possible start and support we aim to improve life chances and move towards an increasingly thriving and sustainable NPT. A ‘Best Start in Life’ does not just apply to the early years but will cover the period from conception to age 25 years.



Well-being Objective 2: All our communities will be thriving and sustainable

Our Well-being Assessment reinforced our knowledge that we have strong close-knit communities in NPT. This was particularly evident during the Covid-19 pandemic when communities pulled together and supported each other in crisis. This a strength we want to build on, however, we are also aware that deprivation is a deep-rooted issue in NPT and there are concentrated areas in the most deprived category of the Welsh Index of Multiple Deprivation. The impact of deprivation is likely to worsen over the coming years as levels of poverty increase (e.g. food and fuel), affecting the lowest income families. The UK economy is in crisis. The pandemic had already left a legacy of increased inequality and this is now being compounded by increases in the cost of living. There is an urgent need for the PSB to work collaboratively to alleviate the financial hardship and consequential impact on wellbeing that is being experienced by a growing number of people across NPT. Communities are already mobilising to help those facing hardship, the PSB can support this community action by using its resources and reach into communities to enable people to be aware of the help and support available and how to access it. The PSB recognises the important work of the Community Safety Partnership (CSP) in managing and responding to the key issues being faced in NPT in terms of crime and safety, and that the partnership is committed to working together to achieve sustainable reductions in crime, fear of crime and antisocial behaviour. The CSP have recently reviewed their priorities and agreed that the top five priorities going forward are anti-social behaviour, community cohesion, substance use, VAWDASV and Crime Prevention. The CSP recognises that is also committed to engaging with the public and communities on what matters to them, addressing problems in a collaborative way and sharing successes. In this way the CSP will be agile in responding to new or emerging issues. The CSP is also acutely aware of new emerging duties to the CSP which will need to be reflected in the priorities or actions of the CSP. The PSB will support this work as part of a contribution to its Well-being Objectives.



Well-being Objective 3: Our local environment, culture and heritage can be enjoyed by future generations

Neath Port Talbot’s extensive natural and cultural heritage is valued and appreciated by residents. It is integral to our sense of belonging and connection to the place – the “Dramatic Heart of Wales”. Our heritage is an asset which supports our local economy, helping to attract inward investment and generating value through voluntary action. At the same time, we know that we face a dual nature and climate crisis. Evidence shows that some of this change is now irreversible and if we are to avoid even more extreme temperatures, widespread extinctions and further decline of the condition and distribution of our local ecosystems then urgent and transformative change is needed at the global, international and local level. It is critical that we build a nature positive approach into finding our way out of Covid and now the current economic crisis. As was clearly demonstrated through the covid pandemic, and supported by evidence in the wellbeing assessment, healthy and resilient natural resources underpin our health and well-being. Our communities rely on the capacity of nature to provide a healthy environment and protect us against hazards. The WBA also highlighted that low-income areas are associated with lower quality housing and education, poor diet, and less access to good quality green space, and active travel.



Well-being Objective 4: There are more green, secure and well-paid jobs and skills across the area are improved

The Well-being Assessment provides an interesting insight into NPTs unique economy and its impact on the people that live and work here. Despite an increase in employment poverty remains evident in most parts of Neath Port Talbot, and latest statistics show that all wards within the county have at least 15% of its children living in poverty. Following the pandemic, household incomes have dropped and there has been an increase in the number of economically inactive individuals who have lost confidence and are finding it more difficult to access support. There is an opportunity for partners to work together and maximise the impact of investment in the area and support our workforce to upskill looking at sustainable solutions and approaches. The goal of this objective will be to achieve a skilled and well-educated population in an economy that generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.

Within the following pages we have set out the steps we will take to help us achieve our well-being objectives and improve the social, economic, environmental and cultural well-being of Neath Port Talbot. We recognise there is further work needed to develop specific, measurable and time bound actions.

