



**PWYLLGOR STRATEGAETH A CHYNLLUNIO  
STRATEGY AND PLANNING COMMITTEE**

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	18 December 2025
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	Well-being of Future Generations Annual Report 2024-2025
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	Dr Ardiana Gjini, Executive Director of Public Health
<b>SWYDDOG ADRODD: REPORTING OFFICER:</b>	Trina Nealon, Principal Public Health Practitioner, Interim Health Improvement Service co-lead Sara Rees, Senior Public Health Practitioner

<b>Pwrpas yr Adroddiad (dewiswch fel yn addas) Purpose of the Report (select as appropriate)</b>
Ar Gyfer Penderfyniad/For Decision

**ADRODDIAD SCAA  
SBAR REPORT**

Sefyllfa / Situation

The Well-being of Future Generations (Wales) Act 2015 (the Act) came into effect on 1 April 2016 with the aim of improving social, economic, environmental and cultural well-being across Wales. The Act requires NHS bodies to report on the progress they have made in meeting their well-being objectives in each financial year.

The report was approved by Staff Partnership Forum on 18 November 2025.

Strategy and Planning Committee (SPC) is asked to approve the Hywel Dda University Health Board (HDdUHB) Well-being of Future Generations Annual Report for the period 1 April 2024 – 31 March 2025.

Cefndir / Background

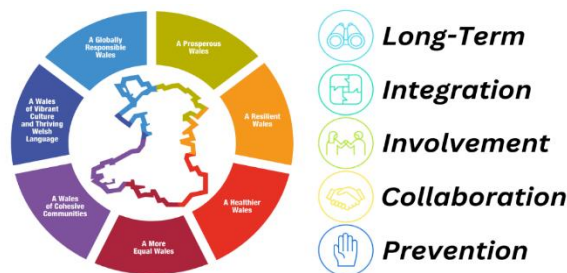
The Well-being of Future Generations (Wales) Act 2015 sets out a number of requirements for individual public bodies, including HDdUHB. These include a requirement for the Health Board to:

- Set and publish well-being objectives (s.3(2)(a)) and take all reasonable steps to meet those objectives (s.3(2)(b))
- Publish a statement regarding well-being objectives (s.7(1))
- Publish an Annual Report showing the progress made in meeting the organisation’s objectives (s.13 (1) and Sch.1)

Guidance states that where possible, NHS bodies should seek to integrate this reporting with their requirement to publish annual reports and accounts. Whilst a ‘Well-being of Future Generations (Wales) Act’ (WFGA) section is included within the HDdUHB Annual Report, a detailed report of progress in meeting the Health Board’s Well-being Objectives and steps taken to contribute to wider well-being goals for Wales, is specifically set out in this Report.

The Act outlines seven well-being goals which are underpinned by a 'sustainable development principle' which is reflected in 'five ways of working' and illustrated in Figure A.

Figure A: Seven Well-being Goals and Five ways of working



Source: Well-being of Future Generations (Wales) Act. 2025, Welsh Government

The Health Board developed eight Well-being Objectives in 2019 that aligned with the strategic objectives to support long-term goals as outlined in the strategy, *A Healthier Mid and West Wales: Our Future Generations Living Well* (HDdUHB, 2019). These objectives are not confined to a single national outcome and align to more than one of the seven well-being goals as outlined in the Act.

The Health Board's eight Well-being Objectives are:

1. Plan and deliver services to increase our contribution to low carbon.
2. Develop a skilled and flexible workforce to meet the changing needs of the NHS.
3. Promote the natural environment and capacity to adapt to climate change.
4. Improve population health through prevention and early intervention, supporting people to live happy and health lives.
5. Offer a diverse range of employment opportunities which support people to fulfil their potential.
6. Contribute to global well-being through developing international networks and sharing of expertise.
7. Plan and deliver services to enable people to participate in social and green solutions for health. Encourage community participation through the medium of Welsh.
8. Transform our communities through collaboration with people, communities and partners.

The Well-being objectives are aligned to four overarching themes:

- Workforce planning and development
- Collaboration, involvement, and integration
- Early intervention and prevention
- Environment and climate change

The Future Generations Report 2025 outlines the requirement for public bodies to report on their progress annually, ensuring they use both quantitative performance indicators and qualitative insights to track their impact.

## Asesiad / Assessment

The attached Well-being of Future Generations Annual Report 2024-2025 (Appendix 1) provides:

- Evidence of how work delivered through HDdUHB has supported the achievement of organisational well-being objectives.
- Aligns our Well-being Objectives to a SMfHW and the 20four7 framework.
- A range of case studies illustrate how the Health Board is embedding the well-being objectives and how they link to the Act and the Future Generations Report 2025.
- Evidence of HDdUHB's work with Public Services Boards (PSBs).
- How the Health Board's Well-being Objectives align with the national well-being goals and five ways of working.

The existing HDdUHB Well-being Objectives have not been amended since 2019. While the 2024-25 Annual Report outlines progress against these existing objectives, a review of the objectives is currently underway alongside Trade Union representatives to ensure they continue to meet the goals of the Act whilst aligning to annual planning objectives, and a changing strategic context.

### Argymhelliad / Recommendation

The Committee is asked to:

- **RECEIVE ASSURANCE** that the Health Board is meeting the statutory obligations of the Well-being of Future Generations (Wales) Act, 2015 in the publication of this Annual Report.
- **APPROVE** for publication Hywel Dda University Health Board's (HDdUHB) Well-being of Future Generations Annual Report for the period 1 April 2024 – 31 March 2025.

