

The Carmarthenshire We Want

Carmarthenshire
Public Services Board
Well-being Plan

2023-28



Contact Us:

PSB Support Team

Tîm Cefnogi BGC

By Telephone:

01267 234567

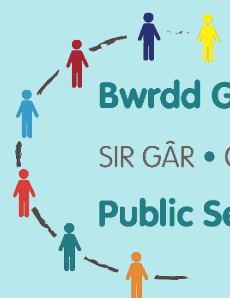
By Email:

PSB@carmarthenshire.gov.uk

BGC@sirgar.gov.uk



**LLESIANT
CENEDLAETHAU'R DYFODOL
WELL-BEING OF
FUTURE GENERATIONS**



Bwrdd Gwasanaethau Cyhoeddus

SIR GÂR • CARMARTHENSHIRE

Public Services Board

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Foreword

As Chair of the Carmarthenshire Public Services Board (PSB), I am proud to present our Well-being Plan and to have been part of its development. I am excited about the opportunities this will bring for all of us who live and work in our county.

The PSB brings together a number of different organisations providing services to the public who are working together for the benefit of Carmarthenshire. We have a longstanding, successful track record of partnership working and continue to build on that. We promote a positive culture of working together, concentrating our collective energy, effort and resources on providing efficient and effective services to local communities. We will continue to do this by working collaboratively to add value to each other's services and will look at innovative approaches and new and different ways of working to achieve this.

Our Plan to do this is not about 'business as usual'. We are ambitious for our county. We want to see real improvements in the economic, social, environmental and cultural well-being of our residents.

This Plan, as required through the Well-being of Future Generations (Wales) Act, has been developed following significant engagement with our communities and other key stakeholders. This engagement has identified our five key well-being objectives that we will focus our attention on delivering through collective action over the next few years:

- 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 safe, diverse, bilingual communities.

We are building stronger partnerships with our communities. We will be promoting co-production so that residents can come together to help improve their lives and solve the problems that are important to them. We will continue to develop these relationships so that this involvement flourishes which will help us to all deliver the objectives and action in our Plan.

We are continuing a journey that is long term and will shape our future over the next 20 years or more. We are dedicated to make positive changes to make a real difference. We will be radical in our thinking, efficient in the use of our resources and involve our communities in shaping and delivering the best possible future for all of us.

I hope that you will want to get involved with us and play your part.

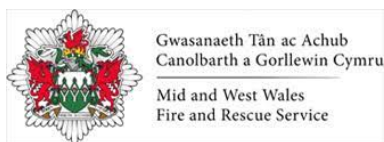


Cllr Darren Price

Chair of PSB and Leader of Carmarthenshire County Council

Carmarthenshire's PSB

The Well-being of Future Generations Act put a well-being duty on specified public bodies across Carmarthenshire to act jointly and establish a statutory PSB. The Carmarthenshire PSB was established in May 2016 and is tasked with improving the economic, social, environmental and cultural well-being of Carmarthenshire. It must do so by undertaking an assessment of well-being in the County and then preparing a county Well-being Plan to outline its local objectives, the steps it proposes to take to meet them and how they contribute to the achievement of the well-being goals. Members of the Carmarthenshire PSB are senior representatives from the following organisations:



Our Partnerships in Carmarthenshire

The Partnership landscape in Carmarthenshire fully embraces multi-agency working, with representation from a wide range of partner organisations, including the third sector, who work collaboratively to improve the outcomes for our residents.

Our partnerships have been involved in developing the objectives and contributing their views on key issues that the PSB need to be aware of to inform their development of the Well-being Plan. Collaboration and partnership working will continue to form an important part of the delivery mechanism across the county and the partnerships will be integral to delivering the PSB objectives.

It is fundamental within Carmarthenshire that our multi-agency partnerships have a continued role in taking steps to address the key issues and opportunities highlighted in the well-being assessment, some of which may not involve direct delivery towards the PSB objectives but will still be addressed and may contribute as work progresses.

Community and Town Councils

There are eight Councils within Carmarthenshire which meet the criteria of the Act: Carmarthen Town Council, Cwmaman, Kidwelly, Llanedi, Llannon, Llanelli Town Council, Llanelli Rural Council and Pembrey and Burry Port. This means that they must take “reasonable steps” to meet the objectives of this Well-being Plan and report on progress annually. The PSB recognise the valuable contribution all Town and Community Councils fulfil within our communities and the PSB is exploring every opportunity to work together to deliver the Well-being objectives. All Town and Community Councils, including those covered by the Act have been consulted on the Well-being Assessment and Plan and are encouraged to consider how they can contribute to meeting the Plan’s objectives.

Swansea Bay City Deal

The Swansea Bay City Deal is a transformational approach to delivering the scale and nature of investment needed to support the region’s plans for growth, with a total investment of £1.3 billion from both the public and private sectors over a period of 15 years. The Deal provides a once in a generation opportunity to consolidate the region’s role in technological innovation and to become a lead innovator in developing and commercialising solutions to some of the most pressing challenges in the fields of life science and well-being, digital innovation, energy and smart manufacturing. Through the projects the City Deal will demonstrate the economic, social, environmental and cultural opportunities of using next generation digital innovations and technology to accelerate

the regional economy and attract international investor interest, whilst remaining citizen-focused and grounded in the geography and assets of the Swansea Bay City Region.

West Wales Care Partnership

The West Wales Care Partnership (WWCP) has been established to oversee the continued transformation and integration of health, social care and well-being services in the West Wales area. The Partnership brings together the three local authorities in West Wales (Carmarthenshire County Council, Ceredigion County Council and Pembrokeshire County Council), Hywel Dda University Health Board and representatives of the third and independent sector as well as service user/carer representation. The Partnership has published a [Population Needs Assessment](#) for the region and will deliver an Area Plan to address the issues highlighted in the assessment. We will ensure that the work of the Area Plan and Well-being Plan complement each other wherever possible.

Reflecting on our Well-being Plan 2018-2023

All PSB partners are fully committed to take a preventative approach in all they do. During **2018-19**, the PSBs in Carmarthenshire, Ceredigion and Pembrokeshire engaged in the development of the Hywel Dda University Health Board's '**Healthier Mid and West Wales Strategy**' and accompanying Health and Well-being Framework. We have also seen this commitment demonstrated in the work of the **Safer Communities Partnership** in the prevention of crime and in the Early Intervention and Prevention Delivery Group's work on the **First 1,000** days and on enhancing the health and well-being of our communities.

The County Council's '**Moving Rural Carmarthenshire Forward**' report was presented to the PSB in September 2019 with its recommendations on regenerating local rural communities and collaboration opportunities with partners to support rural communities. The report followed an extensive piece of work by a cross-party Task Force which had included contributions from many PSB partners and the involvement of **residents and stakeholders** to find out about the needs of rural communities. Collaboration opportunities for partners to support this agenda included economic development, education and skills, broadband and digital skills, tourism, transport and highways, agriculture and food, community resilience, access to services and third sector, renewable energy and the environment and waste. The **10 Rural Towns programme** was a key development from this report.

During 2020-21, the PSB secured £100k funding to develop the **Foundational Economy Challenge Fund** project looking at public sector food procurement. The project focused on public sector procurement arrangements and local food supply chains. Despite the challenging circumstances it was felt even more important to progress this work as part of the economic recovery planning and development work. The Centre for Local Economic Strategies (CLES) were commissioned to work with the Council, Health Board, University and Coleg to review current procurement arrangements and food spend/supply.

Securing the dedicated funding has enabled the PSB to **integrate objectives** and to outline the possibilities for development, giving a practical way forward for partners to work together. Further work will be taken forward within the PSB partners on the procurement and economic recovery elements and discussions are on-going, with opportunities for further project development on the food supply chain.

Pentre Awel is an innovative £87m development which is being delivered by Carmarthenshire County Council. It is the largest regeneration scheme in South West Wales and will bring together life science and business innovation, community healthcare and modern leisure facilities at the 83-acre Delta Lakes site on the Llanelli coastline.











The truly collaborative scheme is being delivered for the local community by the County Council in partnership with Hywel Dda University Health Board, Universities and colleges and is part-funded by the Swansea Bay City Deal (£40million). It aims to create around 1,800 jobs over 15 years and boost the local economy by more than £450m.

A continuum of education, skills and training is being developed for local people to provide training opportunities from schools to further and higher education and continuing professional development. Most of the training available is around health and care but also includes construction, support services and digital training. Key providers have been identified including PSB partners - University of Wales Trinity Saint David and Coleg Sir Gâr – with Swansea and Cardiff Universities.

The PSB has discussed the **wider determinants of well-being** which include health, job creation, access to services, skills, training, and community cohesion. Members have also highlighted the potential need over the next 20-30 years and ensuring the facilities provided can adapt to future needs.

Carmarthenshire PSB’s Well-being Objectives and Steps

Objective	Key steps	Phase 1 2023-24	Phase 2 2024-26	Phase 3 2026 – beyond
Ensuring a sustainable economy and fair employment	To plan for our future workforce by working collectively to promote work and career opportunities in the public sector.	→		
	To prepare and publish a Carmarthenshire Food Strategy.	→	→	
	To increase Real Living Wage Accreditation amongst PSB members and promote Real Living Wage locally.	→	→	
	To improve the provision and skills to support the growing low carbon industry, building on current work through the Regional Skills Partnership.	→	→	→
	To work towards developing an integrated local food system.	→	→	→
Improving well-being and reducing health inequalities	To create a resilient relationship between the Public Services Board and the Regional Partnership Board in order to improve collaboration and integration on areas of common interest including prevention.	→		
	To support the delivery of the Healthy Weight, Healthy Wales programme.	→	→	
	To embed the vision of the Health and Well-being Framework and move to a Social Model of Health and Well-being.	→	→	
	To develop a partnership approach to addressing multi-agency issues relating to Adverse Childhood Experiences.	→	→	→
	To support delivery and share learning from the Health Board’s 10,000 well-being conversations programme.	→	→	→
Responding to the climate and nature emergencies	To increase collaboration on Electric Vehicle EV Charging infrastructure at public sector venues.	→		
	To systematically review the risks identified in the Climate Change Risk Assessment (CCRA3) Evidence Report –	→		

Objective	Key steps	Phase 1 2023-24	Phase 2 2024-26	Phase 3 2026 – beyond
	summary for Wales and develop a partnership response.			
	To embed a partnership approach to developing Green and Blue infrastructure* in the county. *Green and blue infrastructure (GBI) is all the individual parcels of natural space and features within both our urban and rural spaces that when connected, deliver quality of life and environmental benefits for communities and the nature that thrives within them as a result.			
	To develop a demand analysis of PSB member estate and assets in order to reduce our future carbon footprint.			
	To identify opportunities for collaboration across public sector organisations to achieve the Net Zero Wales declaration.			
Tackling poverty and its impacts	To identify and action opportunities for PSB organisation staff to Make Every Contact Count (MECC) with improved signposting and referral to support services.			
	To build on current advice and support provision to residents through the Council's Hwb, by developing opportunities for collaboration across PSB organisations.			
	To further develop the 'Claim What's Yours' campaign on a multi-agency basis, with consistent messaging on support for residents.			
	To build live data in terms of fuel poverty and ensure promotion of home energy efficiency improvements.			
Helping to create bilingual, safe and diverse communities	To prepare a Carmarthenshire Volunteering Strategy.			
	To assess current arrangements and prepare a multi-agency plan for further developing community resilience.			
	To support the implementation, further development and monitoring of the Welsh language Promotion Strategy.			

The Well-being Plan and why we need it

The Act's requirements

The Well-being of Future Generations Act (2015) is a ground-breaking law that provides a unique opportunity for all public services to work differently together, involving communities in shaping our long-term future and improving well-being for all. The Act places the citizens of Wales in the centre of everything public services do to improve the economic, social, environmental and cultural well-being of Wales and that the sustainable development principle is integral to everything that we do.

National Well-being Goals

The Act sets out seven Well-being Goals which public services must work towards to improve the social, economic, environmental and cultural well-being of all of our communities.



Together they give public services a common purpose and shared vision to work towards. The goals must be considered as an integrated set, with the relevant links being made between them to deliver well-being. The objectives and actions outlined in this well-being plan have all been formulated with a view to making a wider contribution to achieving the national well-being goals.

Sustainable Development principle

Public Services, in working towards delivering these goals, must follow the sustainable development principle, designed to support and deliver a public service that meets the needs of the present without compromising the ability of future generations to meet their own needs. We need to ensure that when we make decision, we consider the impact this could have on people living in Carmarthenshire in the future.

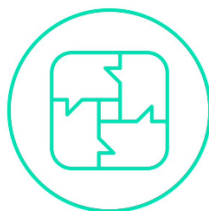
Five Ways of Working

There are five Ways of Working public services must follow, to show how we have applied the sustainable development principle. As a PSB, we must ensure that everything we do has taken these ways of working into consideration. We have to think more about the long-term, work better with local communities, look to prevent problems and take a more joined-up approach. This will ensure we also work together in a more robust and effective partnership approach.



Collaboration

Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.



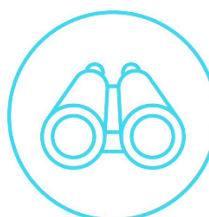
Integration

Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies.



Involvement

The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.



Long-term

The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.



Prevention

How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.

Credit: Five Ways of Working, Office of Future Generations Commissioner for Wales

Later in the Plan we describe in more detail how we have used the five ways of working in relation to each objective to maximise our contribution to each of the national well-being goals.

Future Generations Commissioner

The general duty of the Future Generations Commissioner for Wales is to promote the sustainable development principle (the five ways of working) and to act as a guardian of the ability of future generations to meet their needs, by encouraging public bodies to take greater account of the long-term impact of the things they do. The Commissioner gave detailed feedback on the Well-being Assessment which informed the development of the Well-being Plan.

Carmarthenshire PSB is working closely with the Commissioner whilst preparing our Well-being Plan and will reflect on the advice given on how to take steps to meet the local objectives set out in the plan in a manner which is consistent with the sustainable development principle.

Carmarthenshire at a Glance

The 2021 Census confirms that Carmarthenshire has a total population of 187,900 residents. Our population has grown by just over 4,000 (2.2%) since the last census in 2011, compared to 44,000 (1.4%) for the whole of Wales and by just over 3.5m in England and Wales (6.3%).

There is one person for every football pitch-sized piece of land in Wales. There were about 150 residents per square kilometre in Wales in 2021, up from 148 residents per square kilometre in 2011. As of 2021, Carmarthenshire is the fifth least densely populated of Wales, with an area equivalent to around two football pitches per resident.

There were 96,200 women (51.2% of the population) and 91,700 men (48.8%) in Carmarthenshire. This is a similar split to the previous Census and comparable to Wales and England & Wales.

Since the 2011 Census, there has been an increase of 18.9% in the number of people aged 65 years and over living in Carmarthenshire (45,400), a decrease of 2.5% in people aged 15 to 64 years (112,100), and a decrease of 0.8% in children aged under 15 years (30,400).

Carmarthenshire borders Pembrokeshire to the West, Ceredigion to the North, Powys to the East, and both Neath Port Talbot and Swansea to the South-East. The Brecon Beacons National Park covers approximately 9% of Carmarthenshire, with approximately 1% of Carmarthenshire's population estimated to reside within the National Park.

Our most recent data on the age profiles of domestic migrants presents a continuing trend of predominantly student populations migrating out of Carmarthenshire, with little evidence of return in the 20-29 young adult age groups. The net inflow is highest in the 30-65 age range and corresponds with an average higher net inflow of 0-14-year-olds. This is likely due to family age migration.

In terms of migration linkages between Carmarthenshire and surrounding areas, the largest positive net exchanges have been with Swansea, Ceredigion and Neath Port Talbot. For the outflow, the dominant net outflow has been to Cardiff, with smaller net outflows to Bristol; both influenced by the annual migration of students to higher education.

In the 2021 Census results, there was a continued significant decline in the number of Welsh speakers in our county, from 43.9% in 2011 to 39.9%. There are now 72,838 Welsh

speakers in Carmarthenshire. This is the first time in the county's history that the percentage has fallen below 40% of our population.

It should be noted that there is now only one ward in Carmarthenshire – Pontyberem - where over 60% of the population speak Welsh. Ten years ago, it was identified that there were no wards in the county where over 70% spoke Welsh so this further reduction is having a significant impact in our localities.

All local authorities saw a decrease in the percentage of children aged 3 to 15 reported as being able to speak Welsh between 2011 and 2021. At a national level it is thought that the decrease in both the number and percentage of people aged three years or older able to speak Welsh is mainly driven by a fall among children and young people who reported as being able to speak Welsh. In Carmarthenshire the numbers of those aged 3-15 able to speak Welsh has decreased by 510 people, this translates to a percentage point decrease of 2.6.

Decreases have also been visible within the 16-64 and 65+ age categories although at more significant levels than the younger age group. To expand, the decline in those aged over 65 able to speak to Welsh translates to a percentage point decrease of 8.7.

74,355 people living in the county reported that they have no skills in Welsh during the 2011 Census. This level has increased over the last ten years to 85,287 or 4.8 percentage points.

The number of people able to speak, read and write Welsh in the county has decreased by 1.9 percentage points or 1,828 people. This is a considerably lower decrease than the figures for those only able to speak Welsh.

The vast majority of people living in Carmarthenshire were born in Wales (73.8%) or England (20.2%). There has been a decrease in the proportion of Welsh-born people living in the county since the last census with a decrease of 2.2%. Conversely, there has been an increase of 1.3% in the proportion of English-born people living in the county over the same time period.

Over the last ten years the county has become home to more people born in Romania and Poland, which account for some of the most significant proportionate rises. This is also true for people born in the Middle East and Asia. According to the Local Labour Force Survey / Annual Population Survey (2021), 4% of Carmarthenshire's population is from a Black, Asian, and Minority Ethnic background. We do note caution when using this information, as the survey is based on a smaller sample of population and on demographic trends that pre-date the COVID-19 pandemic. To supplement our evidence however, a total of 4,730 EU residents living in our county applied to the EU Settlement

Scheme by the 30 June 2021 deadline; this is 2.5% of the current estimated population of Carmarthenshire.

The 2021 Census informs us that, of the 81,756 households in Carmarthenshire, 30.4% of households had one person with a long-term health problem or disability, compared with 32% in 2011. This reduction is now only 1% above the Wales average compared to being 2% higher ten years ago.

The percentage of residents that have a limiting disability has reduced slightly in Carmarthenshire and nationally. 11.3% of these are limited in achieving their day-to-day activities.