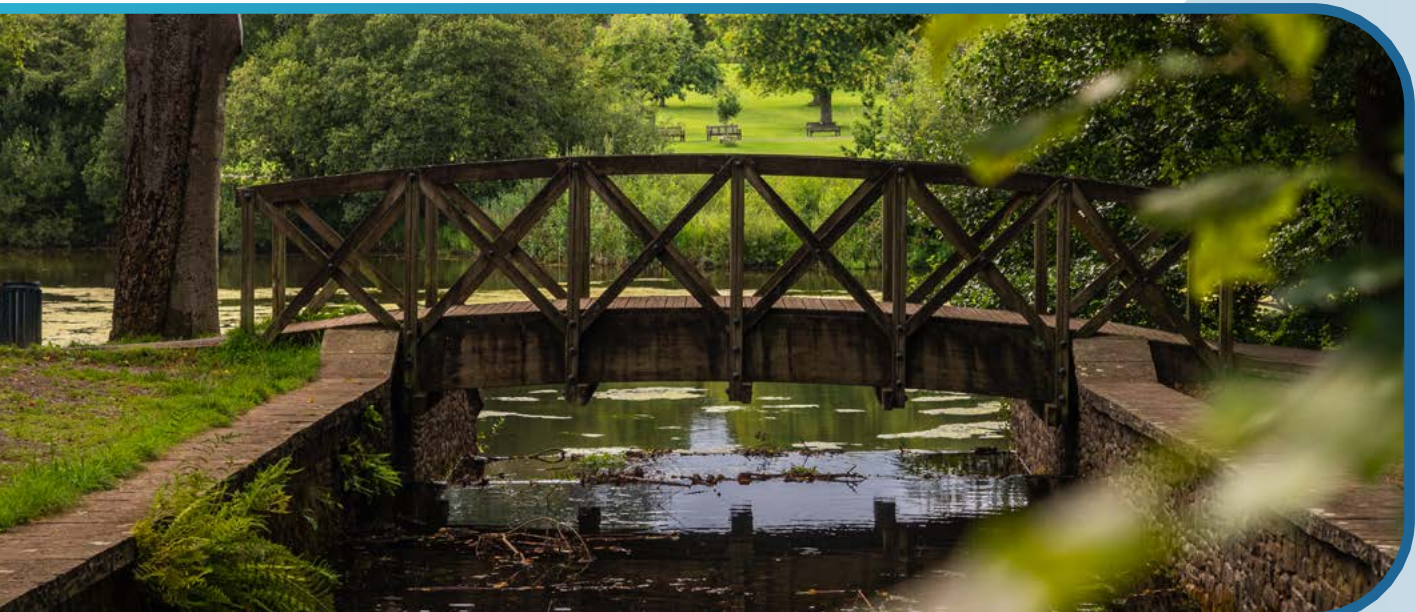
This work will be a priority for the Board and these actions will outline how our objectives will be achieved and the difference we are making.

The detail of the timeframes relating to the work underpinning each of the steps will be further developed with a balance between delivering for the short term and in the context of priorities for the longer term.

The Board is fully committed to ensuring that all work undertaken will impact on all four of the well-being objectives. We will take an integrated approach when carrying out steps avoiding working in isolation or 'silos' in accordance with the sustainable development principle.

For example, it is important that we understand that our long term social and economic wellbeing is underpinned by environmental wellbeing, and how societal and economic decisions are impacting on our environmental wellbeing.


As a Board we are also committed to a 'Health in All Policies' approach and understand that inequalities in health arise because of inequalities in society and the conditions in which people are born, grow, live, work and age – leading to differential levels of vulnerabilities. In order to improve health and well-being reducing health inequalities will be integral to everything we do.