<b>Amcanion: (rhaid cwblhau) Objectives: (must be completed)</b>	
Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	3.1.13. Consider population health and wellbeing assessments and other key information that underpins the strategic planning process to ensure the robustness and best fit of developing plans.
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	Not Applicable
Parthau Ansawdd: Domains of Quality <a href="#">Quality and Engagement Act (sharepoint.com)</a>	5. Equitable
Galluogwyr Ansawdd: Enablers of Quality: <a href="#">Quality and Engagement Act (sharepoint.com)</a>	6. All Apply
Amcanion Strategol y BIP: UHB Strategic Objectives:	All Strategic Objectives are applicable

Amcanion Cynllunio Planning Objectives	All Planning Objectives Apply
Amcanion Llesiant BIP: UHB Well-being Objectives: <a href="#">Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022</a>	9. All HDdUHB Well-being Objectives apply

<b>Gwybodaeth Ychwanegol: Further Information:</b>	
Ar sail tystiolaeth: Evidence Base:	Well-being of Future Generations (Wales) Act 2015
Rhestr Termiau: Glossary of Terms:	Contained within the body of report.
Partion / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Strategaeth a Chynllunio Parties / Committees consulted prior to Strategy and Planning Committee:	Staff Partnership Forum (18 November 2025)

<b>Effaith: (rhaid cwblhau) Impact: (must be completed)</b>	
<b>Ariannol / Gwerth am Arian: Financial / Service:</b>	Financial planning is one of the key corporate areas of change defined under the Act.
<b>Ansawdd / Gofal Claf: Quality / Patient Care:</b>	Evidence of improving the well-being of the population is at the forefront of this legislation.
<b>Gweithlu: Workforce:</b>	Implementing the five ways of working required under the Well-being of Future Generations (Wales) Act 2015 should lead to evidence of increased collaboration and integration between services, professionals and communities
<b>Risg: Risk:</b>	The HDdUHB has a duty to work collaboratively to address the seven Well-being Goals for Wales. There is a risk that the need to demonstrate our progress is considered an “add on” responsibility by HDdUHB staff. Embedding the principles of the act into everyday business is therefore paramount and contributing to the project and delivery groups of Public Service Boards (PSB) needs to demonstrate the synergy with achieving the Health Board’s goals.

<p><b>Cyfreithiol: Legal:</b></p>	<p><i>The Well-being of Future Generations (Wales) Act 2015</i> (the Act) provides that HDdUHB (as a designated public body) must publish a Well-being Statement, Well-being Objectives and provide an Annual Report on progress towards meeting these objectives.</p> <p>An aim of the Act is to place communities at the heart of decision making. The public can use the Act to ensure that public bodies are taking the approach to decision making that utilises the five ways of working in line with the sustainable development principle when developing or making changes to services that impact upon them and their community. HDdUHB will need to ensure that all transformation and service change projects, including capital developments, take account of the new statutory requirements</p>
<p><b>Enw Da: Reputational:</b></p>	<p>There is a statutory requirement for HDdUHB to contribute to the work of the PSBs and relevant Wellbeing Plans.</p>
<p><b>Gyfrinachedd: Privacy:</b></p>	<p>Not Applicable</p>
<p><b>Cydraddoldeb: Equality:</b></p>	<p>A More Equal Wales is a key national goal under the Act and the report highlights examples of how HDdUHB is contributing to this.</p>

# Well-being of Future Generations Annual Report 2024-2025



GIG  
CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
Hywel Dda  
University Health Board



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## Foreword

I am pleased to introduce the Well-being of Future Generations Annual Report 2024 – 2025, which reflects our continued commitment to creating a healthier, fairer, and more sustainable future for the people of Mid and West Wales. This year has been marked by meaningful progress, strengthened partnerships, and a renewed focus on prevention - work that is firmly anchored in the ambitions of the Well-being of Future Generations (Wales) Act 2015. Across our communities, staff, and partners, we have seen powerful examples of what can be achieved when we work together with a shared purpose. From expanding the Social Model for Health and Well-being (SMfHW) and embedding its principles across the region, to advancing early-intervention programmes that improve lives today while shaping better outcomes for tomorrow, the work highlighted in this report demonstrates the real impact of collective action. As public services, we face persistent and complex challenges—including widening health inequalities, the pressures of an ageing population, and the climate and nature emergency. Yet our response has been proactive and principled on sustainability, in line with the Future Generations Act. Initiatives such as the South Carmarthenshire Rapid Access Multidisciplinary Service (SCRAMS) frailty service, culturally responsive community engagement, and innovative sustainability programmes like NappiCycle and Warp-It show how we are redesigning services around prevention, equity, and long-term value.

I am especially proud of our strengthening partnerships with Local Authorities, the voluntary sector, Public Service Boards (PSBs), and our communities themselves. Their insight and energy are essential to the transformative change we aspire to, and to ensuring that our work remains grounded in the lived realities of the people we serve.

As we look ahead, we will continue to evolve our Well-being Objectives to reflect the emerging strategic landscape and recommendations of the 2025 Future Generations Report. Our ambition remains clear: to work in partnership with other public services and our communities to create conditions in which everyone — regardless of background, geography, or circumstance — can thrive.

I would like to extend my heartfelt thanks to all our staff, partners, and community members whose dedication continues to drive this agenda forward. Together, we are building a future where prevention is central, inequalities are reduced, and well-being is improved and sustained for generations to come.

Dr Ardiana Gjini

Cyfarwyddwr Gweithredol Iechyd Cyhoeddus, Bwrdd Iechyd Prifysgol Hywel Dda

Executive Director of Public Health, Hywel Dda University Health Board

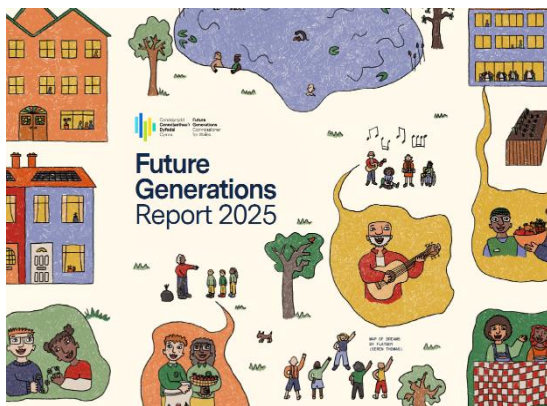
## 1. Introduction

Hywel Dda University Health Board (HDdUHB) is publishing this Annual Report to demonstrate our progress during 2024-2025 towards achieving the seven well-being goals and ‘five ways of working’ outlined in the Well-being of Future Generations (Wales) Act 2015 (“the Act”).

The Health Board has agreed eight Well-being Objectives which reflect the principles of the Act and work towards achieving the long-term goals as outlined in our Strategy, *A Healthier Mid and West Wales (AHMWW): Our Future Generations Living Well* (HDdUHB, 2019).