Carmarthenshire has the highest proportion of households that have 2 or more people disabled under the Equality Act with 9.4% compared to 8.4% in Wales and 6.7% in England and Wales.

Carmarthenshire has a diverse range of scenic and historic attractive landscapes, from open uplands to rolling lowland farmland. These local landscapes contribute to a sense of pride, culture, and local identity. People's experience and interaction with the environment can also positively affect health and well-being.

During 2021, 29,444 households in Carmarthenshire were classed as living in poverty, this is a 6.3% increase on the previous year of 27,691. Poverty is defined as when a "household income is less than 60% of the GB median income" (in 2021 less than £19,642).

According to the 2021 Census, 54.7% of households in Carmarthenshire (44,709) are deprived in at least one of the four dimensions of deprivation – employment, education, housing and health and disability. This is a decrease of 7.3% since the last Census.

The averages for Carmarthenshire compare negatively with the average for England and Wales in all measures apart from 'household is deprived in four dimensions' where the average for Carmarthenshire is 0.1% lower than that for Wales and England.

Poverty rates are rising in Carmarthenshire and at a national level, therefore it is interesting to see from this measure that less households are seemingly classed as deprived. This suggests that whilst households are improving their standard of living through education, employment, health or housing, the effects of those improvements are not necessarily translating to reducing the risk of those households falling into poverty or helping households to lift themselves out of poverty.

How we developed the Well-being Plan

Carmarthenshire's Well-being Assessment

Last year we published our Well-being Assessment (WBA) of the people and communities in Carmarthenshire. It looked at the state of economic, social, environmental and cultural well-being in our county. The assessment was based on local and national research and the views of hundreds of people who live, work and use public services across Carmarthenshire following a consultation and involvement exercise.

Findings from that assessment were used to focus on what can be done to improve the well-being of local people. The Assessment has shaped the objectives and actions identified in this Plan for our county. A copy of the Carmarthenshire Well-being Assessment can be found on the PSB's website - www.thecarmarthenshirewewant.wales

What the WBA told us

We assessed the key themes identified from the Well-being Assessment according to the level of priority and their certainty of happening. This then informed the discussion around areas to be focussed upon by PSB partners working collaboratively.

The agreed priorities were the high number of households continuing to live in poverty, the problem of in-work poverty, the increasing cost of living, the comparatively high suicide rate among adults, climate change and the nature emergency, the problem of water pollution from nitrates and phosphates and the projected significant increase of dementia.

A number of key themes were also identified which need further consideration and research including levels of childhood and adult obesity, the concerns of young people around bullying, cyberbullying and domestic violence, levels of drinking alcohol among adults, increasing referrals for domestic violence, levels of homelessness and those at risk of homelessness, higher rates of fly tipping, loss of public transport and high costs of residential and nursing care.

Based on the discussions that followed on these key themes, we agreed to focus on the delivery of the following 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 safe, diverse and bilingual communities.

Involvement to develop our Well-being Plan

We continued our conversations with our communities, key stakeholders and others such as Welsh Government and the Future Generations Commissioner to get views on the Well-being Plan and our Well-being Objectives.

The feedback received from our involvement work has informed this plan and has helped the PSB to consider how it can maximise its contribution to the five ways of working and the well-being goals.

A detailed Consultation and Involvement Report will be published alongside our Well-being Plan. A summary of our work is noted below.

- During the 12-week consultation period, the PSB promoted an on-line survey, to which we received 107 responses. 79% of respondents agreed that the Well-being Objectives provide a good focus for the PSB to improve the social, economic, cultural and environmental well-being for the county.
- General feedback suggests strengthening on community resilience, social inclusion and community-based food production.
- Our involvement work included Well-being conversations at a Carers Rights and Winter Pride LGBT+ event. We were also able to hold specific community-based workshops through People Speak Up and the Carmarthenshire Welsh Language Strategic Forum.
- We have had the opportunity work with Carmarthenshire People First and our Community Inclusion Team to prepare an Easy Read version of the plan, which will be published alongside this plan. Our Easy Read version will include the lived experience of our service users.

Our Well-being Objectives

Ensuring a sustainable economy and fair employment

Our vision as a Public Services Board

Carmarthenshire will be a prosperous county with a well-educated and skilled workforce where opportunities exist for all. Everyone will be able to reach their full potential, therefore reducing poverty and deprivation. Funding opportunities will be maximised, and our young people will be given the best possible opportunities to innovate and lead in our communities.

Five Ways of Working

The Well-being plan aims to focus on longer-term challenges whilst ensuring the ability of future generations to meet their own needs is not compromised.

The PSB will be working together and involving wider partners, businesses and communities to deliver this objective. There will also be opportunities to collaborate with other organisations and regional footprints to help us achieve our steps.

Evidence from our Well-being Assessment

Concerns were highlighted about the decline of the **Welsh Language** in the county. The highest percentage of Welsh speakers is now seen among the school-age population with the percentage of our older population falling significantly with each decade. The lowest percentage of Welsh speakers in Carmarthenshire is seen in the 25-44 age group. This is pertinent as it is the age group most likely to raise families and make use of the Welsh language within our workplaces.

It is notable that of **23,274 Carmarthenshire residents** who do not have access to a car or van, **50% are aged 50 or over** (2011 Census). Furthermore only 55% of those aged 80 or over have access to a car or van therefore public transport and community-based services are important support mechanisms to enable people to continue to live within their communities. Such services can mean the difference between a person staying independent at home or entering residential care. The availability of **public transport** was a challenge for older people before the pandemic and that has been exasperated by loss of more services and fear of catching COVID-19 on buses and trains.

The **cost of residential and nursing care** across the county is high, approximately £33,500 a year. This creates stress and uncertainty for those who require care.

Parents and carers have also identified that the **cost of childcare** can be prohibitive when looking to return to work or to access training. Also, our young people identified **Access to training and jobs** as a key local issue.

Housing Costs - There is a need for more affordable homes in the county. There has been a 27.1% increase in the average house price for a first-time buyer in Carmarthenshire between 2016 (£112,497) and 2021 (£142,919).

In Carmarthenshire, 1921 households presented as being **homeless or threatened with homelessness during 2020/2021**. The main reasons why people contacted us are families will not accommodate them, notices from landlords and relationship breakdowns. From the 380 cases where we were able to carry out prevention work, we were able to prevent 46% of households from becoming homeless. Whilst our prevention has increased this year (50%), preventing homelessness has become more difficult with there being more people with complex housing issues and people leaving it until a point of crisis to contact the Council for help when they are facing housing difficulties resulting in little opportunity to prevent homelessness.

To attract and retain our **future generations**, there needs to be a variety of **employment opportunities** and we must prepare our young people and older generation in terms of digital skills. In March 2022 Stats Wales showed that Carmarthenshire has the third lowest rate in respect of employment compared to the rest of Wales. Employment rates have reduced from 68.1% in March 2021 to 69.5% (year ending March 2022). This is amongst the lowest in Wales and below the national average of 73.6%.

The difference between the **employment rate of disabled and non-disabled residents** in Carmarthenshire continues to be a concern. The employment rate for those without a disability (77.1%) continues to be considerably higher than those with a disability (49.7%).

Population projections from **2018 to 2043** indicate a decline in the age groups under 15 and under 64 for Carmarthenshire. For the same period there it is indicated there will be an increase of over 32% for residents aged 65 and over in the County. The **ageing population** forecast for Carmarthenshire could result in less people available to work across all sectors.

Our proposed actions:

- To plan for our future workforce by working collectively to promote work and career opportunities in the public sector
- To prepare and publish a Carmarthenshire Food Strategy
- To increase Real Living Wage Accreditation amongst PSB members and promote Real Living Wage locally
- To improve the provision and skills to support the growing of low carbon industry, building on current work through the Regional Skills Partnership
- To work towards developing an Integrated local food system

National Indicators

- Average capped 9 points score of pupils, including the gap between those who are eligible and are not eligible for free school meals (NWBI 7)
- Percentage of adults with qualifications at the different levels of the National Qualifications Framework (NWBI 8)
- Gross Value Added (GVA) per hour worked (relative to UK average) (NWBI 9)
- Gross Disposable Household Income per head (NWBI 10)
- Percentage of businesses which are innovation-active (NWBI 11)
- Percentage of people in employment (NWBI 21)
- Percentage of people in education, employment or training, measured for different age groups (NWBI 22)

National Milestones

- 75% of working age adults in Wales will be qualified to level 3 or higher by 2050
- The percentage of working age adults with no qualifications will be 5% or below in every local authority in Wales by 2050
- Eradicate the gap between the employment rate in Wales and the UK by 2050, with a focus on fair work and raising labour market participation of under-represented groups
- At least 90% of 16–24-year-olds will be in education, employment, or training by 2050

Improving well-being and reducing health inequalities

Our vision as a Public Services Board

Building on the vision within the Director of Public Health Annual Report for 2018/19, our shared vision is a county where individuals, communities and the environment they live, play and work in are adaptive, connected and mutually supportive. This means people are resilient and resourceful and enabled to live joyful, healthy and purposeful lives with a strong sense of belonging.

Five Ways of Working

Planning for the long-term has been a challenge for PSB partners as they have had to respond immediately to the impacts of the coronavirus pandemic during recent years. However, planning to address long term challenges remains our focus.

With those challenges came new opportunities to ensure integration and consideration of how our well-being objectives may impact upon each of the well-being goals and the well-being objectives of the individual member organisations. There are specific projects and opportunities that we aim to maintain and key lessons that have been learnt from the pandemic.

Acting to prevent problems occurring or getting worse may help public bodies meet their objectives. We want to work together to understand and tackle some of the underlying issues that affect people's lives and reduce the chance of those things happening. Partners have explored and sought to understand the root causes of issues in each step, to aim to prevent them from occurring or to prevent escalation of the issues. It is vital that solutions are instigated at the right time, seeking early action rather than waiting for crisis trigger points to be reached.

Evidence from our Well-being Assessment

As we enter the next five years of this Well-being Plan we face major challenges. Whilst overall, people are living longer, too many are still dying years earlier than they should or living much of their lives in poor health with long-term conditions, in pain and with poor mental and emotional health.

The Well-being Assessment 2022 highlights the importance of the building blocks for a healthy Carmarthenshire such as income, employment, housing and social connections (often termed the wider determinants of health). When people do not have warm homes and healthy food and are constantly worrying about making ends meet it puts a significant strain on their health and wellbeing. In many of our communities some of these essential building blocks are missing or under threat.

The assessment also highlights significant inequalities across communities in Carmarthenshire, including health inequalities - a term used to describe the systematic, unfair and avoidable differences in health and care across the population and between different groups, which impact on peoples' opportunities to lead healthy lives. These were exacerbated by the COVID-19 pandemic where we know life was harder for those living in poorer communities.

There are also a range of current and future challenges which could widen health inequalities further. These include the climate and nature emergencies, the on-going impacts of the Covid-19 pandemic and Britain's exit from the European Union (increasingly referred to as the 'triple challenge'). As we recover from COVID-19 we need to take account of its impacts on physical health, particularly long COVID; worsening mental and emotional health; changes in patterns of eating, drinking and being active; impacts on employment and educational attainment as well as increased delays in access to treatment and care. Added to this, the current rising cost-of-living is a social crisis which will further impact on peoples' physical and mental health.

Our proposed actions:

- To create a resilient relationship between the Public Services Board and the Regional Partnership Board in order to improve collaboration and integration on areas of common interest including prevention
- To support the delivery of the Healthy Weight, Healthy Wales programme
- To embed the vision of the Health and Well-being Framework and move to a Social Model of Health and Well-being
- To develop a partnership approach to addressing multi-agency issues relating to Adverse Childhood Experiences
- To support delivery and share learning from the Health Board's 10,000 well-being conversations programme

Social Model for Health and Well-being

Our shared ambition is to move to a more Social Model of Health & Well-being, from one that is currently predominantly a medical model of health. This builds on established understanding that the treatment and management of conditions contributes to less than 20% of population health and well-being, with the social determinants together having the majority impact on the health & well-being of citizens and community.

In 2021, the Health Board set its Deputy CEO an objective to explore the term "Social Model of Health & Well-being" and consider what this could mean for communities in West Wales and for the Health Board and its partners. The insights and perspectives of a series of conversations with thought leaders have been themed by the local Public Health team and a report produced. The contributors unanimously supported the proposed focus, and many wanted to contribute personally.

Areas of initial suggested focus included targeting those most affected by inequality, with a view to prioritising the future generation through their families, and also the

needs of older people. Other important factors included working with communities on what is important to them, developing leadership capacity in communities, and identifying ways that promote community ownership including potential holding responsibility for resource. The findings of a commissioned systematic review of the literature are due shortly from Aberystwyth University that should support this work.

National Indicators

- Percentage of live single births with a birth weight of under 2,500g (NWBI 1)
- Healthy life expectancy at birth including the gap between the least and most deprived (NWBI 2)
- Percentage of adults with two or more healthy lifestyle behaviours (NWBI 3)
- Percentage of children with two or more healthy lifestyle behaviours (NWBI 5)
- Measurement of development of young children (NWBI 6)
- Mean mental well-being score for people (NWBI 29)
- Percentage of people participating in sporting activities three or more times a week (NWBI 38)
- Percentage of journeys by walking, cycling or public transport (NWBI 48)

National Milestones

- To increase the percentage of children with 2 or more healthy behaviours to 94% by 2035 and more than 99% by 2050
-

Responding to the climate and nature emergencies

Our vision as a Public Services Board

Carmarthenshire will be recognised as a county that protects and enhances its existing environment and biodiversity, harnessing its natural resources to best effect. We will lead on the Climate and Nature emergencies and ensure that our environmental wealth is considered and well connected to delivering economic and well-being benefits to our residents and visitors.

Five Ways of Working

We need to work together to reduce the carbon and pollution we emit by collaboratively tackling sustainable transport and our energy use and generation. Key to this objective is involving and working with children and young people to help them understand their role in looking after our environment, reducing our environmental impact and recognising the importance of “thinking globally and acting locally”.

There is a need to ensure that the transition to a net zero Wales is carefully managed to be both equitable and fair. The need to decarbonise our economy and communities will have impacts on industries, sectors of the workforce and socio-economic groups in different ways, depending on the pathways, policies, and actions we choose.

Evidence from our Well-being Assessment

The Future Generations Commissioners (FGC) report on ‘Inequality in a Future Wales’ examines key future trends in relation to the future of work, climate change and demographic change and considers how current and future policy associated with these trends can provide opportunities to reduce inequalities.

Areas of focus for our county from the South West Area Statement are ensuring sustainable land management, reversing the decline of and enhancing biodiversity, reducing health inequalities and adapting to changing climate. Areas of focus from the Marine Area Statement are building resilience of marine ecosystems, nature-based solutions and adaptations at the coast and making the most of marine planning.

Natural Resources Wales (NRW) published the second State of Natural Resources Report (SoNaRR2020) last year, in this they assess to what extent Wales is achieving the Sustainable Management of Natural Resources (SMNR). SoNaRR2020 concludes that the four long-term aims of the SMNR – stocks of natural resources are safeguarded and enhanced, resilient eco-systems, healthy places for people and a regenerative economy – are not yet being met across Wales.

If climate change continues along the path that we are currently experiencing, then we can expect significant changes in the next 30 years. Data presented in the Future

Trends Report detail that by 2050 we are forecasted to see average summer temperatures rise by 1.34°C. This could cause an increase in rain by 5% throughout the year, concentrated more in winter as summers experience longer periods of drought. Sea levels are forecasted to rise by up to 24cm in some areas of the country. Carmarthenshire will see the impact of these changes in all areas of life. If the trend continues to worsen, the Wales we know could be significantly different by 2080. Addressing these issues now will ensure the future of our future generations in Carmarthenshire and Wales.

Our proposed actions

- To increase collaboration on EV Charging infrastructure at public sector venues
- To systematically review the risks identified in the Climate Change Risk Assessment (CCRA3) Evidence Report – summary for Wales and develop a partnership response
- To embed a partnership approach to developing Green and Blue infrastructure in the county
- To develop a demand analysis of PSB member estate and assets in order to reduce our future carbon footprint
- To identify opportunities for collaboration across public sector organisations to achieve the Net Zero Wales declaration

National Indicator

- Concentration of carbon and organic matter in soil (NWBI 13)
- The global footprint of Wales (NWBI 14)
- Amount of waste generated that is not recycled, per person (NWBI 15)
- Number of properties (homes and businesses) at medium or high risk of flooding from rivers and the sea (NWBI 32)
- Percentage of dwellings with adequate energy performance (NWBI 33)
- Emissions of greenhouse gases within Wales (NWBI 41)
- Emissions of greenhouse gases attributed to the consumption of global goods and services in Wales (NWBI 42)
- Areas of healthy ecosystems in Wales (NWBI 43)
- Status of biological diversity in Wales (NWBI 44)

National Milestones

- Wales will use only its fair share of the world's resources by 2050
- Wales will achieve net-zero greenhouse gas emissions by 2050

Tackling poverty and its impacts

“Poverty is a long-term state of not having sufficient resources to afford food, reasonable living conditions or amenities or to participate in activities (such as access to attractive neighbourhoods and open spaces) which are taken for granted by others in their society.”

Welsh Government

Our vision as a Public Services Board

Our aim is to work together to tackle the symptoms of poverty in order to reduce its impact and create a fair, healthy, prosperous, thriving and sustainable Carmarthenshire, now and for our future generations.

Five Ways of Working

By their very nature, the steps set out in the Well-being Plan are often complex issues that cannot be solved in the short-term. Poverty is an intergenerational issue being exacerbated by the impact of the pandemic and the cost-of-living crisis.

The Well-being Plan aims to focus on these longer-term challenges whilst ensuring the ability of future generations to meet their own needs is not compromised. As a PSB we must build evidence of the long-term interventions which support our communities and residents to tackle poverty.

Involvement is key to developing the steps in the Well-being Plan. Our steps require partners to involve communities, service users and organisations. The Socio-economic Duty requires specified public bodies, when making strategic decisions such as deciding priorities and setting objectives, to consider how their decisions might help reduce the inequalities associated with socio-economic disadvantage. The duty also ensures that we understand the views and needs of those impacted by the decision, particularly those who suffer socio-economic disadvantage.

Evidence from our Well-being Assessment

Our assessment was presented at a time when considerations about the current and future well-being of Carmarthenshire has never been so important. The issues presented by **COVID-19, climate change, Brexit and changing demographics** have highlighted new challenges for individuals and communities and these challenges have not been felt equally. Those who were already experiencing inequalities because of poor health, poverty or because they live in marginalised communities have been hardest hit by the direct and indirect harms of the pandemic and are likely to experience additional disadvantage as we shift to ‘recovery.’