WHAT WE WILL DO



 WELL-BEING OBJECTIVE 1: ALL CHILDREN HAVE THE BEST START IN LIFE

 WELL-BEING OBJECTIVE 2: ALL OUR COMMUNITIES WILL BE THRIVING AND SUSTAINABLE

 WELL-BEING OBJECTIVE 3: OUR LOCAL ENVIRONMENT, CULTURE AND HERITAGE CAN BE ENJOYED BY FUTURE GENERATIONS

 WELL-BEING OBJECTIVE 4: THERE ARE MORE GREEN, SECURE AND WELL-PAID JOBS AND SKILLS ACROSS THE AREA ARE IMPROVED

Steps	We will work together to:			
Take a co-ordinated approach to supporting the mental health and well-being of our children and young people so they are able to flourish and thrive	There is currently a duplication of services for children and young people, we need better co-ordination of these so that all needs can be met. Families need to be able to easily access these services and a 'no wrong door' approach should be embedded. There needs to be better alignment with ongoing regional work in this area. By undertaking earlier joint planning of new work streams we can utilise grant funding more efficiently. There is evidence of emerging well-being needs in children and young people following the Covid pandemic and a collaborative approach is needed to address this.			
Ensure that when our youngest children start school they are confident and ready to learn	Data indicates that on entry to school, children in NPT have weaker skills than their peers in many other areas and there is a direct link to poverty and deprivation. A high number of children in NPT have Speech, Language and Communication needs. On assessment into school data indicates high numbers presenting literacy, language and communication skills below that of chronological age, similarly for personal, social and developmental skills. We need to work together as partners to support transition from Early Years settings into school whilst planning for a new curriculum and meeting our duties under the Additional Learning Needs reform. Families must be supported to access funded programmes such as Flying Start and the Childcare offer and play opportunities need to be increased in our area for children of all ages. We are now seeing the impact of the pandemic, many of our youngest pupils will not have had the experiences to develop key skills and a joined up approach is needed to support these children.			
Ensure better alignment of early intervention services in order to meet the needs of our children, young people and their families	We are seeing a significant increase in demand for our early intervention and prevention services and the needs presented are becoming increasingly complex. Services commissioned, such as those that sit under the Families First Grant, were not intended to deal with the level of need being seen and we need to ensure that these services sit appropriately between the universal offer and statutory services. There is currently duplication of early intervention services across sectors, along with gaps in services for higher level need not accessing statutory services. We need to work together to understand what the universal offer is from partners and to review transition and pathways across services. A co-ordinated approach for support for pupils with ALN or emerging needs is needed.			
Support and advise our school leavers to increase access to employment, education or training	Not all of our children and young people will thrive on a traditional academic pathway. We need to work together as partners and support the development of vocational pathways in order to reduce the number of young people leaving school and not entering and staying in further education, training or employment.			
Long term	Prevention	Integration	Collaboration	Involvement
By investing in our early years we are supporting the long term well-being of our area, impacting on all our well-being objectives.	We want to prevent childhood issues from escalating and requiring intensive support so our children can move towards adulthood feeling confident and supported.	By supporting our children to have the best start in life we are impacting on all our well-being objectives and looking forward to a thriving and sustainable NPT.	We cannot achieve these steps as single agencies. Collaboration is key to making a difference in our children's lives.	We are committed to enabling our children and young people to have a voice. Their involvement in our work will be essential if we are to make a difference.



Steps	We will work together to:
<p>Make sure those who need help and support with the cost of living know what support is available and how to access it</p>	<p>Whilst the overall position has worsened in terms of outcomes, there have been a number of policy initiatives that will benefit some people experiencing poverty. This includes: the extension of free school meals for some children of primary school age; the expansion of child care facilities; to name but two. We need to ensure people entitled to this support are aware of it and receive it.</p>
<p>Identify gaps in help and support and how those gaps could be addressed</p>	<p>By working closely with our residents and communities we will be able to identify where anyone is being left behind or unable to get the help they need. We will then work together as public services to help address this.</p>
<p>Revisit the work undertaken with the support of the Bevan Foundation prior to the pandemic and reset the strategic objectives and actions to address the root causes of poverty now</p>	<p>The PSB supported work around addressing poverty in NPT which initiated by NPT Council and supported by the Bevan Foundation prior to the pandemic. This was disrupted before programmes were initiated. As well as responding to the immediate humanitarian emergency, the PSB needs to revisit the earlier work and reset the strategic objectives and actions to counteract root causes of poverty based on the position as it is now.</p> <p>The Bevan foundation is an independent charity that develops lasting solutions to Wales' most challenging problems. As an organisation it has key expertise in this field and can help us to identify the levers that we can have an impact on as partners.</p>
<p>Collaborate with our communities, to reduce crime, the fear of crime and to make our communities safer and more cohesive</p>	<p>The Partnership will work together to tackle the following in a cohesive and joined-up way.</p> <ul style="list-style-type: none"> • Anti-Social Behaviour • Community Cohesion • Substance Use (through the Western Bay Area Planning Board) • Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) (through the VAWDASV Leadership Group and Regional Commissioning Group) • Crime Prevention (inc. Acquisitive Crime & Engagement) <p>A new Anti Social Behaviour Leadership group will be established reportable to the CSP to ensure that these issues are understood and are addressed in a cohesive way. The NPT VAWDASV Leadership group has responsibility for the delivery of the current and new VAWDASV strategy (Healthy Relationships for Stronger Communities).</p> <p>The Western Bay APB has responsibility for the commissioning, development and delivery of the substance use services, and is coterminous with the CSP. The APB fulfils the responsibilities of the CSP in respect of substance use, but at a regional level. Key priorities for the APB are to deliver its new integrated public health model, learn from the Western Bay Drug Commission, and ultimately reduce the harms caused by substance use including reducing drug related deaths.</p> <p>We will provide support for those from ethnic minority backgrounds in Neath Port Talbot and to help make our community a more inclusive place while building relationships with those from these backgrounds. We will continue to develop initiatives, activities and information sharing to engage with our diverse communities and promote community cohesion in Neath Port Talbot working closely with the BME Community Association. We will identify and report on community tensions, themes and potential impact on cohesion affecting the communities of Neath Port Talbot, to support, reassure and protect the public.</p> <p>Through the Community Safety Tasking Group operational community safety activities, concerns and engagement activities are discussed and coordinated; shared priorities agreed and solutions sought; and matters identified to report/escalated to the CSP.</p>



