

ABM University Health Board	
29th March 2018 Health Board Agenda item:2v.	
Subject	Public Services Boards - Wellbeing Plans
Prepared by	Joanne Abbott-Davies, Asst Director of Strategy & Partnerships
Approved by	Siân Harrop-Griffiths, Director of Strategy
Presented by	Siân Harrop-Griffiths, Director of Strategy

1.0 Situation

The Wellbeing of Future Generations Act (WBFGA) (Wales) 2015 required the establishment of a Public Services Board (PSB) for each Local Authority area to encourage local organisations to work together to improve the wellbeing of people who live in their area. Therefore ABMU participates in three PSBs. The WBFGA requires PSBs to develop Wellbeing Assessments by May 2017, which would then be used as the basis of Wellbeing Plans, which need to be developed and signed off by participating organisations by May 2018. Statutory members of PSBs are the relevant Local Authority, ABMU Health Board, Mid & West Wales Fire and Rescue Authority and Natural Resources Wales. Invited participants in addition to this include Universities, Colleges, Council of Voluntary Services, South Wales Police, Police and Crime Commissioner, Welsh Government, Public Health Wales, Community and Town Councils, Housing Associations, Department for Work and Pensions and the Arts Council of Wales, although the participants vary between different PSBs.

2.0 Background

A Wellbeing Plan should set out a long-term vision for the PSB area and priorities for action over initial stages. Different PSBs have taken different approaches to the development of plans and the timescales over which actions range.

The Health Board has been involved with the PSBs in the development of the wellbeing assessments and wellbeing plans. Providing sufficient cover for the 3 PSBs and multiple working groups within each PSB has, and continues to, prove a significant challenge for us, which impacts on the ability of the Health Board to influence these priorities and work. In addition, some PSBs are being seen more as a development of the previous Local Services Boards rather than a totally different partnership with different objectives and focus, which is their aim under the Act.

Although funding has been provided by the Future Generations Commissioner regionally to take forward common issues, and the Commissioner consistently encouraging PSBs to work together on these, there has been resistance from some Local Authorities to do this. As a result this funding for 2018-19 has again been used to support funding the three PSB support officers within each Local Authority.

3.0 Assessment

Because the PSBs' Wellbeing Plans have all been developed differently they all look different although there is significant commonality of wellbeing objectives which have been identified in the Plans, as detailed below.

Bridgend	Neath Port Talbot	Swansea
Best start in life	Support children in their early years, especially children at risk of adverse childhood experiences	Children have the best start in life to be the best that they can
Support communities to be safe and cohesive	Create safe, confident and resilient communities, focusing on vulnerable people	Build stronger communities
	Tackling digital exclusion	
Healthy choices in a healthy environment	We value our green infrastructure and the contribution it makes to our wellbeing	Working with nature
	Put more life into our later years	People live and age well
Reduce social and economic inequalities (skills and employment)	Promote wellbeing through work and in the workplace	

A brief overview of each Plan is detailed in **Appendix A**.

The intention is to include the wellbeing objectives in the Health Board's Annual Plan, although this will be a challenge to do in a meaningful way due to the generic nature of the wellbeing objectives. As can be seen from **Appendix A** there are a wide range of activities which the Health Board will be signing up to, but very little staff time corporately available to support these activities.

The Bridgend Wellbeing Plan does not include any specific actions for 2018-19 so it is difficult to identify the level of input which will be required. The Swansea Wellbeing Plan involves a large number of activities for the first 3 years (which may change slightly after the PSB meeting on 9th March 2018) and says that a detailed action plan will be developed, but this will not be available for inclusion in our One Year Plan. The Neath Port Talbot Wellbeing Plan includes a wide range of activities for 2018-19 which may be amended slightly following the PSB meeting on 8th March 2018.

One thing that is clear is that the Local Authorities will put significant pressure on the Health Board to be engaged in all aspects of the work outlined in the PSBs' Wellbeing Plans. There includes not only the 3 PSBs themselves, but the Planning Subgroups each has, plus the working groups for each objective (of which there are 14) plus any other task and finish groups which are established for cross-cutting themes. The capacity available for supporting these activities corporately is very limited with the Chair / Chief Executive / Director of Strategy / Director of Public Health providing input into the PSBs themselves. The Assistant Director of Strategy

and Partnerships provides input as required to PSBs and oversight of the wide range of activity being undertaken in the name of the PSB, supported by input from Delivery Units where appropriate, but there is a lack of capacity to support and coordinate this work. This of course is all in addition to the time required to support the Western Bay programme, which also requires significant input on an ongoing basis.