During our involvement work with our communities, **poverty** was a key focus in terms of improving the well-being of local people and communities and caused immediate

and long-term concerns. This included **child poverty, food poverty and in-work poverty.**

Carmarthenshire is now seeing its highest levels of **child poverty** in recent years which is a similar pattern across Wales. In 2020, 31.3% of our children aged up to 15 were living in households with less than 60% of the average income before housing costs. This was just above the Welsh average of 30.6%. An increasing trend has been seen over the last six years and our levels have remained higher than the Welsh average each year.

During 2021, 29,444 households in Carmarthenshire were classed as living in poverty which is an increase of over 6% on the previous year of 27,691. Poverty is defined as when a “household income is less than 60% of the GB median income” (in 2021 less than £19,642).

The 2021/22 National Survey for Wales showed that 11% of participating households in Carmarthenshire were classed as **living in material deprivation.**

It is also concerning to see **Future Trends Report** data to 2020 which shows that the rate of poverty in households, where all working age adults are in work, has increased. This shows a concerning trend that being in work does not necessarily pull households out of poverty.

Poverty and deprivation have serious detrimental effects, impacting across all aspects of well-being. It limits the opportunities and prospects for children and young people and damages the quality of life for all. Poverty is too often an **intergenerational experience** which poses a significant threat to experiencing positive well-being both now, and in the future.

Department for Work and Pensions data on the percentage of each age group in Wales living in relative income poverty shows that 22% of working-age adults in Wales (2017-2020) were living in relative income poverty. This percentage remains steady in Wales but is still above that seen for other UK countries. As food prices, energy bills and general costs continue to rise across the UK it is becoming harder for households to stay above the poverty line. This is compounded by the fact that wages are not rising to meet the extra costs. This means that more working households are experiencing poverty.

An estimated 196,000 households are estimated to be in fuel poverty in Wales, spending a large proportion of their household income on fuel costs. This is equivalent to 14% of households in Wales. ([WG Fuel Poverty modelled estimates October 2021](#))

Our proposed actions

- To identify and action opportunities for PSB organisation staff to Make Every Contact Count (MECC) with improved signposting and referral to support services

-
- To build on current advice and support provision to residents through the Council's Hwb, by developing opportunities for collaboration across PSB organisations
 - To further develop the 'Claim What's Yours' campaign, with consistent messaging on support for residents
 - To build live data in terms of fuel poverty and ensure promotion of home energy efficiency improvements

National Indicators

- Percentage of people in employment, who are on permanent contracts (or on temporary contracts, and not seeking permanent employment) and who earn at least the real Living Wage (NWBI 16)
- Pay difference for gender, disability and ethnicity (NWBI 17)
- Percentage of people living in households in income poverty relative to the UK median: measured for children, working age and those of pension age (NWBI 18)
- Percentage of people living in households in material deprivation (NWBI 19)
- Percentage of people in employment (NWBI 21)
- Percentage of people in education, employment or training, measured for different age groups (NWBI 22)
- Number of households successfully prevented from becoming homeless per 10,000 households (NWBI 34)
- Percentage of households spending 30% or more of their income on housing costs (NWBI 49)

National Milestones

- An elimination of the pay gap for gender, disability and ethnicity by 2050

Helping to create safe, diverse and bilingual communities

Our vision as a Public Services Board

Carmarthenshire is a diverse county, which values togetherness, cohesion and tolerance. We will ensure that our residents and communities feel safe and are able to voice their concerns locally.

Our communities will celebrate the importance of the Welsh language alongside our rich cultural and demographic diversity.

Five Ways of Working

Critical to success in progressing these steps in the Well-being Plan is involvement. Our steps require partners to involve our citizens in helping them to feel safe and connected to their local communities. It is only by listening to our communities, hearing what their concerns are, what they need and what is important to them, that we can support them to make a real difference to their well-being and sense of belonging.

Collaborative working will be enhanced to strengthen links with our partners to support our local communities to participate in the development of engagement opportunities and new services.

Evidence from our Well-being Assessment

In Carmarthenshire there were 2,779 **victims of domestic abuse** between 1st November 2020 and 31st October 2021. The reported crime figures remain similar to the previous year, although there is a significant increase in the numbers of referrals to specialist services since the pandemic. This includes a high focus on community-based support and support for children and young people. Numbers have steadily increased throughout the pandemic and show no sign of decline.

In terms of the public perception of safety, the National Survey for Wales 2018/19 figures show that the percentage **feeling safe** was 76.1%, ranking 7th of the 22 Local Authorities.

Responses from the Well-being survey indicated that people feeling safe in their home and in their community were the highest things people valued about living in their communities.

Whilst the growth in **digital communications** has been a positive for many during the pandemic, this change left some **older people** feel more isolated. The WHO Age-friendly Cities Guide states that: "No matter how developed the city; word of mouth is the principal and preferred means of communication for older people". Many older people value personal communication which tends to be overlooked in the digital age.

Oral communication is particularly important for those with visual impairments or low levels of literacy.

Our **older generation** provide a wealth of knowledge, expertise and experience. Their skills and life experiences are significant attributes they can share with society. Sharing their knowledge and experience can provide opportunities for intergenerational connectivity therefore building community cohesion as well as improving the emotional and social well-being of older people who may otherwise be isolated and undervalued by society.

Carmarthenshire currently has 33.7% of adults' that volunteer. During the pandemic some of the opportunities for volunteering became more challenging, leaving some older people without a valuable and social part of their lives. Older people who volunteer are less likely to experience loneliness and communities where there is good volunteer activity show good community cohesion.

Wildfires and outdoor fires continue to be a problem and the areas most affected in our county by deliberate wildfires are: Brynaman, Y Garnant and Glanamau, Llanelli South and Bynea & Llwynhendy. Incidents of wildfires in our county have been more or less steady over the past five years. The environmental harm caused by arson is significant, including affecting water and air quality and damaging or destroying habitats, vulnerable plants, wildlife and grazing.

The 2011 Census, which is the only source that gives a whole population figure, found that 43.9% (78,000) of our residents can **speak Welsh**. When analysing our surveys responses, it was interesting to note that respondents who noted that their first language was English, also had various Welsh language skills. Of these, 21% could speak Welsh, 41% could understand Welsh, 18% could read Welsh and 13% could write Welsh. Over 53% of respondents would consider learning or improving their Welsh language skills and 24% would support their children through a Welsh medium education.

Our proposed actions:

- To prepare a Carmarthenshire Volunteering Strategy
- To assess current arrangements and prepare a multi-agency plan for further developing community resilience
- To support the implementation, further development and monitoring of the Welsh language Promotion Strategy

National Indicators

- Percentage who feel able to influence decisions affecting their local area (NWBI 23)
- Percentage of people satisfied with their ability to get to/ access the facilities and services they need (NWBI 24)
- Percentage of people feeling safe at home, walking in the local area, and when travelling (NWBI 25)
- Percentage of people satisfied with local area as a place to live (NWBI 26)

-
- Percentage of people agreeing that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect (NWBI 27)
 - Percentage of people who volunteer (NWBI 28)
 - Percentage of people who are lonely (NWBI 30)
 - Percentage of dwelling which are free from hazards (NWBI 31)
 - Percentage of people attending or participating in arts, culture or heritage activities at least three times a year (NWBI 35)
 - Percentage of people who speak Welsh daily and can speak more than just a few words of Welsh (NWBI 36)
 - Number of people who can speak Welsh (NWBI 37)
 - Percentage of museums and archives holding archival/heritage collections meeting UK accreditation standards (NWBI 39)
 - Percentage of designated historic environment assets that are in stable or improved conditions (NWBI 40)
 - Active global citizenship in Wales (NWBI 46)
 - Percentage of people who have confidence in the justice system (NWBI 47)
 - Status of digital inclusion (NWBI 50)

National Milestones

- A million Welsh speakers by 2050
-

Next Steps

Establishing the delivery structure

Publishing a revised Well-being Assessment and Well-being Plan provides the PSB with a timely opportunity to revise our delivery structure to ensure that it supports our work and is fit for purpose.

It is considered that an improvement could be made to the existing Delivery Group structure by introducing more of a task and finish approach to deliver the steps identified on pages 11-13. The task and finish groups would develop detailed action plans focused on SMART actions and assess how the Ways of Working would be applied to partnership working going forward.

The Safer Communities Partnership (SCP) is a statutory, long-standing multi-agency group, which meets on a quarterly basis and is fully aligned with two other county-based groups linked to community safety – the CONTEST (counterterrorism) Board and Serious Violence and Organised Crime Board.

Development of the delivery plans

Developing our delivery plans is a timely opportunity to involve our residents and communities to co-produce and prioritise our areas of action. Through this work, we can ensure that we set realistic timescales for development and delivery. This will allow enough time to involve the right people and consider the right things to do to achieve what we want.

Continued involvement and Co-production

Continued involvement is a key area of work for us as a PSB in this next cycle. Our colleagues in the Regional Partnership Board have developed a 'Continuous Engagement Framework' and we aim to build on this work to ensure that we involve and collaborate throughout the life of this Plan and that evidence of involvement, lived experiences and the interventions we have put in place are available for our next Well-being Assessment.

As a cluster of PSBs (Carmarthenshire, Ceredigion, and Pembrokeshire), we are fortunate to be working with the Co-Production Network for Wales to meaningfully engage citizens and bring together diverse groups of individuals to co-produce solutions to local problems.

In our Well-being Assessment, we have identified seldom heard voices that are currently not involved in our work and over the period of this Well-being Plan we will work in collaboration to build relationships and meaningful engagement opportunities.

Increasing awareness of the PSB and its work

As a PSB, we recognise the need to raise awareness of our work and our structures across all sectors. In publishing our Well-being Assessment and Well-being Plan we will ensure that feedback is given to everyone who has contributed to our work and that we regularly send updates on progress.

Alongside colleagues in the cluster, we will also develop a series of lived-experience videos to support the development and promotion of our Plan.

We will build the content on our PSB website, providing opportunities for our residents and communities to be involved and to collaborate with us on key issues. Accessibility will be a key feature and we will look to develop a series of tools to promote our work.

Monitoring and evaluation

We need to know if what we are doing is making the differences we want. The PSB will create a transparent way of assessing the effectiveness of our well-being steps in achieving our well-being objectives so that everyone can see the progress that is being made.



CEREDIGION LOCAL WELL-BEING PLAN

Ceredigion Public Services Board

2023-2028



Contact us

✉ By Post:

Ceredigion Public Services Board
Canolfan Rheidol
Rhodfa Padarn
Llanbadarn Fawr
Aberystwyth
Ceredigion
SY23 3UE

☎ By Telephone :

01545 570881

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Foreword

I am pleased to introduce Ceredigion Public Services Board's (PSB) Well-being Plan. This is the second 5-year Well-being Plan and builds on the plan of 2018-2023, reflecting on the requirements and expectations set out in the Well-being of Future Generations Act (Wales) 2015.

“ What Wales is doing today the
world will do tomorrow ”
- United Nations

The Well-being of Future Generations Act is unique to Wales and offers a huge opportunity to make a long-lasting, positive change to current and future generations ensuring all public services work together for the benefit of the Well-being of Wales.

We have always been fortunate to have good working arrangements between partners in Ceredigion and this Act provides the ambition, permission, and legal obligation to improve our social, cultural, environmental, and economic well-being.

Through the well-being assessment and hearing from our communities, we value the environment in which we live but we know that we have challenges; not just because of the impact that Covid-19 has had, but the cost-of-living, population projections and skill shortages will have far reaching affects. We also expect to see increasing effects of climate change on communities.

These are complex issues, which are entwined throughout our communities but need to be tackled in a collaborative way. This provides an opportunity for communities to shape their long-term future and we are committed to shaping and delivering better with communities to improve well-being in Ceredigion.

Cllr Bryan Davies – Chair of the Public Services Board for Ceredigion and Leader of Ceredigion County Council



Introduction

Ceredigion Public Services Board (PSB) is committed to working together to improve wellbeing in Ceredigion now and in the future. Working in partnership is not new and we have a long history of working in such a way. Our well-being plan outlines the things that Ceredigion PSB will work together on over the next five years; our wellbeing objectives and steps, as well as how we want Ceredigion to look in 10 years' time. More information about Ceredigion Public Services Board can be found [here](#).

This Well-being Plan has been informed by the comprehensive [Well-being Assessment](#) which was carried out during 2021-2022. This assessment looked at both assets and challenges that our communities are faced with in terms of their social, economic, environmental, and cultural well-being and importantly involved engagement with communities in Ceredigion. We looked at a wealth of data.

This wealth of data, including long term population projections, environmental and economic trends was collated and helped to establish the proposed Well-being Objectives on which this Wellbeing Plan is based. We engaged with our communities, partners, Welsh Government, and the Future Generations Commissioner, among others to further gain opinions and suggestions as to whether they were appropriate and reflected the well-being needs of the county. The Ceredigion Services Board sees this Well-being Plan as a huge opportunity to strengthen and bring together work programmes with no organisational boundaries.

Our next step will be to develop and implement a delivery plan with detailed steps and actions to complete, we will continue to involve our communities to shape our work, apply continuous review principles and share our progress as we go. The well-being objectives and our ambitions to achieve these are summarised on the following page.

Ceredigion Public Services Board Members



SUMMARY OF THE OBJECTIVES AND AMBITIONS OF THIS PLAN:

CROSS-CUTTING	TACKLING HARDSHIP AND POVERTY			
	Working together to deliver shared ambitions for tackling poverty and inequalities in Ceredigion, as these have the potential to impact across the four wellbeing pillars - economic, social, environmental, and cultural wellbeing			
Wellbeing Pillar	1. Economic Wellbeing	2.Social Wellbeing	3.Environmental Wellbeing	4. Cultural wellbeing
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.
Ambitions	<p>Work of the Regional Skills Partnership is supported to ensure local needs and skill gaps are identified and addressed.</p> <p>Future funding opportunities are maximised for delivery against the PSB objectives.</p> <p>Innovative ways are explored to make supply chains more efficient whilst supporting the local economy.</p> <p>Organisations of the PSB drive more inclusive participation in fair, sustainable work as part of efforts to develop a well-being economy.</p>	<p>Geographical inequalities are addressed through place- based work that is embedded within the community in order to ensure long term empowerment.</p> <p>Improve unequal access to healthy food and work to improve the sustainability of the food system in Ceredigion.</p> <p>Social, green, and blue prescribing, provided by well-coordinated services, is seen as a normal and accepted referral mechanism for health improvement.</p> <p>Opportunities are maximised to improve and promote the potential of digital connectivity.</p>	<p>Deliver decarbonisation activity within communities and PSB organisations.</p> <p>To achieve Net Zero status by 2030.</p> <p>Upskill and re-train for a green recovery.</p> <p>Prepare for impacts of climate change.</p>	<p>Ceredigion is a place where cultural diversity and Welsh Language are celebrated.</p> <p>The community are involved to allow people to feel empowered and informed, to ensure they feel safe in their communities.</p> <p>Ceredigion is a welcoming, safe place with an accessible, healthy outdoor environment used and enjoyed by all.</p>

The Well-being Plan and why we need it



Source: Welsh Government

The seven well-being goals

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

The Wellbeing of Future Generations Act asks all public services, e.g., councils, health, police, environment, fire and third sector organisations to work together to improve wellbeing for everyone in Wales and to work towards the seven well-being goals;

- A prosperous Wales
- A Resilient Wales
- A Healthier Wales
- A more Equal Wales
- A Wales of Cohesive Communities
- A Wales of Vibrant Culture and Thriving Welsh Language
- A Globally Responsible Wales

The Act also details the ways in which specified public bodies must work together to improve the well-being of Wales. It makes the public bodies listed in the Act think more about the long-term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach. This will help us to create a Wales that we all want to live in, now and in the future.

Sustainable Development

The Wellbeing of Future Generations (Wales) Act has the sustainable development principle at its heart. This means that we need to work in a way that improves well-being for people today without doing anything that could make things worse for future generations of babies, children, young people, adults, and older people, in other words, all our families, young and old, and our friends and neighbours. We have used the sustainable development principle to develop our plan.

The Ceredigion Public Services Board sees this Wellbeing Plan as a huge opportunity to strengthen the work undertaken together to improve the wellbeing of our communities and its contribution to the wider National and International impact.

The Five Ways of Working

To help us to apply the sustainable development principle to our planning and decision-making, the Act requires public bodies to apply the “Five Ways of Working”. These ways of working, help us to work better together as one public service to address the challenges we face as a county, whether it is to reduce poverty, improve inequality, create a low carbon economy, or contribute to viable, safe, and well-connected communities.



Source: Future Generations Commissioner for Wales

Working together in Ceredigion

Public Services in Ceredigion have agreed to come together to develop a collaborative service that puts communities at its centre. They have agreed to remove barriers between public services and work in a preventative way to improve the economic, social, environmental, and cultural well-being of the area by contributing to the achievement of the national well-being goals. The Ceredigion PSB is comprised of senior representatives from the following organisations who have worked together to develop this plan.

None of our four objectives can be effectively delivered independently by just one organisation and therefore all partners of the PSB as below, will have a role to play in delivering the commitments identified in this plan.

Statutory Member Organisations

Ceredigion County Council
Natural Resources Wales
Hywel Dda University Health Board
Mid and West Wales Fire and Rescue Service

Invited Participant organisations

Welsh Government
Dyfed Powys Police and Crime Commissioner
National Probation Service
Public Health Wales
Aberystwyth University
Coleg Ceredigion
One Voice Wales
Dyfed Powys Police
Department for Work and Pensions
University of Wales Trinity St David
National Library of Wales
Ceredigion Association of Voluntary Organisations

Ceredigion Public Services Board Members



Other key strategies, plans and work programmes:

Ceredigion PSB recognise that there are other Corporate strategies, plans and work programmes already in place within the county and where appropriate the impact of these can be further enhanced through collaborative working. Examples include; NRW Mid Wales Area Statement, Green Infrastructure plans, Social Model of Wellbeing, Ceredigion County Council Economic Strategy, Sustainability and Environment Strategy (Mid and West Wales Fire and Rescue Service) amongst others.

The PSB will ensure these are considered where appropriate and contribute to the work undertaken, ensuring relevant links are made and delivery strengthened.

Resources

Although there are no added resources to support this plan and the different ways of working, we recognise that in working together and involving communities we can be more efficient, provide more focused services, share our assets, and have a much bigger impact.