Long term	Prevention	Integration	Collaboration	Involvement
<p>There is a short term crisis and steps that can be taken to avoid more people experiencing crisis. Longer term the PSB needs to reflect on the key messages and actions from the 3 Horizons Workshop on the cost of living crisis and become clearer about the levers it is able to influence to contribute to a structural reduction in poverty – this will contain preventative and reactive measures.</p>	<p>By working with people and hearing from those who provide the front line support the PSB will better understand the root causes of poverty and then be better placed to identify what it can influence directly and where it needs to influence others to act.</p>	<p>The actions support all four wellbeing objectives which have been designed to be interrelated.</p>	<p>The steps commit to the widest collaboration not just amongst PSB organisations, but the community, people with lived experience, front line workers, the private and third sectors.</p>	<p>Central to these actions is a commitment to co-production through working with people who have lived experience and those who provide the front line services.</p>



Steps	We will work together to:
<p>Take collaborative action to tackle the climate emergency (adaptation and mitigation)</p>	<p>Neath Port Talbot is the largest contributor to CO2 in the UK, skewed by the emissions from the steelworks. It also has the highest capacity for onshore renewables in Wales. We are in a position to take collective action as a PSB and could impact on this step by:</p> <ul style="list-style-type: none"> • Reducing carbon use to net zero by 2030, working together to share good practice and collaborative approaches to carbon reduction plans and actions • Increasing carbon literacy within the County and influencing positive behaviour change • Identifying and mitigating the key risks presented to the people and communities of NPT by climate change, e.g. through nature based solutions such as- urban green infrastructure, carbon sequestration and storage through habitat management, woodland creation, and peatland restoration
<p>Take collaborative action to tackle the nature crisis and improve the health of our ecosystems</p>	<p>Whilst the county has extensive natural environment, the Wellbeing Assessment highlights the depleted condition of many of NPTs rich mosaic of habitats and associated wildlife are under threat. We can work together to combat this by:</p> <p>Ensuring that in all our decision-making processes we consider how we will maintain and enhance biodiversity and promote the resilience of ecosystems. For example, this may include:</p> <ul style="list-style-type: none"> • Having regard to the actions identified in the NPT Local Nature Partnership’s Nature Recovery Action Plan, • Improving access to and management of publicly owned land for biodiversity benefit; • Influencing policies/allocations in the Revised Local Development Plan and supporting implementation; • Developing a Green Infrastructure Strategy to highlight opportunities and issues within the county around public access to greenspace and opportunities for new and improved spaces, • Building nature into partner strategies, policies and service delivery; • Managing pressures from Invasive species <ul style="list-style-type: none"> • Enabling greater volunteering opportunities on nature projects by identifying key partners (e.g. NPTCVS) to support the coordination and communication between projects and environmental volunteering groups to develop a sustainable source of support for delivery of actions, whilst increasing public awareness and skills • Raising the profile of biodiversity and the role that all PSB partners have in tackling the nature crisis • Identifying the positive action that needs to be taken by each of the PSB partners and demonstrating what progress has been made in delivering these actions • Ensuring everyone has the required knowledge, skills and behaviours which equip them to be able to support and embed nature-based solutions in everyday activities