This report outlines the Health Board’s implementation of the Act by highlighting the links to strategic objectives and plans – both internally and externally - with partners and provides an opportunity to highlight the examples of programmes and initiatives that our staff, patients and partners have undertaken to continue to embed our long-term vision - as part our commitment to the Act.

In addition, to help organisations evaluate their progress against the five ways of working, an online Progress Checker Tool has been designed by the Future Generations Commissioner’s Office which the Health Board and other key stakeholders have completed.



In May 2025, on the tenth anniversary of the Act, Welsh Government published the *Future Generations Report*. The Report whilst noting the adoption of well-being objectives by public bodies, advised that:

*‘Public bodies must set their well-being objectives within a statutory period but have the flexibility to review and adjust them according to their own planning cycles.’*

*‘These objectives can be published separately or integrated into broader corporate planning documents.*

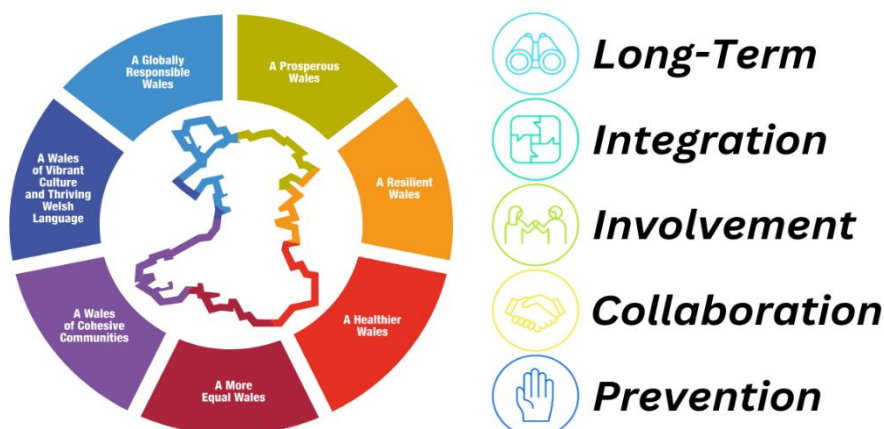
*Public bodies must report on their progress annually, ensuring they use both quantitative performance indicators and qualitative insights from public and service user feedback to track their impact.’*

## 2. The Well-being of Future Generations Act

The Well-being of Future Generations (Wales) Act 2015 (“the Act”) is about improving the social, economic, environmental and cultural well-being of Wales.

The Act provides a legally-binding common purpose for public bodies – via seven well-being goals which are underpinned by a ‘sustainable development principle’ which outlines five ways of working.

## Seven Well-being Goals and Five Ways of Working



The seven well-being goals provide a shared vision to work towards, and these are detailed below:

**A prosperous Wales** – An innovative, productive, and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing fair work.

**A resilient Wales** – A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic, and ecological resilience and the capacity to adapt to change (for example climate change).

**A healthier Wales** – A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.

**A more equal Wales** – A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances).

**A Wales of cohesive communities** – Attractive, viable, safe and well-connected communities.

**A Wales of vibrant culture and thriving Welsh language** – A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts sports and recreation.

**A globally responsible Wales** – A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

Our Health Board is a member of three Public Services Boards (PSBs), one in each of our local authority areas of Carmarthenshire, Ceredigion, and Pembrokeshire. Through our membership, we work with a variety of local and regional partners and aim, through our collaboration and partnership working, to improve the social, economic, environmental, and cultural well-being for our population and future generations.

The five Ways of Working provide public bodies with the foundation of how to embed sustainable development.

### *The Five Ways of Working*



Implementing the Act's requirements will support other legislative commitments such as the Social Services and Well-being (Wales) Act 2014, the Environment (Wales) Act 2016, Welsh Language Act 1993, Equality Act 2010, and the United Nations Convention on the Rights of the Child.

## **3. Embedding the principles of the Well-being of Future Generations (Wales) Act 2015**

**Working with our partners and population, the Health Board has implemented key actions and processes to achieve the seven ways of working as outlined in the Act.**

These include developing a long-term vision, agreeing strategic and planning objectives, well-being objectives; and working with PSBs to deliver Well-being Plans.

### **3.1 Strategic and Planning Objectives**

The Health Board has prioritised agreeing strategic and planning objectives that reflect improving the health and well-being of the population.

In September 2020 the Health Board established strategic objectives that reflect our vision that "Together we are building kind and healthy places to live and work in Mid and West Wales". The objectives relate to our people (staff, service users and communities) and our services, and are illustrated below:

Together we are building kind and healthy places to live and work in Mid and West Wales



Our three strategic goals follow a ‘life-course’ approach – starting and developing well, living and working well and growing older well – and are underpinned by the Well-being of Future Generations Act - which places the sustainable development principle at the centre of our transformation journey. Whilst focusing on current populations, our actions are laying the foundations for improved health and well-being outcomes for future generations.