How we developed the Plan

Before we developed this plan, we undertook a wellbeing assessment. The purpose of the Assessment is to gain a comprehensive picture of the state of well-being of Ceredigion's local people and communities, now and for the future. It was used as the evidence-base to set the objectives in this plan and help inform what Ceredigion PSB will do over the next 5 years to improve the well-being of people and communities in the County. Figure 1.5 displays the PSB's planning cycle under the Well-being of Future Generations Act (2105).

Our assessment told us a great deal about the social, economic, cultural, and environmental well-being of people and communities in Ceredigion. The conclusions drawn are based on all the evidence collected during the Assessment, both quantitative and qualitative, and were formed over the course of the data analysis, engagement and writing stages of the Assessment.



Source: Ceredigion Public Services Board

The Assessment is informed by data, research and evidence gathering, from listening to people and stakeholders, and through consideration of future trends and the things which we can project might happen tomorrow, which we need to start planning for today.

The findings from this Assessment were used to help start more detailed work to find out what is most important and what can be done to improve people's wellbeing. The following objectives were agreed, which form the foundation of the Local Wellbeing Plan 2023-2028.

Our Well-being Objectives:

1. **Economic Wellbeing:** We will work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.
2. **Social Wellbeing:** We will work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.
3. **Environmental Wellbeing:** We will work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.
4. **Cultural Wellbeing:** We will work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.

In addition to these four objectives, it was felt that tackling hardship and poverty needed a specific focus as it has the potential to link to each of the objectives. This has therefore been identified as a cross cutting theme.

Conversations continued with our communities and others, such as Welsh Government and the Future Generations Commissioner to gather views on the objectives and what the PSB should do to achieve them.

These responses were explored and further refined through a PSB working group, with advice from the Future Generations Commissioner for Wales. Consideration was also given to individual Well-being Objectives of the PSB statutory organisations across the county and regional priorities, resulting in the Draft Wellbeing Plan, accompanied with an Easy Read and Young Person's versions which were consulted upon during November, December 2022 and January 2023. Feedback was invited via paper and

on-line surveys, as well as through engagement with specific interest groups such as, LGBTQ+ (Winter Pride 2022), Mencap Ceredigion and forums such as the Disability Forum. Specific workshops were also held with primary and secondary school pupils as well as youth council to gather their views. Social media postings, staff bulletins and posters with QR codes were also on display and Town and Community councils were contacted directly promoting opportunities to contribute and feedback. Ceredigion PSB are grateful to the Co-Production Network for Wales for advising on the content of the consultation documents and delivery of the young people's workshops. A summary of responses are contained in Appendix 1 (Local Well-being Plan 2023-2028 Consultation Feedback Report) and due regard has been given to these with the final Well-being Plan 2023-2028.

Project Dewi 2021-2026

Ceredigion PSB is fortunate to have the input and expertise from the Co-production Network for Wales who received National Lottery Community Funding to support, guide and advise on improving co-production and involvement whilst preparing for and during the delivery of the Well-being Plan 2023-2028.

This will involve professionals working in partnership with people who have lived experiences to develop solutions to challenges in Public Services and communities. Involving people with an interest will help achieve the well-being goals and reflect the diversity of the area.

It is recognised that involvement and co-production practice are specific ways of working and successfully embedding these ways of working requires resource for staff to develop these skills. Co-production Network for Wales will be assisting and guiding the PSB on improving co-production and involvement throughout the course of the Wellbeing Plan and will be active in supporting delivery of all the objectives below.

Cross Cutting Objective: Tackling hardship and poverty

Why this is a priority and cross cutting theme:

- Child poverty in Ceredigion is higher than average and has seen the second highest increase nationally since 2014/15. In Ceredigion 3,459 children are living in poverty¹.
- The data available suggest that in-work poverty is increasing and remains a key challenge for households, particularly in Aberystwyth North, Cardigan & Aberporth and Aberystwyth South².
- Income poverty relative to the UK median is one of the Welsh Governments National Indicators. This indicator measures income inequality, not living standards. Ceredigion is underperforming on this measure, nearly one third of households in Ceredigion (10,250) are living in poverty (living on less than 60% of the UK average income)³ and this figure is increasing. Between 2018 and 2020 the number of households living in poverty increased by 9% (or 856 households).
- Children and young people from areas of poverty were subject to increased risk of poor mental health and well-being. The COVID-19 Pandemic presents new challenges for Social Services in identifying children at 'risk'. Since the pandemic, the region has experienced a rise in Children and Young People seeking support with complex emotional and mental health difficulties⁴.
- The Well-being Survey highlighted the level of concern amongst survey respondents regarding families facing food poverty and the affordability of food in the future. When asked – 'what concerns you most about your county's global responsibility in the future?' food poverty was identified as the top concern, with 61% of respondents selecting this answer⁵.
- Poverty remains one of the biggest challenges for the County. Low earnings and incomes, affordable childcare, Universal Credit reduction and high housing costs/ housing affordability are the drivers of poverty in Ceredigion.

¹ "Child poverty in your area 2014/15 – 2019/20". End Child Poverty Coalition. Online: <http://www.endchildpoverty.org.uk/local-child-poverty-data-2014-15-2019-20/>. Retrieved: 25.09.2021.

² CACI Paycheck Directory MSOA. 2020.

³ CACI Paycheck directory (2020). 'No of HH below 60% GB median income.' [Internal].

⁴ Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

⁵ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

- Much of the housing stock in Ceredigion is inadequate due to its old age which makes it difficult to heat and adapt to improve the safety and energy efficiency, as a result, Ceredigion residents have higher energy costs. In 2019, the median estimated energy cost per year in Ceredigion for existing flats was £651 and £1,158 for existing houses, both of which are significantly above the national average (£525 for existing flats and £907 for existing houses)⁶. It is very likely that these figures will have increased due to the current UK energy crisis. This will have an adverse impact on older people, particularly those already living in fuel poverty, as heating usually needs to be at a higher temperature and left on for longer hours. Furthermore, a high proportion of Ceredigion's households are located off the main gas network, which leaves residents reliant on more expensive fuels such as oil, electricity or LPG and dual fuel tariffs⁷.

Our long-term ambition:

Hardship, poverty and inequalities are no longer experienced by residents of Ceredigion; with a reduced impact across each of the four wellbeing pillars - economic, social, environmental, and cultural wellbeing.

What we will do:

- 0.1 The PSB will prioritise tackling hardship and poverty in response to the cost-of- living crisis, cross referencing with economic, social, environmental and cultural well-being pillars.
- 0.2 The poverty sub-group will act as a voice for those impacted by poverty and hardship in Ceredigion. This group will be the eyes and ears, knowing what communities and citizens need and the information that partners hold. Benefits and resources to mitigate the impact of poverty will be collated and shared in a coordinated way in order to ensure that it reaches all those that require support.
- 0.3 The poverty sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.

⁶ The Office for National Statistics (2020). 'Energy Performance Certificate statistics for new and existing flats and houses'. [Online]. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/housing/datasets/energyperformancecertificatestatisticsfornewandexistingflatsandhouses> (Accessed: 21.10.21).

⁷ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

Well-being objective 1:

Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.

Why this objective:

- From our Well-being Assessment we know that the overall population of Ceredigion is projected to decrease over the next 25 years, including a continuation of trends that have seen the working age population decrease and the outward migration of young people to other parts of Wales and the UK. At the same time the population is ageing. The impacts of these changes will be far reaching, affecting the economic, social, environmental, and cultural well-being of the county. For example, affecting the availability and ability of the workforce to meet the skills demands of the local economy, and in protecting the strong cultural traditions of the county⁸.
- Working patterns are changing and have been brought to the fore during COVID-19. There is a need for more flexible working to support the existing workforce and to help others into the workforce in the future, such as flexible hours, locations of work and greater flexibility around childcare. We know the value of being in-work and its impact on well-being, and these trends may point to ways of creating employment opportunities and fill skills gaps identified in the local economy.
- Our reliance on digital communications continues to grow particularly following the COVID-19 pandemic, and these trends are set to continue. This Assessment demonstrates the importance of fast and reliable broadband and mobile services for businesses, communities, and individuals alike. Improving digital connectivity in Ceredigion will be essential to provide the infrastructure required for the future.
- Stress and financial difficulties arising from the pandemic, coupled with the increasing cost of living and poor working environments, all contribute to inequalities in levels of chronic ill-health and mortality rates across Wales. Many employers adapted rapidly to safeguard their workforce's health during the pandemic. As we look to shape a better future for Wales, it is our duty to improve participation in fair work for health, well-being, and equity. At local and regional levels, we must act with focus and intensity to make access to good quality work more equitable, use public funding to improve working conditions and partner with businesses to promote and implement fair work. (Delivering fair work for health, well-being, and equity, PHW 2022).

⁸ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

Our long-term ambitions:

- A local workforce is available that meets the public and private sector needs.
- Future funding opportunities are maximised for delivery against the PSB objectives.
- Innovative ways to make supply chains more efficient whilst supporting the local economy are implemented.
- Organisations of the PSB drive more inclusive participation in fair, sustainable work as part of efforts to develop a well-being economy.

What we will do:

- 1.1 We will work with partners in a collaborative way, including the Regional Skills Partnership, involving interested parties in undertaking workforce audits and identify skill gaps to help plan our future workforce; increasing the skills of Ceredigion's residents to meet public and private sector career opportunities and local needs, that are fit for the future, including up-skilling and re-training in for a green economy.
- 1.2 We will work collaboratively and champion an approach across our organisations, strengthening apprenticeship programmes and volunteering opportunities that provide skills for employment, help connect with others as well as contribute to improved mental and physical health.
- 1.3 A partnership group will be set up to deliver on the UK Shared Prosperity Fund. This will ensure cross-organisational oversight and a joint approach to addressing local priorities. This will also facilitate the alignment of funding streams where appropriate and ensure that Wellbeing Objectives are considered and the sustainable development principle is applied.
- 1.4 Through procurement, organisations of the PSB will maximise the use of local suppliers for its goods, services and works.
- 1.5 All organisations of the PSB will commit to developing a fair work mindset, place fair work at the heart of policies and plans, create fair work and be exemplars of fair work in Ceredigion demonstrating the value of such an approach for business and the community and promote access to fair work for all.
- 1.6 The PSB will make clear connections to the Mid Wales Growth Deal and regional economic framework across a range of areas such as energy, economy and skills to develop a more inclusive approach to measuring economic success.

Well-being objective 2:

Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.

Why this objective:

- The COVID-19 Pandemic has both created new inequalities and exacerbated existing ones. The Inequality Wales Report⁹ highlights that those who were living in poor health, poverty or in marginalised communities have been hardest hit by the pandemic. In addition, COVID-19 has highlighted the huge evidence gap in the data collection on protected characteristics.
- Our health is tightly bound with social and economic aspects of our lives: from where we are born, live and work, to our educational opportunities, income, and influence. These social factors lead to inequalities in health and wellbeing across different people and communities, both in access to healthcare, and in the opportunities, we have to live healthy lives. These are, of course not the only factors and social prescribing can provide positive benefits and help tackle these issues. Social prescribing is all about holistic wellbeing and placing control of health with individuals and is a mechanism to empower and enable.
- There is consistent evidence that engagement with nature is beneficial in terms of physical activity and mental well-being and social prescribing also includes access to support on issues such as debt and housing as well as activities like art and social groups. Evidence suggests that ease of access to support and even a small amount of time spent outdoors can be beneficial; leading researchers to call for everyone to receive a daily 'dose of nature'. Research has also indicated excellent social return on investment of green volunteering.
- There has been recent public health interest in the positive effects of coastal proximity on health and well-being. With significant experience of 'green' social prescribing, where people with mental health problems such as depression, anxiety and problems with substance use are directed to nature-based activities. As a coastal county there is an acknowledgement of the potential of 'blue' social prescribing, such as surf therapy to promote social connection, positive mental health and well-being.

Our long-term ambitions:

⁹ D MacBride-Stewart, S. and Dr Parken, A. (2021). Inequalities in a Future Wales: Areas for action in work, climate and demographic change – Full Report. [Online]. Available at: [Future Trends and Inequalities in Wales \(futuregenerations.wales\)](https://futuregenerations.wales/) (Accessed: 07.02.2021).

- Geographical inequalities are addressed through place-based work which are embedded within the community in order to ensure long-term empowerment.
- Improved unequal access to healthy food and work to improve the sustainability of the food system in Ceredigion.
- Social, green and blue prescribing, provided by well-coordinated services, is seen as a normal and accepted referral mechanism for health improvement.
- Opportunities are maximised to improve and promote the potential of digital connectivity.

What we will do:

2.1 We will use a partnership approach with communities to tackle inequalities and hardship using the place-based interventions. Applying a place-based approach enables more targeted and focussed work, building on the strengths the community and identifying what's needed. Applying such a joint focus on a specific community, cultivates conditions for people to flourish and over time, reduce the demand for services. We will initially focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation. This will include:

- 2.1.1 Undertake an initial baseline study with a focus on tackling hardship. Maintain focus on key hardship indicators – deprivation, universal credit, household income, child poverty, employment and jobs, foodbanks, housing, community safety, heating/fuel.
- 2.1.2 Use an Assets Based Community Development approach to help connect people, including hard to reach groups, children and young people to help create more resident-to-resident relationships, building on interdependence and reliance on each other. Connecting people to their shared interests and enabling them to exchange skills and resources helps communities identify and take action on the issues that are most important to them.
- 2.1.3 Map assets and resources across the whole community and identify potential gaps for preventative action, as well as current and potential opportunities for social, green and blue prescribing; integrating further the work of the social prescribers and community connectors.
- 2.1.4 Learning from this approach will enable similar approaches to be applied in other areas and contribute to improved participation with communities.

2.2 Develop a Local Food Partnership across Ceredigion to address issues of food sustainability, access and affordability whilst also acknowledging the additional wellbeing benefits that community food initiatives/growing schemes can bring.

2.3 Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces and have access to green spaces working in an intergenerational way to create social action opportunities that will lead to genuine community impact to improve community spaces.

2.4 The Public Services Board will seek to strengthen the work of the Growing Mid Wales Digital Programme to ensure a joined-up approach to maximise the opportunities for improving the digital infrastructure and connectedness.

2.5 Use a partnership approach to increase participation of current and future generations in sport and physical activities across the county, with appropriate links made to accessing green spaces.

2.6 Public Bodies through the work of the PSB will focus on and work together to deliver primary and secondary preventative activities that address Health and Well-being.

Well-being objective 3:

Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.

Why this objective

From our well-being assessment we know that Climate change remains the most critical challenge of our time and for future generations. The Assessment shows the value that local people place on their local environment and the crucial role it plays in their well-being, but coordinated action needs to be taken now to protect the environment and mitigate the impacts on both the environment and the biodiversity around us.

- Decarbonisation will be challenging and requires careful consideration as to how its implemented.

- Children feel connected to the natural environment and are very aware of the need to protect it¹⁰.
- Young people's awareness and concerns about protecting the environment continues to grow¹¹.
- Young people were most concerned about fly-tipping and loss of green spaces¹².

Our long-term ambitions:

- Deliver decarbonisation activity within communities and PSB organisations.
- To achieve Net Zero status by 2030.
- Upskill and re-train for a green recovery.
- Prepare for impacts of climate change.

What we will do:

3.1 Deliver decarbonisation activity to support Welsh Government's ambition of a net-zero public sector by 2030.

3.2 Seek to improve air, water and environmental quality by supporting pollution prevention measures, ensuring links are made with objective 2 with regards to working with and supporting communities who want to manage and improve their local environment (step 2.3).

3.3 Seek to protect and improve the health and resilience of our ecosystems to tackle the nature emergency and support the implementation of Welsh Government's sustainable farming scheme within Ceredigion.

3.4 Carry out a Climate Change Risk and Opportunity Assessment and help to develop adaptive and resilient communities in response to climate change, encouraging innovation and development of nature-based solutions.

3.5 Maximise the opportunity to upskill and re-train for a green recovery ensuring links are made with step 1.1, with regards to increasing the skills of Ceredigion's residents to meet public and private sector career opportunities that are fit for the future.

¹⁰ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

¹¹ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

¹² Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

3.6 PSB organisations commit to a Healthy Travel Charter promoting walking, cycling, public transport and ultra-low emission vehicle use, recognising the positive contribution that this has on improving social connectedness, physical and mental health as well as reducing carbon emissions as well as contributing towards sustainable tourism.

3.7 Work with housing providers and other stakeholders to ensure good quality, energy efficient and appropriate housing for all.

Wellbeing objective 4:

Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.

Why this objective.

- We know that there is a strong connection with language and culture in Ceredigion and the provision of opportunities for people to learn and improve their Welsh language skills will be essential to expanding it for future generations. The Well-being Survey indicated that Welsh speaking is highly important for a sense of inclusion and identity, which can have positive well-being outcomes¹³. Ceredigion is considered as being one of the heartlands of the Welsh language—and in a globalizing world, having a particular identity, such as being Welsh, can be both exciting and enriching. Research shows that Welsh language development in early years can encourage feelings of belonging and offer a path into new cultural and social opportunities such as literature, music, film and theatre later on in life. Furthermore, ensuring that Welsh speakers pass the language down to the next generation and that children have the opportunities to socialise in the language of their local area is essential to the survival of the Welsh language.
- Social connectedness is a key driver of well-being outcomes. Socially, well-connected and resilient people and communities are happier and healthier and are better at positively shaping their lives¹⁴. Achieving well-connected communities is growing in importance, the Welsh Government launched their first strategy; 'Connected Communities' in 2020, for tackling loneliness and social

¹³ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

¹⁴ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

isolation and building stronger social connection. This is particularly important in rural areas like Ceredigion, as structural barriers may limit connectedness which could result in perceived loneliness and social isolation.

- Despite the low crime figures in Ceredigion, feeling safe is still essential to well-being and features prominently in the Well-being Survey and stakeholder events. But across all responses feeling safe in their own home was identified as the single most important theme, identified by 61% of all respondents¹⁵. Whilst the perception of crime tends to be higher than the reality of crime, it's not entirely clear as to why the wider sense of 'feeling safe' emerged so often during the engagement.

Our long-term ambitions:

- Ceredigion is a place where cultural diversity and Welsh Language are celebrated.
- The community are involved to allow people to feel empowered and informed, to ensure they feel safe in their communities
- Ceredigion is a welcoming, safe place with an accessible, healthy outdoor environment used and enjoyed by all.

What we will do

4.1 The PSB will support the Cultural Strategy for Ceredigion which will involve partners across the county. It will be a community-based strategy to use our culture and history to make people feel that they belong to their community are invested in it and are valued. Culture contributes to social cohesion and through having pride in the past can help shape the future. Due to the potential links with Social well-being links will be made with place-based working under objective 2.