<p>Take collaborative action to identify the interdependencies between actions around maintaining and enhancing resilient communities and a resilient natural environment</p>	<p>The PSB recognises that our communities and environment need to be resilient to the challenges that the climate and nature emergencies will present to their health and wellbeing and that this cuts across all PSB objectives. We need to maintain and enhance the capacity of our local nature to provide healthy food, clean water, air, energy and protect us against hazards such as flooding and extreme temperature.</p> <p>In order to create sustainable jobs, sustain a more resource efficient economy and maintain healthy, active, sustainable and connected communities, the PSB will work with partners and communities to:</p> <ul style="list-style-type: none"> • Deliver a programme of training for PSB partners around climate and nature emergencies, to develop a more integrated understanding of inequalities, environmental risks and hazards and to explore opportunities for nature based solutions to alleviate these inequalities and ensure that the transition to a Net Zero Wales is carefully managed to be both equitable and fair. • Provide support between PSB partners around the Section 6 Biodiversity Duty Planning process, build on existing evidence and spatial mapping of identified shortfalls in the provision of green infrastructure (active travel, green/blue spaces, urban trees) to identify opportunities to improve access for all. 			
<p>Encourage engagement and participation in cultural activities and the celebration and preservation of our cultural assets</p>	<p>Neath Port Talbot is an area rich in culture and history, with important and diverse built and natural heritage, a strong volunteer network, and a range of community festivals. Despite this, it has a lower than Wales average participation in arts, culture or heritage activities. The new curriculum for Wales has four main aims which align with the PSB's own objectives (Ambitious and capable learners; enterprising and creative; ethical and informed citizens; healthy and confident). Some of the ways we could progress this step include:</p> <ul style="list-style-type: none"> • Engaging young people through delivery of the new school curriculum, particularly around increasing Welsh citizenship and the concept of global citizenship • Providing more opportunities to use and to learn our Welsh language and promoting its importance to our culture • Supporting and facilitating community led action, volunteering and showcasing good examples, e.g. community run libraries, community environmental projects, and local history / friends groups who contribute significantly to the preservation and promotion of our historical assets (tangible & intangible) throughout the borough • Improve community cohesion and reducing social isolation by investing in the development of cultural resources, reducing barriers to accessing these resources and encouraging participation in community action and development 			
<p>Long term</p>	<p>Prevention</p>	<p>Integration</p>	<p>Collaboration</p>	<p>Involvement</p>
<p>We need to take and sustain action, understanding and addressing systemic root causes and securing transformational change.</p>	<p>By working together we can help to prevent and reverse escalation of climate change and loss to our biodiversity.</p>	<p>It was clear when analysing the findings of the assessment that our natural environment impacts every aspect of our well-being and is integral to every one of our objectives .</p>	<p>No single partner can effect change alone. We are committed as a Board to working together and taking equal responsibility to address this objective.</p>	<p>Everyone has a part to play in this objective. We will involve our communities in our workstream decisions and support them to help maintain and enhance their local area.</p>