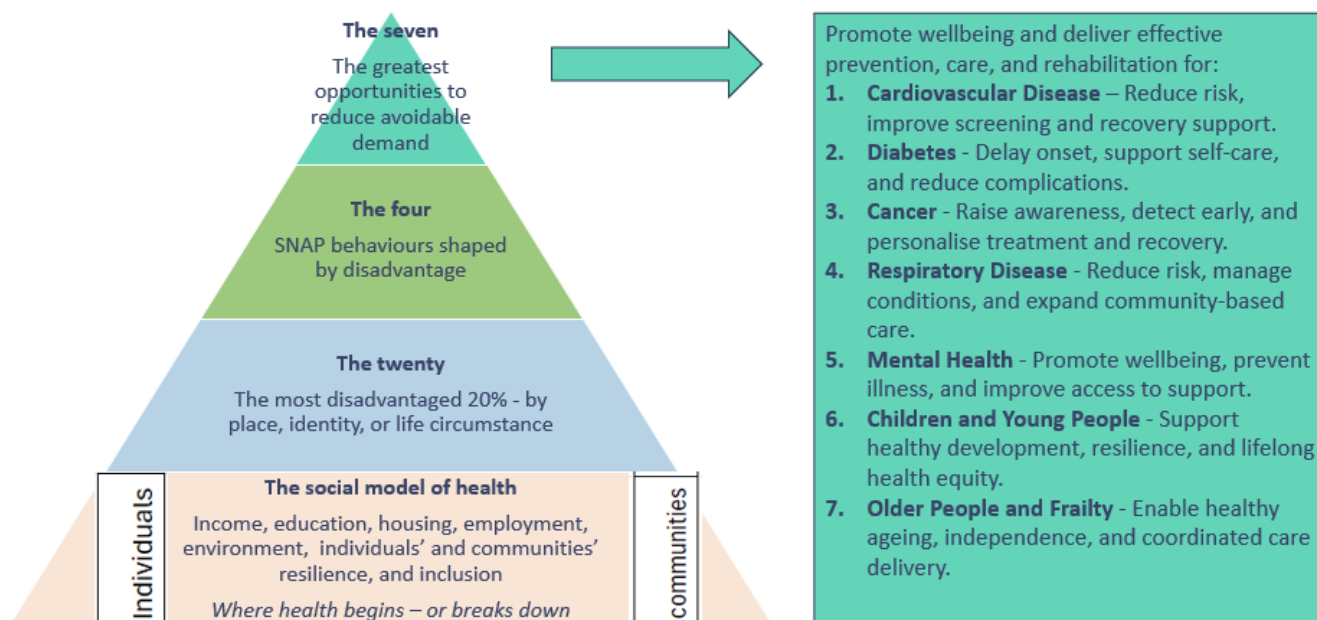


Our Annual Plan (2025-2026) in recognising the importance of improving health and well-being and preventing ill health, has specific Planning Objectives to improve population health reflected within the Public Health Directorate Workplan and three-year Health Improvement and Well-being Strategic Plan 2024-2027.

A key population health priority is embedding a Social Model for Health and Wellbeing (SMfHW) through strengthened community partnerships and ensuring that the approach underpins all our work. SMfHW focuses on reducing health inequalities, enabling people and communities to have more control over their health to achieve and maintain the best possible health. The model promotes prevention, early identification of disease and timely intervention.

In addition, the introduction of the 20four7 framework aims to address health inequalities by embedding prevention into everything we do. In doing so, we will deliver both immediate benefits to patients and our organisation and a longer-term shift from an illness service to a health service. 20four7 is aligned to our A Healthier Mid and West Wales Strategy, the SMfHW approach, and our Value-Based Health Care Strategy.

20four7 brings together three interconnected priorities that, when addressed collectively, can make the biggest difference to the health and wellbeing of our population. The plan adopts a model targeting the 20% most deprived areas, addressing four key risk factors (Smoking, Nutrition, Alcohol, Physical Activity) and the seven major preventable chronic diseases.



### 3.2 Our Well-being Objectives

The Health Board developed well-being objectives in 2019 that aligned with the strategic objectives to support our long-term aims and ambitions to embed the implementation of the Act into our day-to-day business. Our Well-being objectives are not confined to a single national outcome and align to more than one of the national goals.

Whilst health inequalities persist, they are also set against a backdrop of the climate and nature emergency. Improving public health and well-being will require us to work in partnership to address the challenges associated with poverty, environmental factors, poor housing, and social isolation.

Our well-being objectives are linked to four overarching themes, each with specific actions:

#### Workforce planning and development

Develop a skilled and flexible workforce to meet the changing needs of the NHS.

Offer a diverse range of employment opportunities which support people to fulfil their potential

#### Collaboration, involvement, and integration

Transform our communities through collaboration with people, communities and partners.

Contribute to global well-being through developing international networks and sharing of expertise

## Early intervention and prevention



Plan and deliver services to enable people to participate in social and green solutions for health. Encouraging community participation through the medium of Welsh.



Improve population health through prevention and early intervention, supporting people to live happy and healthy lives

## Environment and climate change



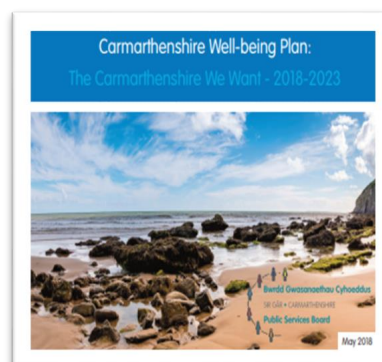
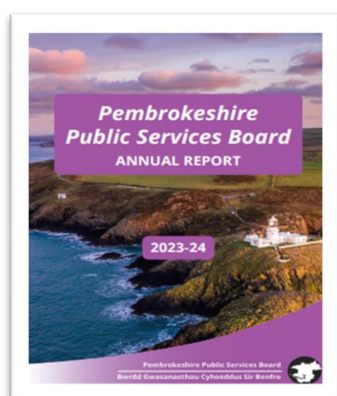
Promote the natural environment and capacity to adapt to climate change.



Plan and deliver services to increase our contribution to low carbon.