4.2 Implement the new Welsh Language Strategy which will involve partners across the county, reflecting the need to address the reduction in Welsh Language speakers as noted in the 2021 Census. All PSB partners will consider what their next steps will be beyond the implementation of the statutory requirements of the Welsh Language Measure, to encourage use of the Welsh language and Welsh culture in the workplace and communities to strengthen a sense of place, community and belonging.

¹⁵ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: [Ceredigion Assessment of Local Well-being 2022](#) (Accessed: 10.10.22).

4.3 A Ceredigion Crime and Disorder Strategic Assessment will be undertaken to inform priorities of the Community Safety Partnership and assist with understanding the fear of crime in Ceredigion.

4.4 Community Tension Monitoring meetings are held with partner organisations to identify early indicators of tensions developing within communities and implement early intervention and preventative workstreams in those identified areas.

4.5 Partners will continue to work together to support and welcome asylum seekers and refugees to Ceredigion.

4.6 Work in partnership to demonstrate a clear commitment to support and embed the aims and objectives of the Race Equality Action Plan: An Anti-racist Wales.

Delivery and Monitoring Progress

Governance and delivery

Project Group operational structure: Each Project Group will be chaired by a PSB partner member. With an initial focus on a strategic agenda, group membership will comprise representatives of sufficient status across organisations but will then be fluid and flexible with the capacity to bring in the right officers, staff and others (public and special interest groups) in order to co-produce effective delivery. The PSB and Project Groups will be supported by a cross-cutting Poverty partnership.

The Project Groups are under the direct governance of the PSB, allowing the forums to adopt a more flexible approach by providing the ability for exception and highlight reporting to the PSB. Each Project Group will develop a planning and project delivery plan that will be published on the PSB website.

The delivery plan will provide clarity on the steps we propose to take to deliver the Actions within this Plan and which partners and stakeholders will be responsible for delivery.

Monitoring our performance

The delivery of this Plan will be monitored by the PSB and we will develop a reporting tool based on project management principles. We will design indicators that are suitable to the Plan and relevant to our local area.


Scrutiny


The Ceredigion County Council Co-ordinating Overview and Scrutiny Committee is responsible for taking an overview of the overall effectiveness of the Ceredigion PSB by both reviewing or scrutinising the decisions made or action taken by the Board, and by reviewing or scrutinising the Board's governance arrangements.

Annual Report

As part of our monitoring arrangements, we will produce an Annual Report detailing the steps undertaken by the PSB to deliver on each of the Well-being Aims.

How these contribute to the Seven Well-being Goals

	<p>A prosperous Wales</p> <p>An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>
0.1	The PSB will prioritise tackling hardship and poverty in response to the cost-of- living crisis, cross referencing with economic, social, environmental and cultural well-being pillars.
0.2	The poverty sub-group will act as a voice for those impacted by poverty and hardship in Ceredigion. This group will be the eyes and ears, knowing what communities and citizens need and the information that partners hold. Benefits and resources to mitigate the impact of poverty will be collated and shared in a coordinated way in order to ensure that it reaches all those that require support.
0.3	The poverty Sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.
1.1	We will work with partners in a collaborative way, including the Regional Skills Partnership, involving interested parties in undertaking workforce audits and identify skill gaps to help plan our future workforce; increasing the skills of Ceredigion's residents to meet public and private sector career opportunities and local needs, that are fit for the future, including up-skilling and re-training in for a green economy.
1.2	We will work collaboratively and champion an approach across our organisations, strengthening apprenticeship programmes and volunteering opportunities that provide skills for employment, help connect with others as well as contribute to improved mental and physical health.
1.3	A partnership group will be set up to deliver on the UK Shared Prosperity fund. This will ensure cross-organisational oversight and a joint approach to addressing local priorities. This will also facilitate the alignment of funding streams where appropriate and ensure that Wellbeing Objectives are considered and the sustainable development principle is applied.
1.4	Through procurement, organisations of the PSB will maximise the use of local suppliers for its goods, services and works.

1.5	All organisations of the PSB will commit to developing a fair work mindset, place fair work at the heart of policies and plans, create fair work and be exemplars of fair work in Ceredigion demonstrating the value of such an approach for business and the community and promote access to fair work for all.
1.6	The PSB will make clear connections to the Mid Wales Growth Deal and regional economic framework across a range of areas such as energy, economy and skills to develop a more inclusive approach to measuring economic success.
2.1	We will use a partnership approach with communities to tackle inequalities and hardship using the place-based interventions. Applying a place-based approach enables more targeted and focussed work, building on the strengths the community and identifying what's needed. Applying such a joint focus on a specific community, cultivates conditions for people to flourish and over time, reduce the demand for services. We will initially focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation.
2.4	The Public Services Board will seek to strengthen the work of the Growing Mid Wales Digital Programme to ensure a joined-up approach to maximise the opportunities for improving the digital infrastructure and connectedness.
3.1	Deliver decarbonisation activity to support the delivery of Welsh Government's ambition of a net-zero public sector by 2030.
3.3	Seek to protect and improve the health and resilience of our ecosystems to tackle the nature emergency and support the implementation of Welsh Government's sustainable farming scheme within Ceredigion
3.5	Maximise the opportunity to upskill and re-train for a green recovery ensuring links are made with step 1.1, with regards to increasing the skills of Ceredigion's residents to meet public and private sector career opportunities that are fit for the future.
3.6	PSB organisations commit to a Healthy Travel Charter promoting walking, cycling, public transport and ultra-low emission vehicle use, recognising the positive contribution that this has on improving social connectedness, physical and mental health as well as reducing carbon emissions as well as contributing towards sustainable tourism.
 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	
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1.2	We will work collaboratively and champion an approach across our organisations, strengthening apprenticeship programmes and volunteering opportunities that provide skills for employment, help connect with others as well as contribute to improved mental and physical health.
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2.2	Develop a Local Food Partnership across Ceredigion to address issues of food sustainability, access and affordability whilst also acknowledging the additional wellbeing benefits that community food initiatives/growing schemes can bring.
2.3	Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces and have access to green spaces working in an intergenerational way to create social action opportunities that will lead to genuine community impact to improve community spaces.
2.4	The Public Services Board will seek to strengthen the work of the Growing Mid Wales Digital Programme to ensure a joined-up approach to maximise the opportunities for improving the digital infrastructure and connectedness.
2.6	Public Bodies through the work of the PSB will focus on and work together to deliver primary and secondary preventative activities that address Health and Well-being.

3.1	Deliver decarbonisation activity to support the delivery of Welsh Government's ambition of a net-zero public sector by 2030.
3.2	Seek to improve air, water and environmental quality by supporting pollution prevention measures, ensuring links are made with objective 2 with regards to working with and supporting communities who want to manage and improve their local environment (step 2.3).
3.3	Seek to protect and improve the health and resilience of our ecosystems to tackle the nature emergency and support the implementation of Welsh Government's sustainable farming scheme within Ceredigion
3.4	Carry out a Climate Change Risk and Opportunity Assessment and help to develop adaptive and resilient communities in response to climate change, encouraging innovation and development of nature-based solutions
3.5	Maximise the opportunity to upskill and re-train for a green recovery ensuring links are made with step 1.1, with regards to increasing the skills of Ceredigion's residents to meet public and private sector career opportunities that are fit for the future.
3.6	PSB organisations commit to a Healthy Travel Charter promoting walking, cycling, public transport and ultra-low emission vehicle use, recognising the positive contribution that this has on improving social connectedness, physical and mental health as well as reducing carbon emissions as well as contributing towards sustainable tourism.
3.7	Work with housing providers and other stakeholders to ensure good quality, energy efficient and appropriate housing for all.
4.1	The PSB will support the Cultural Strategy for Ceredigion which will involve partners across the county. It will be a community-based strategy to use our culture and history to make people feel that they belong to their community are invested in it and are valued. Culture contributes to social cohesion and through having pride in the past can help shape the future. Due to the potential links with Social well-being links will be made with place-based working under objective 2.
4.2	Implement the new Welsh Language Strategy which will involve partners across the county, reflecting the need to address the reduction in Welsh Language speakers as noted in the 2021 Census. All PSB partners will consider what their next steps will be beyond the implementation of the statutory requirements of the Welsh Language Measure, to encourage use of the Welsh language and Welsh culture in the workplace and communities to strengthen a sense of place, community and belonging.
4.3	A Ceredigion Crime and Disorder Strategic Assessment will be undertaken to inform priorities of the Community Safety Partnership and assist with understanding the fear of crime in Ceredigion.
4.4	Community Tension Monitoring meetings are held with partner organisations to identify early indicators of tensions developing within communities and implement early intervention and preventative workstreams in those identified areas.
4.6	Work in partnership to demonstrate a clear commitment to support and embed the aims and objectives of the Race Equality Action Plan: An Anti-racist Wales.



A more equal Wales

A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic circumstances)

0.1	The PSB will prioritise tackling hardship and poverty in response to the cost-of- living crisis, cross referencing with economic, social, environmental and cultural well-being pillars.
0.2	The poverty sub-group will act as a voice for those impacted by poverty and hardship in Ceredigion. This group will be the eyes and ears, knowing what communities and citizens need and the information that partners hold. Benefits and resources to mitigate the impact of poverty will be collated and shared in a coordinated way in order to ensure that it reaches all those that require support.
0.3	The poverty Sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.
1.1	We will work with partners to identify skill gaps and increase the skills of Ceredigion's residents to meet public and private sector career opportunities that are fit for the future, including up-skilling and re-training in for a green economy. We will champion an approach across our organisations and explore the need for strengthened apprenticeship programmes that provide skills for employment.
1.5	All organisations of the PSB will commit to developing a fair work mindset, place fair work at the heart of policies and plans, create fair work and be exemplars of fair work in Ceredigion demonstrating the value of such an approach for business and the community and promote access to fair work for all.
2.1	We will use a partnership approach with communities to tackle inequalities and hardship using the place-based interventions. Applying a place-based approach enables more targeted and focussed work, building on the strengths the community and identifying what's needed. Applying such a joint focus on a specific community, cultivates conditions for people to flourish and over time, reduce the demand for services. We will initially focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation.
2.2	Develop a Local Food Partnership across Ceredigion to address issues of food sustainability, access and affordability whilst also acknowledging the additional wellbeing benefits that community food initiatives/growing schemes can bring.
2.3	Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces and have access to green spaces working in an intergenerational way to create social action opportunities that will lead to genuine community impact to improve community spaces.

2.5	Use a partnership approach to increase participation of current and future generations in sport and physical activities across the county, with appropriate links made to accessing green spaces.
2.6	Public Bodies through the work of the PSB will focus on and work together to deliver primary and secondary preventative activities that address Health and Well-being.
3.2	Seek to improve air, water and environmental quality by supporting pollution prevention measures, ensuring links are made with objective 2 with regards to working with and supporting communities who want to manage and improve their local environment (step 2.3).
3.4	Carry out a Climate Change Risk and Opportunity Assessment and help to develop adaptive and resilient communities in response to climate change, encouraging innovation and development of nature-based solutions
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4.2	Implement the new Welsh Language Strategy which will involve partners across the county, reflecting the need to address the reduction in Welsh Language speakers as noted in the 2021 Census. All PSB partners will consider what their next steps will be beyond the implementation of the statutory requirements of the Welsh Language Measure, to encourage use of the Welsh language and Welsh culture in the workplace and communities to strengthen a sense of place, community and belonging.
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4.4	Community Tension Monitoring meetings are held with partner organisations to identify early indicators of tensions developing within communities and implement early intervention and preventative workstreams in those identified areas.
4.5	Partners will continue to work together to support and welcome asylum seekers and refugees to Ceredigion.
4.6	Work in partnership to demonstrate a clear commitment to support and embed the aims and objectives of the Race Equality Action Plan: An Anti-racist Wales.



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

0.1	The PSB will prioritise tackling hardship and poverty in response to the cost-of- living crisis, cross referencing with economic, social, environmental and cultural well-being pillars.
0.2	The poverty sub-group will act as a voice for those impacted by poverty and hardship in Ceredigion. This group will be the eyes and ears, knowing what communities and citizens need and the information that partners hold. Benefits and resources to mitigate the impact of poverty will be collated and shared in a coordinated way in order to ensure that it reaches all those that require support.
0.3	The poverty Sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.
1.2	We will work collaboratively and champion an approach across our organisations, strengthening apprenticeship programmes and volunteering opportunities that provide skills for employment, help connect with others as well as contribute to improved mental and physical health.
2.1	We will use a partnership approach with communities to tackle inequalities and hardship using the place-based interventions. Applying a place-based approach enables more targeted and focussed work, building on the strengths the community and identifying what's needed. Applying such a joint focus on a specific community, cultivates conditions for people to flourish and over time, reduce the demand for services. We will initially focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation.
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2.6	Public Bodies through the work of the PSB will focus on and work together to deliver primary and secondary preventative activities that address Health and Well-being.
3.2	Seek to improve air, water and environmental quality by supporting pollution prevention measures, ensuring links are made with objective 2 with regards to working with and supporting communities who want to manage and improve their local environment (step 2.3).
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4.1	The PSB will support the Cultural Strategy for Ceredigion which will involve partners across the county. It will be a community-based strategy to use our culture and history to make people feel that they belong to their community are invested in it and are valued. Culture contributes to social cohesion and through having pride in the past can help shape the future. Due to the potential links with Social well-being links will made with place-based working under objective 2.
4.2	Implement the new Welsh Language Strategy which will involve partners across the county, reflecting the need to address the reduction in Welsh Language speakers as noted in the 2021 Census. All PSB partners will consider what their next steps will be beyond the implementation of the statutory requirements of the Welsh Language Measure, to encourage use of the Welsh language and Welsh culture in the workplace and communities to strengthen a sense of place, community and belonging.
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4.4	Community Tension Monitoring meetings are held with partner organisations to identify early indicators of tensions developing within communities and implement early intervention and preventative workstreams in those identified areas.




A Wales of cohesive Communities

Attractive, safe, viable and well-connected

0.1	The PSB will prioritise tackling hardship and poverty in response to the cost-of- living crisis, cross referencing with economic, social, environmental and cultural well-being pillars.
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0.3	The poverty Sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.
1.2	We will work collaboratively and champion an approach across our organisations, strengthening apprenticeship programmes and volunteering opportunities that provide skills for employment, help connect with others as well as contribute to improved mental and physical health.
2.1	We will use a partnership approach with communities to tackle inequalities and hardship using the place-based interventions. Applying a place-based approach enables more targeted and focussed work, building on the strengths the community and identifying what's needed. Applying such a joint focus on a specific community, cultivates conditions for people to flourish and over time, reduce the demand for services. We will initially focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation.
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2.4	The Public Services Board will seek to strengthen the work of the Growing Mid Wales Digital Programme to ensure a joined-up approach to maximise the opportunities for improving the digital infrastructure and connectedness.
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3.4	Carry out a Climate Change Risk and Opportunity Assessment and help to develop adaptive and resilient communities in response to climate change, encouraging innovation and development of nature-based solutions
3.6	PSB organisations commit to a Healthy Travel Charter promoting walking, cycling, public transport and ultra-low emission vehicle use, recognising the positive contribution that this has on improving social connectedness, physical and mental health as well as reducing carbon emissions as well as contributing towards sustainable tourism.
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4.5	Partners will continue to work together to support and welcome asylum seekers and refugees to Ceredigion.
4.6	Work in partnership to demonstrate a clear commitment to support and embed the aims and objectives of the Race Equality Action Plan: An Anti-racist Wales.
 <p>A Wales of vibrant Culture and Thriving Welsh language A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation</p>	
0.1	The PSB will prioritise tackling hardship and poverty in response to the cost-of- living crisis, cross referencing with economic, social, environmental and cultural well-being pillars.

0.2	The poverty sub-group will act as a voice for those impacted by poverty and hardship in Ceredigion. This group will be the eyes and ears, knowing what communities and citizens need and the information that partners hold. Benefits and resources to mitigate the impact of poverty will be collated and shared in a coordinated way in order to ensure that it reaches all those that require support.
0.3	The poverty Sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.
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 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	
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0.3	The poverty Sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.
1.1	We will work with partners in a collaborative way, including the Regional Skills Partnership, involving interested parties in undertaking workforce audits and identify skill gaps to help plan our future workforce; increasing the skills of Ceredigion's residents to meet public and private sector career opportunities and local needs, that are fit for the future, including up-skilling and re-training in for a green economy.
1.4	Through procurement, organisations of the PSB will maximise the use of local suppliers for its goods, services and works.
2.2	Develop a Local Food Partnership across Ceredigion to address issues of food sustainability, access and affordability whilst also acknowledging the additional wellbeing benefits that community food initiatives/growing schemes can bring.

2.3	Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces and have access to green spaces working in an intergenerational way to create social action opportunities that will lead to genuine community impact to improve community spaces.
3.1	Deliver decarbonisation activity to support the delivery of Welsh Government's ambition of a net-zero public sector by 2030.
3.2	Seek to improve air, water and environmental quality by supporting pollution prevention measures, ensuring links are made with objective 2 with regards to working with and supporting communities who want to manage and improve their local environment (step 2.3).
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3.4	Carry out a Climate Change Risk and Opportunity Assessment and help to develop adaptive and resilient communities in response to climate change, encouraging innovation and development of nature-based solutions.
3.5	Maximise the opportunity to upskill and re-train for a green recovery ensuring links are made with step 1.1, with regards to increasing the skills of Ceredigion's residents to meet public and private sector career opportunities that are fit for the future.
3.6	PSB organisations commit to a Healthy Travel Charter promoting walking, cycling, public transport and ultra-low emission vehicle use, recognising the positive contribution that this has on improving social connectedness, physical and mental health as well as reducing carbon emissions as well as contributing towards sustainable tourism.
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Ceredigion Public Services Board

<https://www.ceredigion.gov.uk/your-council/partnerships/ceredigion-public-services-board>



CYNLLUN LLESIANT LLEOL CEREDIGION

Bwrdd Gwasanaethau Cyhoeddus Ceredigion

2023-2028



Cysylltwch â ni

✉ Post:

Bwrdd Gwasanaethau Cyhoeddus
Ceredigion
Canolfan Rheidol
Rhodfa Padarn
Llanbadarn Fawr
Aberystwyth
Ceredigion
SY23 3UE

☎ Ffôn:

01545 570881

Mae **Fersiwn Testun Plaen** neu **Fersiwn Hawdd ei Ddarllen** o'r ddogfen yma ar gael o Gyngor Sir Ceredigion

Statws: Drafft

**Cymeradwywyd gan y BGC:
Dyddiad Cyhoeddi:**

(Tudalen flaen wedi'i dylunio gan ddefnyddio adnoddau o Freepik.com)



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Rhagair

Mae'n bleser gennyf gyflwyno Cynllun Llesiant Bwrdd Gwasanaethau Cyhoeddus (BGC) Ceredigion. Dyma'r ail Gynllun Llesiant 5 mlynedd ac mae'n adeiladu ar gynllun 2018-2023, gan ystyried gofynion a disgwyliadau Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015.