Steps	We will work together to:
<p>Develop Circular and Foundational economies and promote local people and businesses to spend more money in NPT</p>	<p>In response to the Covid-19 pandemic a multi agency Economic Partnership has been established in NPT. This partnership recognises the opportunity to work together and develop more progressive and sustainable economies for the area.</p> <p>A Circular Economy</p> <ul style="list-style-type: none"> • Is a model of production and consumption, which involves sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products as long as possible. • Aims to tackle global challenges as climate change and biodiversity loss by eliminating waste and pollution, circulating products and materials, and the regeneration of nature. <p>The Foundational Economy</p> <ul style="list-style-type: none"> • Is that part of the economy that creates and distributes goods and services consumed by all (regardless of income and status) because they support everyday life. There is an opportunity for us as public services to ensure that more of our public spend directly benefits the people in our area. • Also provides essential employment and income for many households within our most deprived communities; and with wealth generated from these businesses generally staying in the local community it is important that we adopt a collaborative approach to supporting the sector.
<p>Encourage a regenerative local economy where the impacts of production and consumption are reduced</p>	<p>If we are to secure our future wellbeing then we need transformative change in our Food, Energy and Transport systems and to move to a more regenerative economy which safeguards our natural resources. The PSB could play its part in this by:</p> <ul style="list-style-type: none"> • Identifying and maximising opportunities for local skills training and employment associated with green recovery in NPT, e.g. scientists, ecologists, engineers, countryside and conservation managers, as well as artisanal skills needed for maintenance of heritage assets • Determining our economic “green” recovery path, having equity at the heart of decision making and addressing the nature and climate emergencies in tandem • Carrying out a sustainability audit (resource and energy use, waste management) to identify opportunities for synergies, sharing best practice and opportunities for waste reduction and using partner sites and assets to develop renewables • Promoting the creation of a sustainable food system, the development of local supply chains and the promotion of local produce • Supporting the development of a sustainable transport system, with an emphasis on active travel options and striving for equitable access for all • Highlighting links and enabling opportunities to connect production, consumption and healthy eating
<p>Increase the number of apprenticeship, traineeship and work placement opportunities in the local area and support more people to access them</p>	<p>Through the Economic Partnership, there is an opportunity to formalise “a coordinated, joined-up approach to delivering skills training to the workforce and preparing residents for employment”, i.e. Apprenticeships to support the low-carbon economy, developing work experience opportunities, and increasing links between education and business providers, especially in relation to careers advice.</p>