The Health Board is currently committing £10k per PSB as a contribution to the costs of running them, which is used to part fund the Local Authority teams who support the PSB work. In addition the Health Board is likely to be asked to contribute financially, as well as giving time to support and lead some of these activities, to take some of the actions within the Plans forward, although none of these resource requirements are identified specifically at this stage.

The full draft plans are available by clicking the links below (although it should be noted that some amendments will be made to these plans as feedback from the PSB meetings this week are incorporated):

<http://www.swansea.gov.uk/psb>

<https://www.npt.gov.uk/5808>

<http://www.bridgend.gov.uk/services/public-services-board.aspx>

4.0 Recommendations

The Health Board is asked to:

- Note the range of actions included within the Bridgend, Neath Port Talbot and Swansea Wellbeing Plans.
- Agree any caveats, which should be included in the Health Board paper regarding the implications of signing up to these Wellbeing Plans.
- Note the deficit in corporate capacity to support the range of activities required under these Wellbeing Plans (and the associated Western Bay Area Plan).
- Note the likely resource requirements, which will be needed to support some of the activities, included in the Plans.

Bridgend

The Bridgend Wellbeing Plan identifies the steps the PSB will take to achieve its wellbeing objectives, these are:

Best start in life

- Build on the findings of the multiagency network event and ongoing learning from the First 1000 Days Collaborative to develop a work programme, which will help us improve the universal and targeted services that support children and parents in their first 1000 days of life. Identify how, and take action to, increase the involvement of both parents, as we know the involvement of both parents is important in the early years.
- Improve information sharing across our systems so we are working holistically with families. In the longer term this programme will ensure systems and support for parents will be much simpler and clearer to navigate, and will be designed to spot the need for support at the earliest opportunity, breaking intergenerational cycles of ACEs and of inequality.
- Learn from our recent Policing Vulnerability Early Intervention and Prevention Project to find new ways of working together to respond to ACEs. We will use this information and other research to investigate how we can better support children and young people who have had an adverse childhood experience and prevent a cycle developing.
- Working with communities, we will seek to further strengthen and expand our community infrastructure to improve support for children, families and communities, with the long-term aim of improving wellbeing and resilience to deal with the challenges of life.
- Engage with young parents to better understand why there are very high numbers of teenage pregnancies in Bridgend. We will use this information to help improve the wellbeing and outcomes of teenage parents and their children and prevent unwanted pregnancies.

Support communities to be safe and cohesive

1. Work together to create safe, confident communities and tackle crime, disorder and all aspects of anti-social behaviour:
 - Collect and analyse information, data and intelligence to focus on crime, in particular, violence and substance misuse and its impact on citizens and all kinds of communities.
 - Work with neighbouring LAs to implement the Violence against Women Domestic Abuse & Sexual Violence strategy.
 - Use our understanding of how for some people childhood experiences affects offending behavior to extend the way we work together to prevent reoffending.
2. Work together to improve community cohesion so that people in communities get on well together and differences are respected and tolerated:
 - Work with all members of our communities, and in particular, equality groups such as disabled people and the LGBT community to better understand what causes tensions.

- Use this learning to ensure there are communication and other mechanisms in place so that communities feel informed and we can identify and address issues across communities and prevent escalation.
- Work with communities to help them improve the local environment and increase opportunities to come together to promote a sense of ownership and security.

Reduce social and economic inequalities

1. Maximise the health and wellbeing of the Bridgend County workforce:
 - PSB member organisations have shared examples of how they promote a healthy workplace, we will learn from each other and from our staff about what we can do to support them and identify where we can do some things together as PSB organisations and partners in the third and private sectors.
 - Investigate how we can act to improve workplace culture to promote better health for staff.
 - Learn from our investigation to enable a programme of coordinated health and wellbeing activities at the workplace and in communities to improve the health of the public sector workforce and their families.
2. Work to improve the skills level of the workforce in Bridgend County to reduce economic inequality:
 - Explore how we can work together to develop a common recruitment process for apprenticeships and promote apprenticeship to our diverse communities and under-represented groups by using a range of approaches including developing joint apprenticeships recruitment events.
 - Use a coordinated approach to widen access to vacancies across PSB members and extend this to small and medium businesses.
 - Develop a joined up approach to junior or pre-apprenticeship programme that provides an introductory step by helping young people who need additional support to get skills for employment and have a route to progress to apprenticeship.
 - Will coordinate our approach to access learning including working skills for adult programmes to tackle in work poverty and low skills levels.
 - Develop ICT / Digital skills package.