“Gobeithio y bydd yr hyn y mae
Cymru yn ei wneud heddiw, y
bydd y byd yn ei wneud yfory”
- Y Cenhedloedd Unedig

Mae Deddf Llesiant Cenedlaethau'r Dyfodol yn unigryw i Gymru ac yn cynnig cyfle pwysig i wneud newid cadarnhaol, hirhoedlog i genedlaethau'r presennol a'r dyfodol gan sicrhau bod yr holl wasanaethau cyhoeddus yn cydweithio er budd llesiant Cymru.

Buom bob amser yn ffodus i gael trefniadau gweithio da rhwng partneriaid yng Ngheredigion, ac mae'r Ddeddf hon yn darparu'r uchelgais, y caniatâd, a'r rhwymedigaeth gyfreithiol i wella ein llesiant cymdeithasol, diwylliannol, amgylcheddol ac economaidd.

Trwy'r asesiad o lesiant a chlywed gan ein cymunedau, gwerthfawrogwn yr amgylchedd rydym yn byw ynddo ond gwyddom ein bod yn wynebu heriau, nid yn unig oherwydd yr effaith y mae Covid-19 wedi'i chael, ond oherwydd bydd costau byw, amcanestyniadau poblogaeth a phrinder sgiliau yn cael effeithiau pellgyrhaeddol. Hefyd disgwyliwn weld effeithiau cynyddol newid hinsawdd ar gymunedau.

Mae'r rhain yn faterion cymhleth sydd wedi'u plethu trwy ein cymunedau ond mae angen mynd i'r afael â nhw mewn ffordd gydwethredol. Mae hyn yn rhoi cyfle i gymunedau siapio eu dyfodol hirdymor ac rydym wedi ymrwmo i lunio a darparu gwasanaethau'n well gyda chymunedau er mwyn gwella llesiant yng Ngheredigion.

Y Cynghorydd Bryan Davies – Cadeirydd Bwrdd Gwasanaethau Cyhoeddus Ceredigion ac Arweinydd Cyngor Sir Ceredigion



Cyflwyniad

Mae Bwrdd Gwasanaethau Cyhoeddus (BGC) Ceredigion wedi ymrwymo i gydweithio i wella llesiant yng Ngheredigion nawr ac yn y dyfodol. Nid yw gweithio mewn partneriaeth yn rhywbeth newydd ac mae gennym hanes hir o weithio fel hyn. Mae ein cynllun llesiant yn amlinellu'r pethau y bydd BGC Ceredigion yn cydweithio i'w cyflawni dros y pum mlynedd nesaf; ein hamcanion a'n camau llesiant, yn ogystal â sut rydym am i Geredigion edrych ymhen 10 mlynedd. Mae rhagor o wybodaeth am Fwrdd Gwasanaethau Cyhoeddus Ceredigion ar gael [yma](#).

Mae'r Cynllun Llesiant hwn wedi'i lywio gan yr [Aseiad o Lesiant Leol](#) cynhwysfawr a gynhaliwyd yn ystod 2021-2022.

Edrychodd yr aseiad hwn ar yr asedau a'r heriau y mae ein cymunedau yn eu hwynebu o ran eu llesiant cymdeithasol, economaidd, amgylcheddol a diwylliannol ac elfen bwysig ynddo oedd yr ymgysylltiad â chymunedau yng Ngheredigion. Edrychwyd ar gyfoeth o ddata.

Cafodd y cyfoeth hwn o ddata, gan gynnwys amcanestyniadau poblogaeth hirdymor, tueddiadau amgylcheddol ac economaidd ei goladu gan helpu i sefydlu'r Amcanion Llesiant arfaethedig y mae'r Cynllun Llesiant hwn yn seiliedig arnynt. Ymgysylltwyd â'n cymunedau, ein partneriaid, Llywodraeth Cymru, a Chomisiynydd Cenedlaethau'r Dyfodol, ymhlith eraill, i geisio barn ac awgrymiadau pellach ynghylch a oedd yr amcanion yn briodol ac yn adlewyrchu anghenion llesiant y sir. Mae Bwrdd Gwasanaethau Ceredigion yn gweld y Cynllun Llesiant hwn fel cyfle pwysig i gryfhau a dwyn ynghyd rhaglenni gwaith heb ffiniau sefydliadol.

Ein cam nesaf fydd datblygu a gweithredu cynllun cyflawni gyda chamau gweithredu manwl i'w cwblhau; byddwn yn parhau i gynnwys ein cymunedau i lunio ein gwaith, cymhwyso egwyddorion adolygu parhaus a rhannu ein cynnydd wrth i ni fynd yn ein blaenau. Mae'r amcanion llesiant a'n huchelgeisiau i'w cyflawni wedi'u crynhoi ar y dudalen nesaf.

Aelodau Bwrdd Gwasanaethau Cyhoeddus Ceredigion



CRYNODEB O AMCANION AC UCHELGEISIAU'R CYNLLUN HWN:

TRAWSBYNCIOL	<p align="center">MYND I'R AFAEL Â CHALEDI A THLODI</p> <p align="center">Cydweithio i gyflawni uchelgeisiau cyffredin ar gyfer mynd i'r afael â thlodi ac anghydraddoldebau yng Ngheredigion oherwydd gall y rhain gael effaith ar draws y pedwar piler llesiant – llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol</p>			
Piler Llesiant	1. Llesiant Economaidd	2. Llesiant Cymdeithasol	3. Llesiant Amgylcheddol	4. Llesiant Diwylliannol
Amcanion	Cydweithio i sicrhau economi gynaliadwy sydd o fudd i bobl leol ac sy'n adeiladu ar gryfderau Ceredigion.	Cydweithio i leihau anghydraddoldebau yn ein cymunedau a defnyddio atebion cymdeithasol a gwyrdd i wella iechyd corfforol a meddyliol.	Cydweithio i gyflawni mentrau datgarboneiddio yng Ngheredigion i ddiogelu a gwella ein hadnoddau naturiol.	Cydweithio er mwyn i gymunedau deimlo'n ddiogel a'u bod wedi'u cysylltu, gan hyrwyddo amrywiaeth ddiwylliannol a chynyddu cyfleoedd i ddefnyddio'r Gymraeg.
Uchelgeisiau	<p>Cefnogi gwaith y Bartneriaeth Sgiliau Rhanbarthol i sicrhau bod anghenion lleol a bylchau sgiliau yn cael eu nodi ac yn cael sylw.</p> <p>Manteisio i'r eithaf ar gyfleoedd ariannu yn y dyfodol i gyflawni amcanion y BGC.</p> <p>Ystyried ffyrdd arloesol o wneud cadwyni cyflenwi yn fwy effeithlon gan gefnogi'r economi leol yr un pryd.</p> <p>Sefydliadau'r BGC yn ysgogi cyfranogiad mwy cynhwysol mewn gwaith teg, cynaliadwy fel rhan o'r ymdrechion i ddatblygu economi llesiant.</p>	<p>Rhoi sylw i anghydraddoldebau daearyddol trwy waith seiliedig ar le sydd wedi'i wreiddio yn y gymuned er mwyn sicrhau grymuso hirdymor.</p> <p>Gwella mynediad anghyfartal at fwyd iach a gweithio i wella cynaliadwyedd y system fwyd yng Ngheredigion.</p> <p>Presgripsiynu cymdeithasol, gwyrdd a glas, a ddarperir gan wasanaethau sydd wedi'u cydgysylltu'n dda, yw'r dull atgyfeirio arferol a derbyniol ar gyfer gwella iechyd.</p> <p>Manteisio i'r eithaf ar gyfleoedd i wella a hyrwyddo potensial cysylltedd digidol.</p>	<p>Cyflawni gweithgarwch datgarboneiddio o fewn cymunedau a sefydliadau'r BGC.</p> <p>Cyrraedd statws Sero Net erbyn 2030</p> <p>Uwchsgilio ac ailhyfforddi ar gyfer adferiad gwyrdd.</p> <p>Paratoi ar gyfer effeithiau newid hinsawdd.</p>	<p>Ceredigion yn fan lle mae amrywiaeth ddiwylliannol a'r Gymraeg yn cael eu datlu.</p> <p>Y gymuned yn cael ei chynnwys er mwyn i bobl deimlo eu bod wedi'u grymuso ac yn wybodus er mwyn sicrhau diogelwch cymunedol lleol.</p> <p>Ceredigion yn lle diogel gydag amgylchedd awyr agored hygyrch ac iach y mae pawb yn ei ddefnyddio a'i fwynhau.</p>

Y Cynllun Llesiant a pham mae ei angen arnom



Y saith nod llesiant

Mae Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) yn ymwneud â gwella llesiant cymdeithasol, economaidd, amgylcheddol a diwylliannol Cymru.

Mae Deddf Llesiant Cenedlaethau'r Dyfodol yn gofyn i bob gwasanaeth cyhoeddus, e.e., cynghorau, iechyd, yr heddlu, yr amgylchedd, tân a sefydliadau trydydd sector i gydweithio i wella llesiant i bawb yng Nghymru a gweithio tuag at y saith nod llesiant;

- Cymru lewyrchus
- Cymru gydnerth
- Cymru iachach
- Cymru sy'n fwy cyfartal
- Cymru o gymunedau cydlynus
- Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu
- Cymru sy'n gyfrifol ar lefel fyd-eang

Mae'r Ddeddf hefyd yn manylu ar y ffyrdd y mae'n rhaid i gyrrff cyhoeddus penodedig gydweithio i wella llesiant Cymru. Mae'n gwneud i'r cyrff

cyhoeddus a restrir yn y Ddeddf feddwl mwy am y tymor hir, gweithio'n well gyda phobl a chymunedau a gyda'i gilydd, ceisio atal problemau a defnyddio dull mwy cydgysylltiedig. Bydd hyn yn ein helpu i greu Cymru lle rydym ni i gyd am fyw, nawr ac yn y dyfodol.

Datblygu cynaliadwy

Mae'r egwyddor datblygu cynaliadwy wrth wraidd Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru). Mae hyn yn golygu bod angen i ni weithio mewn ffordd sy'n gwella llesiant pobl heddiw heb wneud dim a allai wneud pethau'n waeth i genedlaethau o fabanod, plant, pobl ifanc, oedolion, a phobl hŷn yn y dyfodol, mewn geiriau eraill, ein holl deuluoedd, hen bobl a phobl ifanc, ein ffrindiau a'n cymdogion. Rydym wedi defnyddio'r egwyddor datblygu cynaliadwy i ddatblygu ein cynllun.

Mae Bwrdd Gwasanaethau Cyhoeddus Ceredigion yn gweld y Cynllun Llesiant hwn fel cyfle pwysig i gryfhau'r gwaith a wneir gyda'n gilydd i wella llesiant ein cymunedau a'i gyfraniad at yr effaith genedlaethol a rhyngwladol ehangach.

Y Pum Ffordd o Weithio

I'n helpu i roi'r egwyddor datblygu cynaliadwy ar waith wrth gynllunio a gwneud penderfyniadau, mae Deddf Llesiant 2015 yn gofyn bod cyrff cyhoeddus yn ystyried y "Pum Ffordd o Weithio". Mae'r ffyrdd hyn o weithio'n ein helpu i gydweithio'n well fel un gwasanaeth cyhoeddus, i fynd i'r afael â'r heriau a wynebwn fel sir, i leihau tlodi, gwella cydraddoldeb, creu economi carbon isel, neu gyfrannu at gymunedau hyfyw, diogel, wedi'u cysylltu'n dda â'i gilydd.



Hirdymor

Pwysigrwydd sicrhau cydbwysedd rhwng anghenion tymor byr a'r angen am ddiogelu'r gallu i ddiwallu anghenion tymor hir hefyd



Integreiddio

Ystyried sut gall amcanion llesiant y corff cyhoeddus effeithio ar bob un o'r nodau llesiant, ar bob un o'u hamcanion eraill, neu ar amcanion cyrff chyhoeddus eraill



Cynnwys

Pwysigrwydd cynnwys pobl sydd â diddordeb mewn cyflawni'r nodau llesiant, a sicrhau bod y bobl hynny'n adlewyrchu amrywiaeth yr ardal maent yn ei gwasanaethu



Cydweithio

Gallai cydweithredu ag unrhyw berson arall (neu wahanol adrannau yn y corff ei hun) helpu'r corff i fodloni ei amcanion llesiant



Atal

Sut gall gweithredu i atal problemau rhag digwydd neu waethygu helpu cyrff cyhoeddus i gyflawni eu hamcanion

Cydweithio yng Ngheredigion

Mae Gwasanaethau Cyhoeddus yng Ngheredigion wedi cytuno i ddod at ei gilydd i ddatblygu gwasanaeth cydweithredol sy'n rhoi cymunedau wrth ei wraidd. Maent wedi cytuno i symud y rhwystrau rhwng gwasanaethau cyhoeddus a gweithio mewn ffordd ataliol i wella llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol yr ardal trwy gyfrannu at gyflawni'r nodau llesiant cenedlaethol. Mae Bwrdd Gwasanaethau Cyhoeddus Ceredigion yn cynnwys uwch gynrychiolwyr o'r sefydliadau canlynol sydd wedi cydweithio i ddatblygu'r cynllun hwn.

Ni all unrhyw un o'n pedwar amcan gael eu cyflawni'n effeithiol ar ei ben ei hun gan un sefydliad yn unig ac felly bydd gan holl bartneriaid y BGC a nodir isod rôl i'w chwarae wrth gyflawni'r ymrwymadau a nodir yn y cynllun hwn.

Aelod-Sefydliadau Statudol

Cyngor Sir Ceredigion

Cyfoeth Naturiol Cymru

Bwrdd Iechyd Prifysgol Hywel Dda

Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru

Sefydliadau a wahoddwyd i gymryd rhan

Llywodraeth Cymru

Comisiynydd Heddlu a Throsedd Dyfed Powys

Gwasanaeth Prawf Cenedlaethol

Iechyd Cyhoeddus Cymru

Prifysgol Aberystwyth

Coleg Ceredigion

Un Llais Cymru

Heddlu Dyfed Powys

Yr Adran Gwaith a Phensiynau

Prifysgol Cymru y Drindod Dewi Sant

Llyfrgell Genedlaethol Cymru

Cymdeithas Mudiadau Gwirfoddol Ceredigion

Aelodau Bwrdd Gwasanaethau Cyhoeddus Ceredigion



Strategaethau, cynlluniau a rhaglenni gwaith allweddol eraill:

Mae BGC Ceredigion yn cydnabod bod strategaethau, cynlluniau a rhaglenni gwaith corfforaethol eraill yn eu lle eisoes yn y sir a lle bo'n briodol gellir gwella effaith y rhain ymhellach trwy gydweithio. Mae enghreifftiau yn cynnwys; Datganiad Ardal Canolbarth Cymru CNC, Cynlluniau Seilwaith Gwyrdd, Model Cymdeithasol Llesiant, Strategaeth Economaidd Cyngor Sir Ceredigion, Strategaeth Cynaliadwyedd a'r Amgylchedd (Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru) ymhlith eraill.

Bydd y BGC yn sicrhau bod y rhain yn cael eu hystyried lle bo'n briodol ac yn cyfrannu at y gwaith a wneir, gan sicrhau bod cyyllfiadau perthnasol yn cael eu gwneud a bod cyflawni yn cael ei gryfhau.

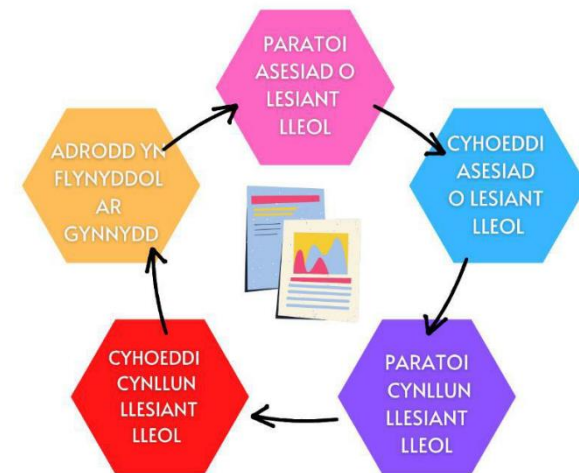
Adnoddau

Er nad oes unrhyw adnoddau ychwanegol i gefnogi'r cynllun hwn a'r ffyrdd gwahanol o weithio, rydym yn cydnabod, trwy gydweithio a chynnwys cymunedau, y gallwn fod yn fwy effeithlon, darparu gwasanaethau â mwy o ffocws, rhannu ein hasedau, a chael llawer mwy o effaith.

Sut rydym wedi datblygu'r Cynllun

Cyn i ni ddatblygu'r cynllun hwn, cynhaliwyd asesiad o lesiant. Pwrpas yr asesiad yw cael darlun cynhwysfawr o gyflwr llesiant pobl a chymunedau lleol Ceredigion, nawr ac i'r dyfodol. Fe'i defnyddiwyd fel sail tystiolaeth i osod yr amcanion yn y cynllun hwn a helpu i lywio'r hyn y bydd BGC Ceredigion yn ei wneud dros y 5 mlynedd nesaf i wella llesiant pobl a chymunedau yn y sir. Mae Ffigur 1.5 yn dangos cylch cynllunio'r BGC o dan Ddeddf Llesiant Cenedlaethau'r Dyfodol (2015).

Roedd ein hasesiad wedi dweud llawer wrthym am lesiant cymdeithasol, economaidd, diwylliannol ac amgylcheddol pobl a chymunedau Ceredigion. Mae'r casgliadau y daethpwyd iddynt yn seiliedig ar yr holl dystiolaeth a gasglwyd yn ystod yr asesiad, yn feintiol ac yn ansoddol, ac fe'u lluniwyd yn ystod camau dadansoddi data, ymgysylltu ac ysgrifennu'r asesiad.



Mae'r Asesiad wedi'i lywio gan ddata, ymchwil a chasglu tystiolaeth, o wrando ar bobl a rhanddeiliaid a thrwy ystyried tueddiadau'r dyfodol a'r pethau y gallwn eu rhagweld a allai ddigwydd yfory y mae angen i ni ddechrau cynllunio ar eu cyfer heddiw.