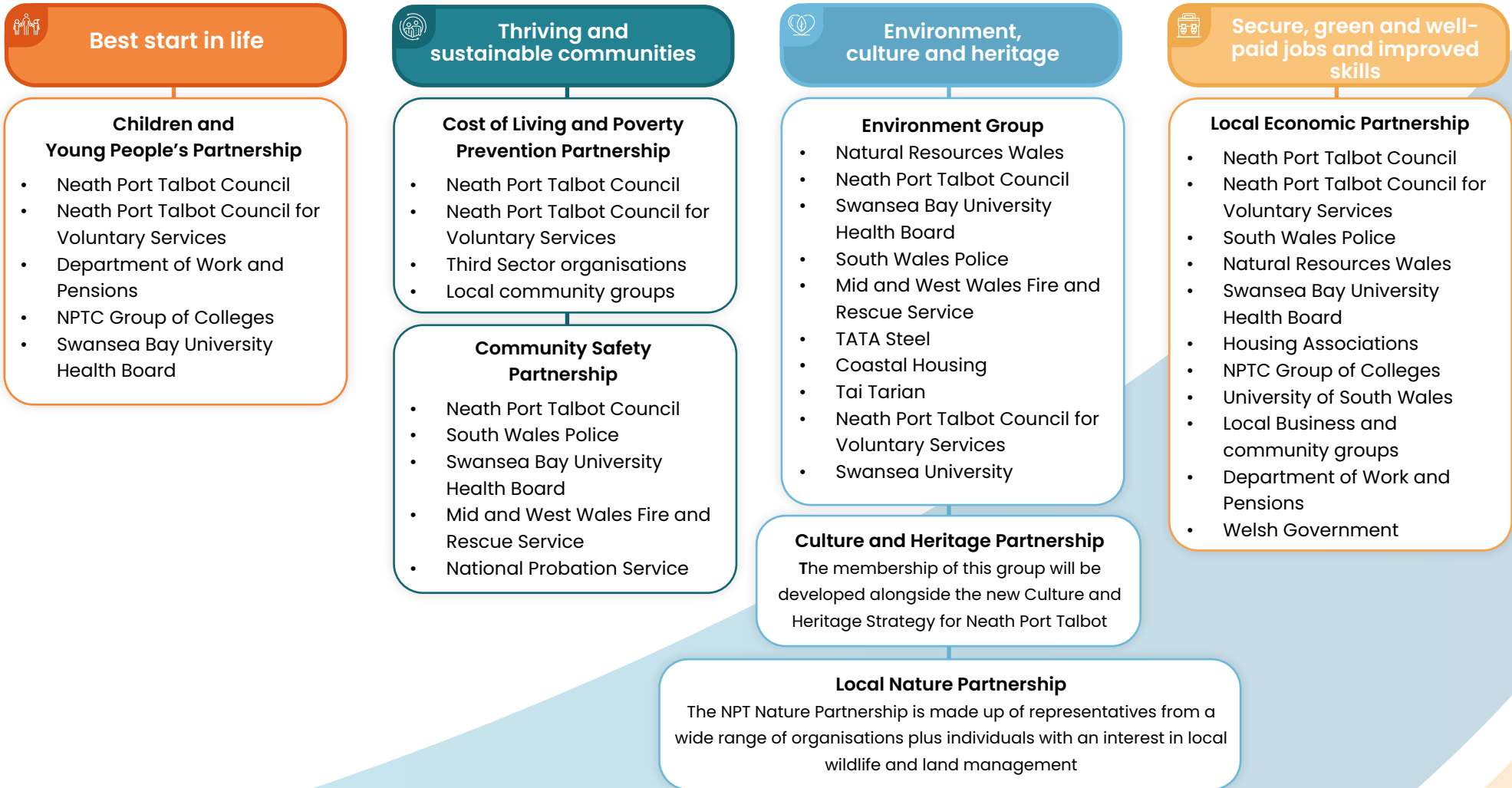


<p>Support more people to achieve the necessary level qualifications linked to the skills that local employers need now and in the future</p>	<p>In general, occupations in NPT remain lower skilled compared to the UK average. There is an opportunity for partners to work together to upskill our workforce to meet the long-term demand for jobs in the area, ensuring that people have the opportunity to achieve the appropriate level of qualifications needed.</p>			
<p>Ensure local businesses, local people and communities have maximum benefit from external major investment for the area both existing and planned</p>	<p>With several potential investments on the horizon for NPT we are committed as partners to working together to support and facilitate these investments and ensure that residents and businesses in the local area feel the benefit. This also applies to existing investment in the area that we will continue to support and collaborate with as much as possible. There is an opportunity to focus on the progressive procurement of goods and services to support business growth and the delivery of local social, economic, environmental and cultural wellbeing.</p>			
Long term	Prevention	Integration	Collaboration	Involvement
<p>We intend to look as far ahead as possible ensuring we have the right skills for future jobs, developing our economy in a green and sustainable way.</p>	<p>Action is needed to reverse the downward trajectory of spiralling poverty by exploring the root causes and taking collaborative action .</p>	<p>The economy impacts across all of our well-being objectives and there are explicit links with our environment objective in terms of work going forward.</p>	<p>This is key to progressing our local economy. We are committed to working together as partners and also with our private sector businesses.</p>	<p>Broad involvement will be needed to progress this objective, from individuals and communities to small businesses and large manufacturers whose input will be crucial for success.</p>

GOVERNANCE



In order to make best use of resources the Board are committed to using existing partnerships where possible to drive this work. The structure below demonstrates the partnerships, many of which are well established with long-standing working relationships, that will be responsible for leading on the well-being objectives and steps on behalf of the Board. Representation on these partnerships is included below and will be subject to change as workstreams develop. We believe this approach will help to avoid duplication and build on existing work and relations. It is important to reiterate that whilst this governance structure will help us drive the steps we have set out in the Plan, it is the Board's intention that every workstream will impact on all our well-being objectives and that no element of this Plan should be taken forward in isolation.



MONITORING AND EVALUATION



On publication of this Plan a priority for the Board will be to hold a series of workshop sessions to develop Outcome Delivery Plans using a Theory of Change methodology. These Plans will also be referred to as Logic Models and will give us the opportunity to clearly consider the complexities of the issues we are facing, ensuring that all our stakeholders will be involved in the process of identifying existing evidence, assumptions, and associated risks.

We believe that taking the time to complete this process will ensure we develop a clear agreement of our ultimate aims and how we will achieve them and help form a detailed plan for monitoring progress and evaluating success.