Healthy choices in a healthy environment

1. Work together to maximise the benefit from cultural, built and natural assets:
 - Build on the evidence base in the Bridgend Nature Recovery Plan to identify opportunities to improve the green asset base;
 - Improve the public estate and green spaces in urban areas by encouraging award of green flag status.
 - Develop our understanding of our rich and varied historic and cultural heritage by mapping sites and buildings.
 - Promote the use of the Welsh language when accessing our natural, cultural and historic assets.
 - Make sur that people know where they can go and what they can do to use these assets and encourage them to use footpaths and cycle paths to get there (active travel) which is good for them and for the environment.

- Explore how we can use these assets to provide opportunities for GPs and others to direct people to activities that will help improve their health and wellbeing (social prescribing).
 - Commit to implementing the Ageing Well in Bridgend Plan.
2. Promote a more resource and energy efficient way of living and working:
- Develop an understanding of what a circular economy in Bridgend County would look like.
 - Explore how we can work together and with others to minimize waste and the use of resources and energy to provide a more sustainable approach for our communities.

Neath Port Talbot

The Neath Port Talbot Wellbeing Plan identifies the steps the PSB will take to achieve its wellbeing objectives, these are:

To support children in their early years, especially children at risk of adverse childhood experiences

- Map all early years and primary school provision in Sandfields West
- Map all secondary school and transition to adulthood provision in the area
- Map all support for parents in the area
- Identify any gaps in provision
- Map all community assets
- Agree coordination and communication protocols (including data sharing)
- Agree criteria to identify “vulnerable” families
- Agree key threats and presenting issues
- Liaise with community leaders / key stakeholders to discuss and develop pilot
- Identify and agree which vulnerable families to support
- Agree key principles of the Children’s Community
- Agree a shared vision based on early intervention and prevention
- Develop a joined-up strategy based on an understanding of barriers assets and opportunities to improve life changes
- Agree and establish a governance and management model
- Establish a local reference group (include children and young people)
- Road test current analysis and strategy
- Identify and agree an appropriate range of outcomes that will be improved by collaborative working
- Agree monitoring arrangement to assess and evaluate progress
- Agree actions to further develop provision and support
- Senior representatives from all key agencies commit to regular (fortnightly) meetings to discuss the project and agree interventions.

There are 3 working groups currently identified to take this objective forward.

Create safe, confident and resilient communities, focusing on vulnerable people

- Map out existing governance structures to ensure focus and flexibility in delivering new and innovative community approaches, ensuring clarity of role and responsibility across structures under the PSB and importantly individual

agencies. Importantly identifying a more holistic service provision across agencies where necessary

- Identify and develop pilot areas to facilitate a “community up” approach, supported by the PSB and wider groups and work currently being delivered by single agencies. This will develop hub based or Integrated Community Operating models of local service delivery. A suitable approach will be developed in pilot areas if successful this will then be rolled out across NPT
- Ensure that our front line workforce across all agencies have the understanding and skills to deliver a more holistic citizen / community focused approach. We will develop opportunities, for all agencies to develop our people through awareness events, joint training and attachments to agencies
- Develop a partnership evidence base across our communities to better understand how we impact on community wellbeing. In particular, a rich picture will be developed at the local community level, so that the “reality” of life within the community is explicitly understood at micro levels.
- As work develops, a robust assessment of strengths and weaknesses will be made of our current IT systems, which could identify quick wins and longer term strategic planning.
- Map our locally based workforce and our estate and explore opportunities to develop virtual or co-located community hubs that will enable a bottom-up approach, to better inform the ongoing strategic direction of the Wellbeing Plan. We will be ambitious and work towards a better informed and aligned Estate Strategy across services, focusing on efficiency and effective service delivery
- We recognize the role of the voluntary sector, which provides a critical role in all communities. We will also identify the key local people who “make” communities including councilors, volunteers and shopkeepers and work to support them to ensure that we assist them in achieving their objectives.
- Improve our communication and be more proactive in understanding of the reality and needs that exist across communities we will ensure that we are more focused and effective in first listening and then informing communities.

A working group is being established across NPT and Swansea to take this wellbeing objective forward for both PSBs.