## 3.3 PSB Well-being Plans

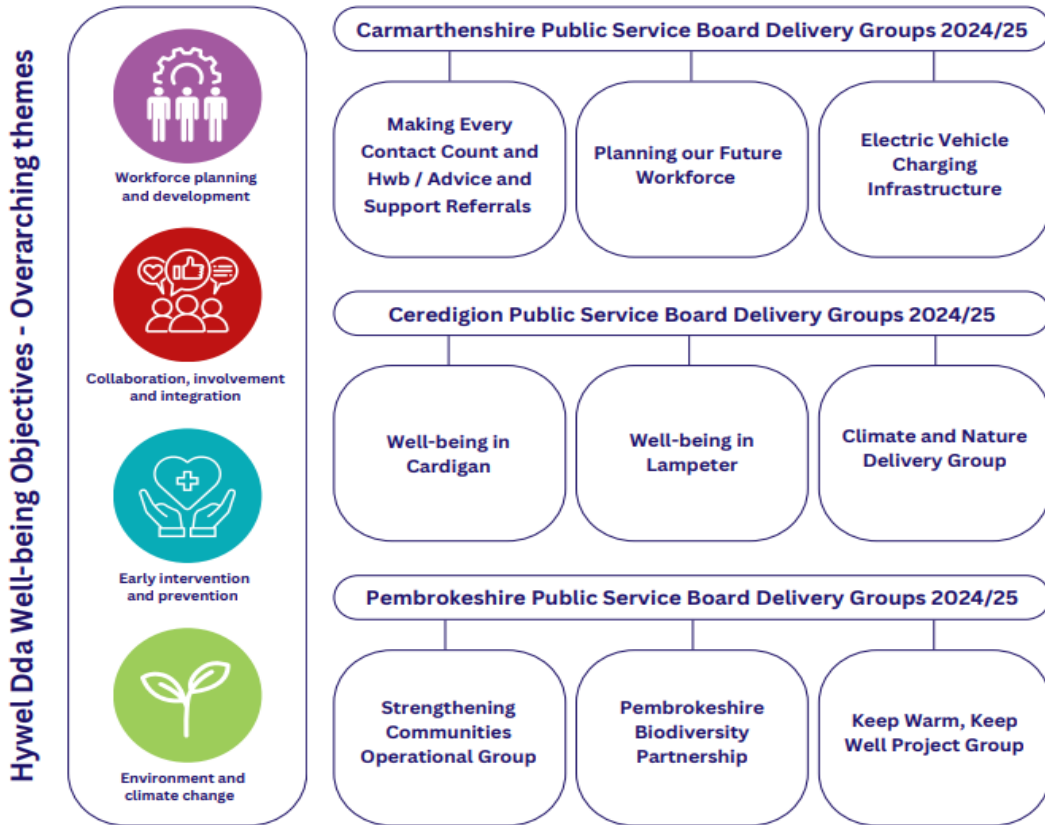
The Well-being of Future Generations Act (Wales) 2015 set out an expectation for PSB's to publish three-year Well-Being Plans and an Annual Report.



The Well-being Plans set out agreed partnership objectives reflecting the seven well-being goals of the Act. In line with the statutory five-year cycle set out in the Well-being of Future Generations (Wales), PSB's will refresh their Well-being Plans in 2026. This refresh provides an opportunity to review progress, reassess local priorities, and engage with communities to shape future actions that promote sustainable well-being.

Each PSB has established a multi-partnership delivery group structure to implement their Well-being Plans which broadly reflect the Health Board's four over-arching Well-being Objectives and overarching themes which are detailed below:

HDdUHB Well-being Objectives and PSB Delivery Groups 2024-2025



The PSB Delivery Groups are responsible for delivering the agreed Well-being Plan Objectives, which interlink closely to the Health Board’s Well-being Objectives, and are mapped below:

**Hywel Dda University Health Board - Well-being Objectives**

- Plan and deliver services to increase our contribution to low carbon.
- Develop a skilled and flexible workforce to meet the changing needs of the NHS.
- Promote the natural environment and capacity to adapt to climate change.
- Improve population health through prevention and early intervention, supporting people to live happy and health lives
- Offer a diverse range of employment opportunities which support people to fulfil their potential
- Contribute to global well-being through developing international networks and sharing of expertise
- Plan and deliver services to enable people to participate in social and green solutions for health. Encouraging community participation through the medium of Welsh.
- Transform our communities through collaboration with people communities and partners.

Carmarthenshire Public Service Board Well-being Plan 2023-28 - Well-being Objectives	
Ensuring a sustainable economy and fair employment	
Improving well-being and reducing health inequalities	
Responding to the climate and nature emergencies	
Tackling poverty and its impacts	
Helping to create bilingual, safe and diverse communities	

Ceredigion Public Service Board Well-being Plan 2023-28 - Well-being Objectives	
Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.	
Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.	
Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.	
Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.	

Pembrokeshire Public Service Board Well-being Plan 2023-28 - Well-being Objectives	
Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy	
Work with our communities to reduce inequalities and improve well-being	
Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency	
Enable safe, connected, resourceful and diverse communities	

## 4. Demonstrating our Well-being Objectives

The Health Board continues to support, develop and promote systems for innovation and diversity, improve equity and reduce inequalities in health.

As examples of how our Well-being Objectives are implemented, a series of case studies have been prepared to reflect the Health Board's progress in meeting the seven Well-being Goals of the Well-being of Future Generations (Wales) Act, referenced to our Well-being Objectives.

### 4.1 Well-being Objective Theme: Workforce Planning and Development



Offer a diverse range of employment opportunities which support people to fulfil their potential



Develop a skilled and flexible workforce to meet the changing needs of the NHS.

Our workforce is at the heart of how we deliver our services. Success is not solely dependent on the number of people we have working for us, but on our ability to attract, develop, and retain the right people. This includes ensuring staff feel supported, valued, and heard; providing opportunities for career progression, and fostering a culture where HDdUHB is recognised as an employer of choice.

We remain committed to building a diverse and culturally inclusive organisation that promotes healthy, happy, and thriving working environments.

#### Well-being Champion Network

The HDdUHB Well-being Champion Network aims to promote staff well-being across the whole of the Health Board, raising awareness of the well-being support available for employees and how to access it.

Since its inception, the network has grown to include over 175 volunteer champions who play a key role in promoting health and well-being within the workplace, publicising initiatives and awareness events, signposting colleagues to appropriate support services, and sharing staff feedback to help shape the Health Board's well-being agenda. All champions complete a short induction programme and are offered ongoing training to ensure they remain informed and confident in their role, and they are supported through a dedicated Microsoft Teams channel, which provides access to resources, updates, and a peer-support space. Regular support sessions offer a safe environment for champions to reflect on their experiences and share ideas, helping them to better support colleagues in adopting positive health and well-being behaviours.

Outside of their roles within HDdUHB, many champions are actively involved in charitable activities that support communities across the Hywel Dda region, further demonstrating their commitment to well-being both within and beyond the workplace.



## Our future workforce

During the year the Health Board has continued to work with young people and engaged with 8,567 pupils, including 2,855 through the medium of Welsh, covering all secondary schools in Hywel Dda. Our programmes supported 1,527 students with health masterclasses and 337 work experience opportunities plus 36 virtual taster sessions. 67 students also started the "Becoming a doctor" programme which included simulation and scenarios to illustrate the different opportunities available. The use of simulation activities increased interest in Health Board careers from 35% to 63%. In recognition of our work to support young adults, the Health Board was presented with the Careers Wales Outstanding Achievement Award.