These Logic Models will outline how we are considering long term outcomes and will form part of the annual reporting process. Involvement will be key to the development of these Logic Models and will be embedded throughout the process. We intend to monitor a range of high level indicators to check our progress, some examples of which are below. These are likely to develop and change as our monitoring process progresses.

Examples of outcomes/ indicators:

Examples of well-being scores	<ul style="list-style-type: none">• % Low Birth Weight• % smoking at 36 weeks• % breastfeeding at 10 days• % up to date with vaccinations•• % children "school ready"• % children of a healthy weight at age 5 years• % children age 5 years with good oral health• % children in poverty • Number of young adults with NVQ4+ level education• Number of older adults in education• Number of young people not in education, employment or training• Number of children achieving a Good Level of Development (GLD) at the end of reception year • Number of households in fuel poverty• Number of households with food insecurity• Number of households with problem debt• Unemployment rate• Number of individuals using food banks• Number of individuals seeking support from Citizen's Advice
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	<ul style="list-style-type: none"> • Number of properties (homes and businesses) at medium or high risk of flooding from rivers and the sea. • Dwellings with adequate energy performance (%) • Levels of nitrogen dioxide (NO₂) pollution in the air. • People attending or participating in arts, culture or heritage activities at least 3 times a year (%) • People participating in sporting activities three or more times a week (%) • People satisfied with their ability to get to/ access the facilities and services they need (%) • People who feel able to influence decisions affecting their local area (%) • Employment rate for permanent and non-permanent employment (%) • Unemployment rate (%) • Long-term unemployment rate (%) • Youth unemployment rate (%) • Economic activity rate (%) • Economic inactivity rate (%) • Employment rate by disability status (%) • Proportion on Universal credit (%) • Median pay (£) • In-work poverty (%) • Earning at or above the Welsh Living Wage (%) • Apprenticeships (%) • Sickness absence (%) • Average gender pay gap
Renewable Energy	<ul style="list-style-type: none"> • Capacity of renewable energy equipment installed • Proportion of energy generated from renewable sources
Biodiversity	<ul style="list-style-type: none"> • Condition of SAC and SPA species features on sites in Wales • State of Nature - Species and Habitats on the Section 7 Priority in Wales list. • Status of Priority species distribution • Marine Strategy Framework Directive - Abundance of marine species groups
Air Quality	<ul style="list-style-type: none"> • Area of sensitive habitat area exceeding critical loads for acidification and eutrophication, Wales • Change in background ozone concentration
Climate	<ul style="list-style-type: none"> • Territorial emissions of greenhouse gases by sector (million tonnes carbon dioxide equivalent) • Total number of properties (residential and non[1]residential) at high or medium risk of flooding from rivers and the sea

Water	<ul style="list-style-type: none"> • WFD water bodies failing objectives because of changes to flows and water levels. • % freshwater water bodies achieving good or high overall status • Bathing water quality • % Coastal and Estuarine water bodies achieving good or high overall status • % of tests of public water supply failing to meet national standards • % designated bathing waters complying with the Bathing Water Directive • Annual pollutant emissions to air
Waste	<ul style="list-style-type: none"> • The number of flytipping incidents recorded by the LA • Tonnage of waste reused/recycled/composted
Soils	<ul style="list-style-type: none"> • Concentration of carbon and organic matter in soil
Access to healthy green spaces	<ul style="list-style-type: none"> • % landscapes evaluated as outstanding or high quality in relation to visual and sensory benefits • % of population who visit the outdoors at least once every 4 weeks • % of population who have volunteered with an environmental group at least once in the last 12 months • % of population who undertake Moderate or High Physical Activity for a total of 150 minutes per week through outdoor recreation • Active travel routes (total distance) • Number Users of active travel routes



GETTING IN TOUCH



The Public Services Board is committed to finding new and more effective ways of involving local people in its work.

We would like to hear what you think of our Well-being Plan. If you would like to contribute to our work or have any suggestions on how to improve the well-being of people in Neath Port Talbot we would like to hear from you. Please send your comments to the Public Services Board, Civic Centre, Port Talbot, SA13 1PJ or email psb@npt.gov.uk

Visit the Public Services Board website: www.nptpsb.org.uk



NEATH PORT TALBOT PUBLIC SERVICES BOARD

WELL-BEING PLAN