Put more life into our later years – Ageing Well

- Evaluate local dementia supportive pilot project and consider the criteria for dementia friendly and age friendly accreditation
- Health Board to consider existing work to prevent falls, how this can be developed and how partnerships can be strengthened
- Consider and map current initiatives addressing loneliness and isolation and explore opportunities for improving effectiveness
- Working with the NPT Learning Partnership and CVS we will map existing provision and community assets and assess need
- Assessing what support is currently available to maximize income. Map need to identify where it is with the support of the Welfare Reform Groups
- Liaise with the Community Safety Partnership to assess current levels of reported crime amongst older people and how future safety can be improved

A strategy group is overseeing this objective, with task and finish groups as required.

Promote wellbeing through work and in the workplace

- Mapping of existing assets and good practice on wellbeing through work locally and further afield. Identify opportunities to enhance impact through integration, involvement and collaboration
- Facilitate the sharing of good practice between and across sectors at a Borough level
- Wider engagement with employers and employees, particularly from the independent sector, with this workstream to get their views and as part of a co-production approach to a short, medium and longer term plan for joint collaboration / working
- Develop good practice guidelines and / or framework for a wellbeing at work policy across PSB members, with staff involvement that recognizes the importance of a holistic approach to addressing wellbeing, including mental wellbeing
- Identify opportunities to collaborate based on the shared learning and skills / expertise across sectors in relation to both keeping people well and in work as well as supporting people to stay at / return to work.
- Drawing on existing capability, capacity and examples of good practice, develop a baseline measurement that can be used for monitoring progress and targeting action.
- Mapping of existing assets and good practice on wellbeing through work locally and further afield e.g. all PSB members and partners to review and enhance engagement in Regional Skills Plan. Identify opportunities to enhance impact through integration, involvement and collaboration.
- Facilitate the sharing of good practice and raising awareness of existing services available with employers and across sectors, at a Borough level.
- Wider engagement with employers and employees, particularly from the independent sector, with this work stream to get their views and as part of a co-production approach to a short, medium and longer-term plan for joint collaboration/working.
- Develop a collaborative approach to local job creation and sustainable employment through Community Benefits frameworks to help improve the economic prospects of local people, businesses and communities.
- Joint review of procurement policies and processes to identify further opportunities for joint collaboration leading to improvements in wellbeing in work, training and skills and increased investment in good work in the local economy.
- Explore existing practice and need for a way of monitoring change at borough level and to identify future opportunities/needs.

We value our green infrastructure and the contribution it makes to our Wellbeing

- Deliver a cross-border 3 PSB collaboration that pilots a range of local level approaches towards developing a GI evidence base to shape GI delivery. To create an evidence base that will support enhanced understanding across PSB partner organisations and local communities about opportunities and constraints relating to delivery options on the ground. To facilitate deliver of GI initiatives in priority areas and communities.
- Understanding the extent and condition of existing assets
- Review opportunities from developing the asset base
- Promote multiple benefits from the use of our assets to achieve the PSB wellbeing objectives, including for example:

- Evaluation of past and current work in relation to use of Green Space to understand what is already going on / what is already going on / what has worked well etc.
- Develop a toolkit for community involvement
- Identify barriers to use of Greenspace

Tackling digital exclusion

- Complete the mapping of broadband, super broadband, ultra-broadband and mobile technology infrastructure across the county borough
- Agree priorities for action to address the findings of the third sector digital survey
- Establish a development officer post to assist in responding to the priorities agreed from the third sector survey
- Launch a stay safe on line campaign across all PSB partner organisations
- Investigate the feasibility of undertaking research to establish the capability of the local SME sector
- Continue work to increase the skills of tenants
- Commit to the digital inclusion charter and ensure that the needs of digitally excluded citizens are explicitly addressed in agency digital inclusion strategies
- Commit to developing digital skills strategy to upskill the workforces of PSB partner organisations

Swansea

The Swansea Wellbeing Plan identifies the steps the PSB will take to achieve its wellbeing objectives, these are:

- To support and join the Public Health Wales First 1000 days collaborative and develop an action plan to deliver the short term actions.
- To engage PSB workforces to make every contact count through promoting key messages and knowledge to families and adopting social prescribing at all levels
- To explore opportunities to integrate Early Years services and learn from existing good practice in Swansea and beyond.
- To explore and pilot cross agency opportunities to deliver preventative services at an earlier stage.