19 students with additional support needs were supported to gain work experience and 42 apprentices were recruited which brings our total apprentices to 162 within our workforce. We were delighted when one of our apprentices was selected as a Welsh Language Ambassador by Coleg Cymraeg Cenedlaethol, highlighting the importance of Welsh Language in patient care.

## Social Partnership Duty

In 2024 the Social Partnership and Public Procurement (Wales) Act 2023 introduced a 'Social Partnership Duty' for public bodies in Wales. The duty requires Health Boards to engage meaningfully with workforce representatives and other stakeholders to promote inclusive decision-making and fair work, improve well-being, and deliver better public services and sustainable development. The duty enhances workforce resilience while supporting the aims of the Well-being of Future Generations (Wales) Act 2015. Through this collaborative approach, the Health Board aims to strengthen public service delivery by ensuring that those who provide services have a meaningful and influential role in shaping how they are designed and delivered.

Social partnership principles have been embedded through a structured approach including:

- Established Partnership Forums; with Trade Union colleagues involved in working groups and forums, contributing to policy development, operational planning, and health and safety.
- Integration of principles into Board-level decision-making, and engagement with workforce advisory groups.
- On-going efforts, such as reviewing the Trade Union Facilities Agreement and aligning engagement structures with organisational changes; and workforce and engagement processes, including quarterly sessions to address workforce concerns.
- Service co-production with staff and partners to improve service delivery and integrated patient care.
- Implementing Fair Work principles, and leadership commitment to actively champion social partnership principles.
- Established Equality, Diversity and Inclusion Task Force.
- Sustainable public services and procurement practices.

## 4.2 Well-being Objective Theme: Collaboration, involvement and integration



Transform our communities through collaboration with people, communities and partners.



Contribute to global well-being through developing international networks and sharing of expertise

The five ways of working set out in the Well-being of Future Generations (Wales) Act 2015 provide the foundation for our approach to working with our population, staff, stakeholders and partners, particularly those most vulnerable in our society. Working with PSBs, to implement Well-being Plans is helping to shape the design and delivery of services.

HDdUHB's *A Healthier Mid and West Wales Strategy* sets out our commitment to work in an integrated way across health and social care with our communities at the heart of what we do. Our aim is to build community resilience, prevent ill health, improve well-being and promote independence and interconnectedness.

The Health Board is committed to promoting a Social Model for Health and Well-being. In 2024, working with Welsh Government's Future Generations Commissioner's Office, we agreed a definition and a set of Principles and in 2025 a Charter was adopted by partners and organisations to embed this approach across the region.

### Building Community Connections Through Health Outreach at Haverfordwest Mosque

The Community Development Outreach Team (CDOT) works across HDdUHB to promote health messages and reduce barriers to accessing services. In July 2024, following a visit to Haverfordwest Mosque, the team partnered with the mosque, Pembrokeshire Association of Voluntary Services (PAVS), and the local Hub to organise a community health event tailored to the needs of the local Muslim community.

Recognising the challenges of engaging worshippers, the team worked with the community and local organisations to organise a one-off, well-timed event during the summer holidays. This approach aimed to maximise attendance and create a welcoming space for meaningful engagement.

Held on 26 July 2024, the event brought together 31 organisations from health, Local Authority, and third sector services. It featured a wide range of support, including smoking cessation, alcohol awareness, screening, and unpaid carers' information, many of which were available in multiple languages. The first part of the event allowed agencies to network, followed by a community session after Friday prayers. A total of 67 attendees from diverse ethnic backgrounds participated.

While traditional paper evaluation forms proved a barrier, verbal feedback was overwhelmingly positive. Attendees reported learning about services they hadn't known existed, including how to self-refer to occupational therapy and podiatry. Comments included: "Very useful," "Found out lots of new information," and "Spoke to services they wouldn't have before."

The event successfully connected the mosque community with the Health Board and third sector, breaking down barriers and raising awareness of available support. It also highlighted the importance of culturally sensitive engagement and has since been agreed to run annually.

## Social Model for Health and Well-being Summit

In March 2025, the Health Board hosted the SMfHW Summit at the Canolfan John Burns Centre in Kidwelly. The event brought together a wide range of partners including public service leaders, healthcare professionals, academics, and voluntary sector organisations to explore collaborative, community-led approaches to improving health and well-being. The summit featured expert presentations, breakout sessions, and interactive Question and Answer discussions on key topics such as the Centre for Social Innovation, Home First, Employer Supported Volunteering, and Hospital at Home.

A key highlight of the summit was the collective signing of the SMfHW Charter by leaders from HDdUHB, Carmarthenshire, Ceredigion and Pembrokeshire County Councils, Public Health Wales, Welsh Government, University of Wales Trinity Saint David, and regional voluntary organisations. This act symbolised a shared commitment to reducing health inequalities and empowering communities to take greater control over their health. The Charter promotes prevention, early intervention, and a whole-system approach to health, recognising that good health is shaped by a wide range of social, economic, and environmental factors.

The summit also featured powerful contributions from national experts. Professor Sir Michael Marmot highlighted the urgent need to address the social determinants of health, showing the stark inequalities in life expectancy and well-being across the UK. Cormac Russell, Nurture Development, emphasised the importance of community-led development and the role of local organisations in enabling grassroots action. Their insights reinforced the summit's central message: that improving health and well-being requires collective action across sectors and a shift towards people-led, place-based solutions.

Dr Ardiana Gjini, Executive Director of Public Health at HDdUHB, described the summit as a platform for meaningful dialogue and renewed collaboration, reaffirming the Health Board's commitment to embedding the SMfHW principles in practice and working closely with communities to build a healthier, fairer West Wales.



## 4.3 Well-being Objective Theme: Early intervention and prevention



Plan and deliver services to enable people to participate in social and green solutions for health. Encouraging community participation through the medium of Welsh.



Improve population health through prevention and early intervention, supporting people to live happy and healthy lives

Prevention is a core principle in all our work. To reduce the impact of ill health, physical, mental or emotional, we need to work to prevent it from happening and intervene early to prevent escalation. This means working with communities and individuals to reduce risks and work to provide solutions that reduce their impact.