Defnyddiwyd canfyddiadau'r Asesiad hwn i helpu i ddechrau gwaith manylach i ddarganfod beth sydd bwysicaf a beth y gellir ei wneud i wella lles pobl. Cytunwyd ar yr amcanion canlynol, sy'n ffurfio sylfaen i Gynllun Lles Lleol 2023-2028.

Ein Hamcanion Llesiant:

1. **Llesiant Economaidd:** Byddwn yn cydweithio i sicrhau economi gynaliadwy sydd o fudd i bobl leol ac sy'n adeiladu ar gryfderau Ceredigion.
2. **Llesiant Cymdeithasol:** Byddwn yn cydweithio i leihau anghydraddoldebau yn ein cymunedau ac yn defnyddio atebion cymdeithasol a gwyrdd i wella iechyd corfforol a meddyliol.
3. **Llesiant Amgylcheddol:** Byddwn yn cydweithio i gyflawni mentrau datgarboneiddio yng Ngheredigion i ddiogelu a gwella ein hadnoddau naturiol.
4. **Llesiant Diwylliannol:** Byddwn yn cydweithio er mwyn i gymunedau deimlo'n ddiogel a'u bod wedi'u cysylltu, gan hyrwyddo amrywiaeth ddiwylliannol a chynyddu cyfleoedd i ddefnyddio'r Gymraeg.

Yn ogystal â'r pedwar amcan hyn, teimlwyd bod angen ffocws penodol ar fynd i'r afael â chaledi a thlodi gan fod ganddo'r potensial i gysylltu â phob un o'r amcanion. Felly, mae hwn wedi cael ei adnabod fel thema drawsbynciol.

Parhaodd sgysiau gyda'n cymunedau ac eraill, megis Llywodraeth Cymru a Chomisiynydd Cenedlaethau'r Dyfodol i gasglu barn ar yr amcanion a'r hyn y dylai'r BGC ei wneud i'w cyflawni.

Archwiliwyd yr ymatebion hyn a'u mireinio ymhellach drwy weithdy o'r BGC, gyda chynghor gan Gomisiynydd Cenedlaethau'r Dyfodol Cymru. Ystyriwyd hefyd Amcanion Llesiant unigol sefydliadau statudol y BGC ar draws y sir a'r blaenoriaethau rhanbarthol, gan arwain at y Cynllun Llesiant Drafft, ynghyd â fersiwn Hawdd ei Ddarllen a fersiwn ar gyfer Pobl Ifanc, a ymgynghorwyd arnynt yn ystod mis Tachwedd, Rhagfyr 2022 a mis Ionawr 2023. Gwahoddwyd adborth drwy arolygon papur ac ar-lein, yn ogystal â thrwy ymgysylltu â grwpiau penodol â diddordeb megis, LHDTQ+ (Pride y Gaeaf 2022), Mencap Ceredigion a fforymau megis y Ffowm Anabled. Cynhaliwyd gweithdai penodol hefyd gyda disgyblion ysgolion cynradd ac uwchradd yn

ogystal â'r Cyngor leuenctid er mwyn casglu eu barn. Roedd negeseuon ar y cyfryngau cymdeithasol, bwletinâu staff a phosteri gyda chodau QR hefyd yn cael eu harddangos a chysylltwyd â chynghorau Tref a Chymuned yn uniongyrchol er mwyn hyrwyddo cyfleoedd i gyfrannu a derbyn adborth. Mae BGC Ceredigion yn ddiolchgar i Rwydwaith Cyd-gynhyrchu Cymru am ddarparu cyngor ar gynnwys y dogfennau ymgynghori a'r gwaith o gyflwyno'r gweithdai i bobl ifanc. Ceir crynodeb o'r ymatebion yn Atodiad 1 (Adroddiad Adborth Ymgynghori y Cynllun Llesiant Lleol 2023-2028) a rhoddwyd y sylw dyladwy i'r rhain yn y Cynllun Llesiant terfynol ar gyfer 2023-2028.

Prosiect Dewi 2021-2026

Mae BGC Ceredigion yn ffodus o gael mewnbwn ac arbenigedd gan Rwydwaith Cyd-gynhyrchu Cymru, a dderbyniodd Arian Cymunedol y Loteri Genedlaethol i gefnogi, arwain a chynghori ar wella cyd-gynhyrchu a chyfranogiad wrth baratoi ar gyfer Cynllun Llesiant 2023-2028 ac yn ystod ei gyflawni.

Bydd hyn yn cynnwys gweithwyr proffesiynol sy'n gweithio mewn partneriaeth â phobl sydd wedi byw profiadau i ddatblygu atebion i heriau mewn Gwasanaethau Cyhoeddus a chymunedau. Bydd cynnwys pobl sydd â diddordeb yn y maes yn helpu i gyrraedd y nodau llesiant ac yn adlewyrchu amrywiaeth yr ardal.

Cydnabyddir bod cyfranogi a chyd-gynhyrchu yn ffyrdd penodol o weithio ac mae gwreiddio'r ffyrdd hyn o weithio yn llwyddiannus yn gofyn am adnodd i staff ddatblygu'r sgiliau hyn. Bydd Rhwydwaith Cyd-gynhyrchu Cymru yn cynorthwyo ac yn llywio'r BGC ar wella cyd-gynhyrchu a chyfranogi trwy gydol cyfnod y Cynllun Lles a bydd yn weithredol wrth gefnogi'r gwaith o gyflawni'r holl amcanion isod.

Amcan Trawsbynciol: Mynd i'r Afael â Chaledi a Thlodi

Pam mae hon yn thema drawsbynciol â blaenoriaeth:

- Mae tlodi plant yng Ngheredigion yn uwch na'r cyfartaledd ac wedi gweld y cynnydd ail uchaf yn genedlaethol ers 2014/15. Yng Ngheredigion mae 3,459 o blant yn byw mewn tlodi¹.
- Mae'r data sydd ar gael yn awgrymu bod tlodi mewn gwaith yn cynyddu ac mae'n parhau i fod yn her allweddol i aelwydydd, yn enwedig yng Ngogledd Aberystwyth, Aberteifi ac Aber-porth a De Aberystwyth².
- Mae tlodi incwm yn un o Dangosyddion Cenedlaethau Llywodraeth Cymru. Mae'r dangosydd yn mesur anghydraddoldeb incwm, dim safonau byw. Dydy Ceredigion ddim yn perfformio yn dda ar y mesur yma, mae bron traean yr aelwydydd yng Ngheredigion (10,250) yn byw mewn tlodi (ar lai na 60% o incwm cyfartalog y DU)³ ac mae'r ffigur yn cynyddu. Rhwng 2018 a 2020 roedd y nifer o aelwydydd yn byw mewn tlodi wedi cynyddu gan 9% (neu 856 o aelwydydd).
- Roedd plant a phobl ifanc o ardaloedd o dlodi yn wynebu risg uwch o iechyd meddwl a llesiant gwael. Mae pandemig COVID-19 yn creu heriau newydd i'r Gwasanaethau Cymdeithasol o ran adnabod plant sydd mewn 'perygl'. Ers y pandemig, mae'r rhanbarth wedi gweld cynnydd yn nifer y Plant a Phobl Ifanc sy'n ceisio cymorth gydag anawsterau emosiynol a meddyliol cymhleth⁴.
- Amlygodd yr Arolwg Llesiant lefel y pryder ymhlith ymatebwyr yr arolwg ynghylch teuluoedd sy'n wynebu tlodi bwyd a fforddiadwyedd bwyd yn y dyfodol. Pan ofynnwyd – 'beth sy'n eich pryderu chi fwyaf am gyfrifoldeb byd-eang eich sir yn y dyfodol?', nodwyd tlodi bwyd fel y pryder pennaf, wrth i 61% o ymatebwyr ddewis yr ateb hwn⁵.

¹ "Child poverty in your area 2014/15 – 2019/20". End Child Poverty Coalition. Ar-lein: <http://www.endchildpoverty.org.uk/local-child-poverty-data-2014-15-2019-20/>. Adalwyd: 25.09.2021.

² CACI Paycheck Directory MSOA. 2020.

³ CACI Paycheck Directory (2020). 'No of HH below 60% GB median income.' [Mewnol].

⁴ Bwrdd Gwasanaethau Cyhoeddus Ceredigion (2022). 'Asesiad o Lesiant Lleol Ceredigion 2022'. [Ar-lein]. Ar gael ar: [Asesiad o Lesiant Lleol Ceredigion 2022](#) (Cyrchwyd: 10.10.22).

⁵ Bwrdd Gwasanaethau Cyhoeddus Ceredigion (2022). 'Asesiad o Lesiant Lleol Ceredigion 2022'. [Ar-lein]. Ar gael ar: [Asesiad o Lesiant Lleol Ceredigion 2022](#) (Cyrchwyd: 10.10.22).

- Mae tlodi yn parhau i fod yn un o heriau mwyaf y Sir. Enillion ac incwm isel, gofal plant fforddiadwy, gostyngiad yn y Credyd Cynhwysol a chostau tai uchel/tai fforddiadwy sy'n ysgogi tlodi yng Ngheredigion
- Mae llawer o'r stoc tai yng Ngheredigion yn anaddas oherwydd bod yr adeiladau hyn mor hen, sy'n golygu ei bod yn anodd eu gwresogi a'u haddasu er mwyn gwella diogelwch a'u perfformiad wrth ddefnyddio ynni mewn ffordd effeithlon, ac o ganlyniad, mae preswylwyr Ceredigion yn wynebu costau ynni uwch. Yn 2019, y gost ganolrifol flynyddol amcangyfrifedig am ynni yng Ngheredigion ar gyfer fflatiau a oedd yn bodoli eisoes oedd £651 ac roedd yn £1,158 ar gyfer cartrefi a oedd yn bodoli eisoes, ac mae'r ddau yma lawer yn uwch na'r cyfartaledd cenedlaethol (£525 ar gyfer fflatiau a oedd yn bodoli eisoes a £907 ar gyfer tai a oedd yn bodoli eisoes)⁶. Mae'n debygol iawn y bydd y ffigurau hyn wedi codi o ganlyniad i'r argyfwng ynni presennol yn y DU. Bydd hyn yn cael effaith niweidiol ar bobl hŷn, yn enwedig y rhai sydd eisoes yn byw mewn sefyllfa o dlodi tanwydd, gan bod angen i'r gwres fod ar dymheredd uwch a bydd angen ei adael ymlaen am gyfnod hwy fel arfer. At hynny, lleolir cyfran uchel o aelwydydd Ceredigion oddi ar y prif rhwydwaith nwy, sy'n golygu bod preswylwyr yn ddibynnol ar danwydd drytach megis olew, trydan neu LPG a thariffau tanwydd deul⁷.

Ein huchelgeisiau hir-dymor:

Nid yw caledi, tlodi ac anghydraddoldeb yn cael ei brofi bellach gan drigolion Ceredigion; gyda llai o effaith ar draws pob un o'r pedwar piler llesiant - llesiant economaidd, cymdeithasol, amgylcheddol, a diwylliannol.

Beth fyddwn ni'n ei wneud:

- 0.1 Bydd y BGC yn blaenoriaethu mynd i'r afael â chaledi a tlodi mewn ymateb i'r argyfwng costau byw, gan groesgyfeirio at y pileri llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol.
- 0.2 Bydd yr is-grŵp tlodi yn gweithredu fel llais i'r rhai sy'n cael eu heffeithio gan dlodi a chaledi yng Ngheredigion. Y grŵp hwn fydd y llygaid a'r clustiau, gan wybod beth sydd ei angen ar gymunedau a dinasyddion a'r wybodaeth sydd gan bartneriaid. Bydd buddion ac adnoddau i liniaru effaith tlodi yn cael eu casglu a'u rhannu mewn ffordd gydlynol er mwyn sicrhau ei fod yn cyrraedd pawb sydd angen cymorth.

⁶ Y Swyddfa Ystadegau Gwladol (2020). 'Energy Performance Certificate statistics for new and existing flats and houses'. [Ar-lein]. Ar gael ar: <https://www.ons.gov.uk/peoplepopulationandcommunity/housing/datasets/energyperformancecertificatestatisticsfornewandexistingflatsandhouses> (Mynediad: 21.10.21).

⁷ Bwrdd Gwasanaethau Cyhoeddus Ceredigion (2022). 'Asesiad o Lesiant Lleol Ceredigion 2022'. [Ar-lein]. Ar gael ar: [Asesiad o Lesiant Lleol Ceredigion 2022](#) (Cyrchwyd: 10.10.22).

0.3 Bydd yr Is-grŵp flodi sy'n cynnwys rhwydwaith o sefydliadau partner yn craffu ar waith y BGC i wella'r gwaith a wneir i frwydro yn erbyn flodi ar draws pob un o'r pedwar amcan.

Amcan llesiant 1:

Cydweithio i sicrhau economi gynaliadwy sydd o fudd i bobl leol ac sy'n adeiladu ar gryfderau Ceredigion.

Pam yr amcan hwn:

- O'n hasesiad llesiant, rydym yn gwybod bod y rhagwelir y bydd poblogaeth Ceredigion yn gostwng dros y 25 mlynedd nesaf, gan gynnwys parhad i'r tueddiadau sydd wedi gweld y boblogaeth oedran gweithio yn lleihau ac allfudiad pobl ifanc i ardaloedd arall yng Nghymru a'r DU. Ar yr un amser mae'r boblogaeth yn heneiddio. Bydd effeithiau'r newidiadau yma yn eang, bydd yn debygol o effeithio llesiant economaidd, cymdeithasol a diwylliannol y sir. Er enghraifft, bydd yn effeithio ar allu'r gweithlu i fodloni gofynion sgiliau'r economi leol, ac wrth amddiffyn traddodiadau diwylliannol cryf y sir⁸.
- Mae patrymau gweithio yn newid ac wedi dod i'r amlwg yn ystod COVID-19. Mae yna angen i weithio yn fwy hyblyg er mwyn cefnogi'r gweithlu presennol ac i annog eraill i mewn i'r gweithlu yn y dyfodol, megis oriau gweithio hyblyg, lleoliad gwaith a mwy o hyblygrwydd o gwmpas gofal plant. Rydym yn gwybod gwerth bod yn y gwaith a'r effaith ar lesiant, a gall y tueddiadau yma arwain at ffyrdd o greu cyfleoedd cyflogi ac i lenwi bylchau sgiliau sydd wedi adnabod yn yr economi lleol.
- Rydym yn ddibynnol ar gysylltedd digidol, ac mae hyn yn cynyddu yn enwedig yn dilyn pandemig COVID-19, mae'r tueddiadau yma yn debygol o barhau. Mae'r Asesiad yn arddangos pwysigrwydd band-llydan cyflym a dibynadwy a gwasanaethau ffonau symudol i fusnesau, cymunedau ac unigolion. Bydd gwella cysylltedd digidol yng Ngheredigion yn hanfodol i ddarparu'r seilwaith sydd yn angenrheidiol i'r dyfodol.
- Mae straen ac anawsterau ariannol sy'n deillio o'r pandemig, ynghyd â chostau byw cynyddol ac amgylcheddau gwaith gwael, i gyd yn cyfrannu at anghydraddoldebau mewn lefelau afiechyd cronig a chyfraddau marwolaethau ar draws Cymru. Addasodd llawer o gyflogwyr yn gyflym i ddiogelu iechyd eu gweithlu yn ystod y pandemig. Wrth i ni geisio llunio dyfodol gwell i Gymru, mae'n

⁸ Bwrdd Gwasanaethau Cyhoeddus Ceredigion (2022). 'Asesiad o Lesiant Lleol Ceredigion 2022'. [Ar-lein]. Ar gael ar: [Asesiad o Lesiant Lleol Ceredigion 2022](#) (Cyrchwyd: 10.10.22).

ddyletswydd arnom i wella cyfranogiad mewn gwaith teg ar gyfer iechyd, llesiant a thegwch. Ar lefelau lleol a rhanbarthol, rhaid i ni weithredu gyda ffocws a dwysedd i wneud mynediad at waith o ansawdd da yn decach, defnyddio arian cyhoeddus i wella amodau gwaith a llunio partneriaeth â busnesau i hyrwyddo a gweithredu gwaith teg. (Gwaith teg ar gyfer iechyd, llesiant a thegwch, Iechyd Cyhoeddus Cymru 2022).

Ein huchelgeisiau hir-dymor:

- Mae gweithlu lleol ar gael sy'n diwallu anghenion y sector cyhoeddus ac anghenion y sector preifat.
- Manteisio i'r eithaf ar gyfleoedd ariannu yn y dyfodol i gyflawni amcanion y BGC.
- Ystyried ffyrdd arloesol o wneud cadwyni cyflenwi yn fwy effeithlon gan gefnogi'r economi leol yr un pryd.
- Sefydliadau'r BGC yn ysgogi cyfranogiad mwy cynhwysol mewn gwaith teg, cynaliadwy fel rhan o'r ymdrechion i ddatblygu economi llesiant a sicrhau arferion gorau yn yr economi sylfaenol.

Beth fyddwn ni'n ei wneud:

- 1.1 Byddwn yn gweithio ar y cyd gyda phartneriaid, gan gynnwys y Bartneriaeth Sgiliau Rhanbarthol, gan gynnwys partïon sydd â diddordeb mewn cynnal archwiliadau yn y gweithlu a nodi bylchau sgiliau i helpu i gynllunio ein gweithlu yn y dyfodol; cynyddu sgiliau trigolion Ceredigion i gwrrd â chyfleoedd gyrfa yn y sector gyhoeddus a'r sector preifat ac anghenion lleol, sy'n addas ar gyfer y dyfodol, gan gynnwys uwchsgilio ac ail-hyfforddi ar gyfer economi werdd.
- 1.2 Byddwn yn gweithio ar y cyd ac yn hyrwyddo dull gweithredu ar draws ein sefydliadau, gan gryfhau rhaglenni prentisiaethau a chyfleoedd gwirfoddoli sy'n darparu sgiliau ar gyfer cyflogaeth, yn helpu i gysylltu ag eraill yn ogystal â chyfrannu at well iechyd meddwl ac iechyd corfforol.
- 1.3 Bydd grŵp partneriaeth yn cael ei sefydlu i gyflawni Cronfa Ffyniant Gyffredin y DU. Bydd hyn yn sicrhau trosolwg traws-sefydliadol a dull gweithredu ar y cyd ar gyfer mynd i'r afael â blaenoriaethau lleol. Bydd hyn hefyd yn hwyluso alinio ffyrdd ariannu lle bo'n briodol a sicrhau bod yr Amcanion Llesiant yn cael eu hystyried a bod yr egwyddor o ddatblygu cynaliadwy yn cael ei weithredu.
- 1.4 Trwy gaffael, bydd sefydliadau'r BGC yn gwneud defnydd y mwyaf o gyflenwyr lleol ar gyfer ei nwyddau, ei wasanaethau a'i waith.
- 1.5 Bydd holl sefydliadau'r BGC yn ymrwmo i ddatblygu meddylfryd gwaith teg, rhoi gwaith teg wrth wraidd polisiâu a chynlluniau, creu gwaith teg a bod yn esiamplau o waith teg yng Ngheredigion gan arddangos gwerth dull gweithredu o'r fath i fusnesau a'r gymuned a hyrwyddo mynediad i waith teg i bawb.