### Gypsy Roma Traveller Arts Tackling Health Inequality Through the Arts

The Community Development Outreach Team collaborated with HDdUHB's Arts in Health programme and local arts partners to deliver a series of creative engagement sessions across Pembrokeshire and Carmarthenshire. These sessions were designed to promote well-being, foster community engagement, and communicate key public health messages with a focus on early prevention.

In Pembrokeshire, sessions were delivered by Arts4Well-being and tailored specifically for the Traveller community. Centred around diverse arts and crafts activities, the programme invited participation from Health Board and Third Sector teams, not only to share vital health information but also to actively engage in the creative process. This inclusive and relaxed environment enabled open, non-judgemental conversations around topics such as smoking cessation, alcohol reduction, healthy lifestyles, immunisations, and cancer screening. Feedback from participants highlighted a positive impact on well-being, a strengthened sense of community, and improved connection with Health Board services.

In Carmarthenshire, the initiative focused on engaging children in the creation of a mural at their residential site, facilitated by People Speak Up. The children took the lead in designing and spray-painting the artwork, while the Community Development Outreach Team, supported by Carmarthenshire County Council's Gypsy and Traveller Liaison service, engaged with parents. This setting provided an opportunity for meaningful dialogue with the Smoking Cessation team and the Iechyd Da Youth Health team. The project culminated in a community health event offering basic health checks and information, which has since evolved into a monthly drop-in service, ensuring sustained engagement and support.



## South Carmarthenshire Rapid Access Multidisciplinary Service

In response to the growing challenge of frailty among older adults, the South Carmarthenshire Rapid Access Multidisciplinary Service (SCRAMS) was launched in May 2024 at Prince Philip Hospital (PPH), Llanelli. SCRAMS is an intermediate care falls and frailty service, aiming to reduce hospital admissions by providing rapid, community-based, person-centred care for individuals living with frailty and to prevent avoidable hospital admissions and support older adults to live independently. The team has since received over 200 referrals and investigates each case to understand the patient's needs and coordinate appropriate care and support.

Integrated Care Sister, Ann-Marie John, explained: "Frailty is a distinctive state of health related to the ageing process in which many of the body's systems gradually lose their in-built reserves. Around 10% of people aged over 65 years have frailty, rising to between a quarter and a half of those aged over 85 years. Being frail means that a relatively 'minor' health problem can have a severe long-term impact on someone's health and well-being. Many factors combine over time to make a person frail including dehydration, weight loss, loss of muscle strength and balance, falls, loss of confidence, fatigue and mental health conditions such as depression and anxiety. Frailty is not an inevitable part of ageing; it is a long-term condition which can be managed with patient-centred care."

Once a patient has been identified by a GP and triaged by a consultant, the SCRAMS team engage with the patient by visiting the patient at home and carry out a full assessment. "We're like health detectives," said Ceri Evans, Frailty Assistant Practitioner. "We try to understand the whole person. Is this person eating and drinking enough? Is that causing them to fall or is there something else?"

Ann-Marie added: "During our weekly multi-disciplinary team meeting we report our findings and then referrals to other services such as dietetics, falls prevention or occupational therapists are made. Each care plan is personal to each patient."

Consultant Geriatrician Dr Zena Marney, Clinical Lead for Llanelli SCRAMS said: "Adults aged over 65 years comprise a quarter of the population of HDdUHB and this is projected to increase significantly over the next 20 years. This means we have an impending frailty crisis and the work and care that the SCRAMS team are delivering is vital. I am privileged to be able to work with the experienced members of our SCRAMS multidisciplinary team who are dedicated and work extremely hard to provide holistic person-centred care in the community."

Emma Catling, Malnutrition Strategic Lead, added "Poor nutrition and hydration overtime can make a person frail. Without any fuel in the tank, patients begin to lose weight, strength, mobility and their mental health can decline - all of which can lead to falls. This can all be prevented."

Ceri and Ann-marie will provide nutrition and hydration information packs during their initial patient assessments, so they have immediate information to help them before the dietetics team contact. The SCRAMS team are working to keep patients healthy and active at home.



## SCRAMS - Betty's story

When 'Betty', an elderly lady, came to the attention of the SCRAMS team she had suffered a series of falls and had hospital admissions due to a hip fracture and chest infection.

Betty was living in her own house with the support of her family, friends and her community. She has limited vision and walked slowly with the aid of a stick and zimmer frame. She was taking medication to help with postural hypotension, or low blood pressure when she stood up.

After each admission, Betty became frailer but was determined to return home and to receive help from family and friends. She did not want care packages offered at the time. Betty's final admission to hospital was a prolonged stay and she became frailer and lost her confidence. Betty agreed that she needed help and moved into a residential home.

The SCRAMS team reassessed Betty in her new home and found that she had lost her independence and now needed assistance with moving around. She became frailer, was not eating as well and had lost a significant amount of weight. Referrals were immediately made to various teams including dietetics and physiotherapy and a patient centred care plan was put into place, in conjunction with her family.

The Dietetics team monitored her weight and dietary intake, adding fortified meals and snacks supplemented with homemade milkshakes and juices based on Betty's likes and dislikes. Physiotherapists implemented a structured strength and balance programme to improve mobility and independence delivered by the team weekly. Care home staff were familiarised with the exercise programme to assist Betty in-between visits.

The SCRAMS team arranged weekly visits to monitor weight, blood pressure and take strength readings using a dynamometer, a device to assess the strength of muscles in the hand and forearm. It took a long time for Betty to show signs of improvement but there were improvements and pressure areas she had developed have now healed.

And now ... Betty is almost back to her original weight and walking to the dining room with minimal assistance. According to her loved ones, "Betty has her cheeky sparkle back now."

## Colorectal screening tool

The HDdUHB Surgical and Intensive Therapy Unit Physiotherapy team has successfully introduced a Physiotherapy Abdominal Surgery Risk Assessment Tool specifically for patients undergoing colorectal surgeries.

This tool has led to a noticeable reduction in hospital stays by enabling earlier identification of patients who require physiotherapy input. By streamlining the assessment process, patients are now seen more quickly after surgery, which helps to minimise hospital deconditioning and supports faster recovery. The tool has also allowed the physiotherapy team to prioritise and optimise their resources more effectively, ensuring that care is delivered where it is most needed.

As a result, both patients and staff have benefited from improved outcomes and more efficient use of NHS physiotherapy services.

## 4.4 Well-being Objective Theme: Environment and climate change



Promote the natural environment and capacity to adapt to climate change.



Plan and deliver services to increase our contribution to low carbon.

HDdUHB continues to make meaningful progress toward its environment and climate change objectives by looking at options to reduce carbon and bring sustainable practices into our day-to-day activities.

Our environment and climate directly impact population health; by working toward clear climate objectives, we can reduce our environmental footprint, build resilience in healthcare services, and protect the well-being of our communities now and in the future.

The Health board's Sustainability Report 2024/25 can be found [here](#) (Section 9, p.103 -113)

### NappiCycle Project

The NappiCycle project, a partnership between HDdUHB and Natural UK Ltd, is revolutionising waste management. By diverting 100% of nappy and incontinence waste from landfill, the project recovers valuable cellulose and plastics. This innovative approach supports Wales' circular economy goals and environmental legislation, while also contributing to net zero carbon reduction targets.

- NappiCycle's **innovative waste recovery system** diverts all nappy and incontinence waste from landfill. The recovered cellulose fibre is repurposed into products like asphalt and fibreboard, reducing the need for raw materials and lowering carbon emissions
- The project boasts impressive **environmental and economic benefits**. Recycling rates have increased by 6%, landfill use has decreased by 6%, and carbon emissions have been cut by 96%. Additionally, the project has generated over £150k in cost savings and supported local employment
- **Strong partnerships and community engagement** are key to NappiCycle's success. Collaboration between HDdUHB, Natural UK Ltd, patients, staff, and other stakeholders, including Infection Prevention Control and Local Authorities, ensures compliance with clinical and legislative standards while addressing community needs

The NappiCycle project exemplifies the power of collaboration and innovation in achieving sustainable healthcare solutions. By diverting incontinence waste from landfill and promoting recycling and reuse, HDdUHB is making significant strides towards a greener future and demonstrating its commitment to the Well-being of Future Generations (Wales) Act 2015.

## Warp-It

HDdUHB has embraced Warp-It, an online platform that allows staff to reuse and redistribute surplus items like furniture, office supplies, and equipment across the organisation and with approved partners. Warp-It acts as an internal recycle and re-use network, enabling staff to list unwanted items for others to claim. This reduces the need for new purchases and cuts waste

### Key Objectives:

- Reduce unnecessary spending on office and facilities equipment
- Cut disposal and storage costs
- Minimise environmental impact and support NHS Wales' Decarbonisation targets

### Key Outputs:

- Significant cost avoidance by reducing new purchases
- Tonnes of waste diverted from landfill
- Lower carbon emissions through avoided manufacturing and transport
- Increased collaboration across departments through sharing of resources

By reusing existing resources within the Health Board, Warp-It supports smarter procurement, improves sustainability, and helps staff access resources more quickly and efficiently. This aligns with HDdUHB's commitment to delivering cost-effective, environmentally responsible services. Warp-It also directly contributes to national policy goals on carbon reduction, circular economy, and Value Based Healthcare. Warp-It has proven to be a simple but powerful tool for embedding sustainability into everyday operations - delivering measurable financial savings and a positive environmental legacy.

## Improving a Child's Health and Reducing Environmental Impact

Bradley, an 8-year-old Pembrokeshire school pupil, struggled with respiratory problems from a young age, preventing him from joining school sports and activities like rugby, football, and running. He often experienced shortness of breath and could not fully participate with his peers. Bradley's respiratory health was reviewed by colleagues delivering the new Pembrokeshire Schools Asthma Project. After receiving a diagnosis and starting/reviewing medication, Bradley's health improved significantly. He is now able to take part in swimming and running events at school, has more energy, and enjoys a better appetite. This transformation has greatly improved his quality of life and happiness.

The positive impact extends beyond Bradley's personal health. By enabling children like Bradley to participate in local activities, there is less need for car journeys to specialist appointments or alternative activities, which helps reduce travel-related carbon emissions. Supporting children's health within their community also means fewer hospital visits, lowering the overall carbon footprint of healthcare services. This highlights how early intervention and local support can improve children's well-being while also benefiting the environment. By reducing unnecessary travel and hospital visits, more sustainable prescribing, and better management of respiratory conditions, such approaches contribute to a healthier community.

## 5. Next Steps

Our strategic approach is firmly rooted in our commitment to improving population health and well-being, reducing health inequities, and promoting equality across all communities. We remain dedicated to delivering the seven Well-being Goals set out in the Well-being of Future Generations (Wales) Act as reflected in our strategic intentions and outlined in our Annual Plan and through collaborative work with partners.

A key milestone during this period has been our leadership in embedding a Social Model for Health and Well-being, working collaboratively with partners through the adoption of the Charter and its guiding principles. This approach will remain a strategic priority as we continue to co-produce and implement work plans with key stakeholders, aimed at strengthening community capacity and driving social innovation.

Many of the initiatives outlined in this report will continue to evolve as we work towards realising our long-term vision. Looking ahead, this work will be integral to delivering our new strategic framework. Progress will be driven through sustained collaboration with our communities and statutory partners, including through PSBs and other statutory bodies.

In response to an evolving strategic landscape, we will undertake a review of our Well-being Objectives in 2025/26 to ensure they continue to align with HDdUHB's values and priorities, and remain relevant to our organisation, our workforce, and the communities we serve. This will reflect recommendations made in the Future Generations Report 2025.

## References

Hywel Dda University Health Board (2019) A Healthier Mid and West Wales: Our Future Generations Living Well. Available at: [hduhb.nhs.wales/about-us/healthier-mid-and-west-wales/healthier-mid-and-west-wales-folder/documents/a-healthier-mid-and-west-wales-strategy/](https://hduhb.nhs.wales/about-us/healthier-mid-and-west-wales/healthier-mid-and-west-wales-folder/documents/a-healthier-mid-and-west-wales-strategy/)

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