1.6 Bydd y BGC yn gwneud cysylltiadau clir â Bargen Twf Canolbarth Cymru a'r fframwaith economaidd rhanbarthol ar draws ystod o feysydd megis ynni, yr economi a sgiliau er mwyn ddatblygu dull mwy cynhwysol o fesur llwyddiant economaidd.

Amcan llesiant 2:

Cydweithio i leihau anghydraddoldebau yn ein cymunedau a defnyddio atebion cymdeithasol a gwyrdd i wella iechyd corfforol a meddyliol.

Pam yr amcan hwn:

- Mae Pandemig COVID-19 wedi creu anghydraddoldebau newydd ac wedi gwaethygu'r rhai sy'n bodoli eisoes. Mae Adroddiad Anghydraddoldeb yng Nghymru'r Dyfodol⁹ yn dangos mai'r rhai sy'n byw mewn iechyd gwael, flodi neu mewn cymunedau ymylol sydd wedi cael eu taro waethaf gan y pandemig. Yn ogystal, COVID-19 wedi tynnu sylw at y bwch enfawr yn y dystiolaeth wrth gasglu data ar nodweddion gwarchodedig.
- Mae ein hiechyd wedi'i gysylltu'n agos ag agweddau cymdeithasol ac economaidd ar ein bywydau: o ble rydym yn cael ein geni, ble rydym yn byw ac yn gweithio, i'n cyfleoedd addysgol, ein hincwm, a'n dylanwad. Mae'r ffactorau cymdeithasol hyn yn arwain at anghydraddoldebau iechyd a llesiant ar draws pobl a chymunedau gwahanol, o ran mynediad at ofal iechyd, ac o ran y cyfleoedd sydd gennym i fyw bywydau iach. Wrth gwrs, nid dyma'r unig ffactorau a gall presgripsiynu cymdeithasol gynnig manteisio cadarnhaol a helpu i fynd i'r afael â'r materion hyn. Mae presgripsiynu cymdeithasol yn ymwneud â llesiant cyfannol a rhoi'r cyfrifoldeb am reoli iechyd gyda'r unigolyn, ac mae'n gyfrwng i rymuso a galluogi.
- Mae dystiolaeth gyson bod ymgysylltu â byd natur yn fuddiol o ran gweithgarwch corfforol a llesiant meddyliol ac mae presgripsiynu cymdeithasol hefyd yn cynnwys cael mynediad at gymorth ar faterion megis dyled a thai yn ogystal â gweithgareddau megis celf a grwpiau cymdeithasol. Mae dystiolaeth yn awgrymu y gall cael mynediad rhwydd at gymorth a threulio hyd yn oed ychydig o amser yn

⁹ D MacBride-Stewart, S. a Dr Parken, A. (2021). Inequalities in a Future Wales: Areas for action in work, climate and demographic change – Full Report. [Ar-lein]. Ar gael ar: [Future Trends and Inequalities in Wales \(futuregenerations.wales\)](https://futuregenerations.wales/) (Cyrchwyd: 07.02.2021).

yr awyr agored fod yn fuddiol, gan arwain ymchwilwyr i alw ar bawb i gael 'dos o natur' bob dydd. Mae ymchwil hefyd wedi dangos bod yr enillion cymdeithasol ar fuddsoddi mewn gwirfoddoli gwyrdd yn rhagorol.

- Bu diddordeb yn ddiweddar ym maes iechyd y cyhoedd mewn effeithiau cadarnhaol bod yn agos i'r arfordir ar iechyd a llesiant. Gyda phrofiad sylweddol o bresgripsiynu cymdeithasol 'gwyrdd' lle mae pobl â phroblemau iechyd meddwl megis iselder, gorbryder a phroblemau gyda defnyddio sylweddau yn cael eu cyfeirio at weithgareddau seiliedig ar natur. Fel sir arfordirol cydnabyddir potensial presgripsiynu cymdeithasol 'glas', megis therapi syrffio i hybu cysylltiad cymdeithasol, iechyd meddwl a llesiant cadarnhaol.

Ein huchelgeisiau hir-dymor:

- Rhoi sylw i anghydraddoldebau daearyddol trwy waith seiliedig ar le sydd wedi'i wreiddio yn y gymuned er mwyn sicrhau grymuso hirdymor.
- Gwella mynediad anghyfartal at fwyd iach a gweithio i wella cynaliadwyedd y system fwyd yng Ngheredigion.
- Presgripsiynu cymdeithasol gwyrdd a glas, a ddarperir gan wasanaethau sydd wedi'u cydgysylltu'n dda, yw'r dull atgyfeirio arferol a derbyniol ar gyfer gwella iechyd.
- Manteisio i'r eithaf ar gyfleoedd i wella a hyrwyddo potensial cysylltedd digidol.

Beth fyddwn ni'n ei wneud:

- 2.1 Byddwn yn defnyddio dull partneriaethol gyda chymunedau i fynd i'r afael ag anghydraddoldebau a chaledi gan ddefnyddio'r ymyriadau sy'n seiliedig ar le. Mae defnyddio dull sy'n seiliedig ar le yn galluogi mwy i waith wedi'i dargedu a'i ganolbwyntio, gan adeiladu ar gryfderau'r gymuned a nodi'r hyn sydd ei angen. Mae cymhwyso ffocws ar y cyd ar gymuned benodol, yn sicrhau amodau i bobl ffynnu a thros amser, leihau'r galw am wasanaethau. Byddwn yn canolbwyntio'n wreiddiol ar Aberteifi, tref sydd wedi cael ei tharo'n arbennig o wael gan bandemig y coronafeirws ac mae cryn dystiolaeth i ddangos ei bod yn ardal sydd â lefelau uchel o anghydraddoldebau iechyd ac amddifadedd. Bydd hyn yn cynnwys:

- 2.1.1 Cynnal astudiaeth waelodlin gychwynnol gyda ffocws ar fynd i'r afael â chaledi. Parhau i ganolbwyntio ar ddangosyddion caledi allweddol – amddifadedd, credyd cynhwysol, incwm aelwydydd, tlodi plant, cyflogaeth a swyddi, banciau bwyd, tai, diogelwch cymunedol, gwres/tanwydd.
- 2.1.2 Defnyddio dull ar gyfer Datblygu Cymunedol sy'n seiliedig ar Asedau i helpu i gysylltu pobl, gan gynnwys grwpiau anodd eu cyrraedd, plant a phobl ifanc, er mwyn helpu i greu mwy o berthnasoedd yn seiliedig ar breswlydd i breswlydd, gan adeiladu ar gyd-ddibyniaeth a dibyniaeth ar ei gilydd. Mae cysylltu pobl â'u diddordebau cyffredin a'u galluogi i gyfnewid sgiliau ac adnoddau yn helpu cymunedau i nodi a gweithredu ar y materion sydd bwysicaf iddyn nhw.
- 2.1.3 Mapio asedau ac adnoddau ar draws y gymuned gyfan a nodi bylchau posibl ar gyfer gweithredu ataliol, yn ogystal â chyfleoedd cyfredol a chyfleoedd posib ar gyfer rhagnodi cymdeithasol, gwyrdd a glas; integreiddio gwaith y rhagnodwyr cymdeithasol a chysylltwyr cymunedol ymhellach.
- 2.1.4 Bydd dysgu o'r dull hwn yn galluogi i ddulliau tebyg gael eu defnyddio mewn meysydd eraill ac yn cyfrannu at well cyfranogiad gyda chymunedau.
- 2.2 Datblygu Partneriaeth Bwyd Lleol ledled Ceredigion i fynd i'r afael â materion cynaliadwyedd bwyd, mynediad a fforddiadwyedd tra hefyd yn cydnabod y manteision llesiant ychwanegol y gall mentrau bwyd cymunedol/cynlluniau tyfu eu cyflwyno.
- 2.3 Gweithio gyda, a chefnogi, cymunedau sydd am reoli a gwella eu hamgylchedd lleol. Grymuso pawb, gan gynnwys pobl ifanc, i wella manau cymunedol a chael mynediad at fannau gwyrdd sy'n gweithio mewn ffordd i bontio'r cenedlaethau i greu cyfleoedd gweithredu cymdeithasol a fydd yn arwain at effaith wirioneddol gymunedol i wella manau cymunedol.
- 2.4 Bydd y Bwrdd Gwasanaethau Cyhoeddus yn ceisio cryfhau gwaith Rhaglen Ddigidol Tyfu Canolbarth Cymru i sicrhau dull cydgysylltiedig er mwyn manteisio i'r eithaf ar gyfleoedd i wella'r seilwaith digidol a chysylltiadau.
- 2.5 Defnyddio dull partneriaethol o gynyddu'r nifer o'r genhedlaeth bresennol a chenhedlaeth y dyfodol sy'n cymryd rhan mewn chwaraeon a gweithgareddau corfforol ar draws y sir, gyda chysylltiadau priodol wedi'u gwneud i gael mynediad i fannau gwyrdd.
- 2.6 Bydd Cyrff Cyhoeddus trwy waith y BGC yn canolbwyntio ar ac yn cydweithio i ddarparu gweithgareddau ataliol sylfaenol ac eilaidd sy'n mynd i'r afael ag lechyd a Lles.

Amcan llesiant 3:

Cydweithio i gyflawni mentrau datgarboneiddio yng Ngheredigion i ddiogelu a gwella ein hadnoddau naturiol.

Pam yr amcan hwn:

O'n hasesiad llesiant, rydym yn gwybod mae Newid Hinsawdd yn parhau i fod yn un o heriau allweddol i ni ac i genedlaethau'r dyfodol. Mae'r Asesiad yn dangos y gwerth mae pobl leol yn gosod ar ei amgylchedd lleol ac ar y rôl allweddol mae'n chwarae ar ei lesiant, ond mae angen cymryd camau nawr i ddiogelu'r amgylchedd ac i liniaru'r effeithiau ar yr amgylchedd ac ar y fioamrywiaeth o'n cwmpas.

- Bydd datgarboneiddio yn heriol ac mae angen ystyried yn ofalus sut i'w weithredu.
- Mae plant yn teimlo eu bod wedi'u cysylltu â'r amgylchedd naturiol ac yn ymwybodol iawn o'r angen i'w warchod¹⁰.
- Mae ymwybyddiaeth a phryderon pobl ifanc am warchod yr amgylchedd yn parhau i dyfu¹¹.
- Roedd pobl ifanc yn poeni mwyaf am dipio anghyfreithlon a cholled ardaloedd gwyrdd¹².

Ein huchelgeisiau hir-dymor:

- Cyflawni gweithgarwch datgarboneiddio o fewn cymunedau a sefydliadau'r BGC.
- Cyrraedd statws Sero Net erbyn 2030.
- Uwchsgilio ac ailhyfforddi ar gyfer adferiad gwyrdd.
- Paratoi ar gyfer effeithiau newid hinsawdd.

¹⁰ Bwrdd Gwasanaethau Cyhoeddus Ceredigion (2022). 'Asesiad o Lesiant Lleol Ceredigion 2022'. [Ar-lein]. Ar gael ar: [Asesiad o Lesiant Lleol Ceredigion 2022](#) (Cyrchwyd: 10.10.22).

¹¹ Bwrdd Gwasanaethau Cyhoeddus Ceredigion (2022). 'Asesiad o Lesiant Lleol Ceredigion 2022'. [Ar-lein]. Ar gael ar: [Asesiad o Lesiant Lleol Ceredigion 2022](#) (Cyrchwyd: 10.10.22).

¹² Bwrdd Gwasanaethau Cyhoeddus Ceredigion (2022). 'Asesiad o Lesiant Lleol Ceredigion 2022'. [Ar-lein]. Ar gael ar: [Asesiad o Lesiant Lleol Ceredigion 2022](#) (Cyrchwyd: 10.10.22).

Beth fyddwn ni'n ei wneud:

- 3.1 Cyflawni gweithgarwch datgarboneiddio i gefnogi uchelgais Llywodraeth Cymru i gael sector cyhoeddus sero net erbyn 2030
- 3.2 Ceisio gwella ansawdd aer, dŵr a'r amgylchedd trwy gefnogi mesurau atal llygredd, gan sicrhau bod cysylltiadau'n cael eu gwneud ag Amcan 2 o ran gweithio gyda chymunedau a chefnogi cymunedau sydd am reoli a gwella eu hamgylchedd lleol (cam 2.3).
- 3.3 Ceisio gwarchod a gwella iechyd a chydnerthedd ein hecosystemau i fynd i'r afael â'r argyfwng natur a chefnogi gweithredu cynllun ffermio cynaliadwy Llywodraeth Cymru yng Ngheredigion.
- 3.4 Cynnal Asesiad Risg a Chyfleoedd Newid Hinsawdd a helpu i ddatblygu cymunedau ymaddasol a chydnerth mewn ymateb i newid hinsawdd, gan annog arloesi a datblygu atebion sy'n seiliedig ar natur.
- 3.5 Manteisio i'r eithaf ar y cyfle i uwchsgilio ac ailhyfforddi ar gyfer adferiad gwyrdd gan sicrhau bod cysylltiadau yn cael eu gwneud â cham 1.1, o ran cynyddu sgiliau trigolion Ceredigion i gwrdd â chyfleoedd gyrfa yn y sector cyhoeddus a'r sector preifat sy'n addas ar gyfer y dyfodol.
- 3.6 Mae sefydliadau'r BGC yn ymrwmo i Siarter Teithio Iach sy'n hyrwyddo cerdded, beicio, trafnidiaeth gyhoeddus a defnydd o gerbydau allyriadau isel iawn, gan gydnabod y cyfraniad cadarnhaol sydd gan hyn ar wella cysylltiadau cymdeithasol, iechyd corfforol a meddyliol yn ogystal â lleihau allyriadau carbon yn ogystal â chyfrannu at dwristiaeth gynaliadwy.
- 3.7 Gweithio gyda darparwyr tai a rhanddeiliaid eraill i sicrhau tai o ansawdd da a phriodol i bawb, gydag systemau ynni effeithlon.

Amcan llesiant 4:

Cydweithio er mwyn i gymunedau deimlo'n ddiogel ac wedi'u cysylltu, gan hyrwyddo amrywiaeth ddiwylliannol a chynyddu cyfleoedd i ddefnyddio'r Gymraeg.

Pam yr amcan hwn:

- Gwyddom fod cysylltiad cryf efo iaith a diwylliant yng Ngheredigion a bydd darparu cyfleoedd i bobl i ddysgu a gwella ei sgiliau iaith Cymraeg yn hanfodol er mwyn cadw'r iaith yn fyw i genedlaethau'r dyfodol. Dynododd yr Arolwg Lles bod siarad Cymraeg yn hynod o bwysig er mwyn cynnig ymdeimlad o gynhwysiant a hunaniaeth, sy'n gallu cael canlyniadau lles cadarnhaol¹³. Ystyrir bod Ceredigion yn un o gadarnleoedd yr iaith Gymraeg ac mewn byd sy'n globaleiddio, gall hunaniaeth arbennig, megis bod yn Gymro neu'n Gymraes, fod yn brofiad cyffrous a chyfoethog. Mae ymchwil yn dangos y gall datblygu'r Gymraeg yn ystod blynyddoedd cynnar annog ymdeimlad o berthyn, a chynnig llwybr at gyfleoedd diwylliannol a chymdeithasol newydd megis llenyddiaeth, cerddoriaeth, ffilm a theatr yn nes ymlaen mewn bywyd. Hefyd, mae sicrhau bod siaradwyr Cymraeg yn pasio'r iaith ymlaen i'r genhedlaeth nesaf a bod plant yn cael cyfleoedd i gymdeithasu yn yr iaith yn eu hardaloedd lleol yn hanfodol i oroesiad y Gymraeg.
- Mae ymgysylltiad cymdeithasol yn sbardun allweddol canlyniadau lles. Ar lefel gymdeithasol, mae pobl a chymunedau cydnerth ac sydd â chysylltiadau da yn hapusach ac yn iachach, ac yn gallu siapio eu bywydau mewn ffordd gadarnhaol yn well¹⁴. Mae sicrhau cymunedau â chysylltiadau da yn dod yn bwysicach, ac yn 2020, lansiodd Llywodraeth Cymru ei strategaeth gyntaf; 'Cysylltu Cymunedau', er mwyn mynd i'r afael â digartrefedd ac ynysu cymdeithasol a meithrin cysylltiad cymdeithasol cryfach. Mae hyn yn arbennig o bwysig mewn ardaloedd gwledig fel Ceredigion, oherwydd y gallai rhwystrau strwythurol gyfyngu ar ymgysylltiad, a allai arwain at unigrwydd ac ynysu cymdeithasol tybiedig.
- Er gwaetha'r ffigurau troseddu isel yng Ngheredigion, mae teimlo'n ddiogel yn hanfodol o hyd i lesiant, ac mae'n nodwedd amlwg yn y arolwg llesiant a'r digwyddiadau ar gyfer rhanddeiliaid. Ond ar draws yr holl ymatebion, teimlo'n ddiogel yn eu cartref eu hunain oedd yr thema unigol bwysicaf, a nodwyd gan 61% o'r ymatebwyr¹⁵. Er bod y canfyddiad o droseddu yn tueddu i fod yn uwch na realiti troseddu, nid yw'n hollol glir pam y daeth yr ymdeimlad ehangach o deimlo'n ddiogel i'r amlwg mor aml yn ystod yr ymgynghoriad.

Ein hamcanion hir-dymor:

- Ceredigion yn fan lle mae amrywiaeth ddiwylliannol a'r Gymraeg yn cael eu dathlu.

¹³ Bwrdd Gwasanaethau Cyhoeddus Ceredigion (2022). 'Asesiad o Lesiant Lleol Ceredigion 2022'. [Ar-lein]. Ar gael ar: [Asesiad o Lesiant Lleol Ceredigion 2022](#) (Cyrchwyd: 10.10.22).

¹⁴ Bwrdd Gwasanaethau Cyhoeddus Ceredigion (2022). 'Asesiad o Lesiant Lleol Ceredigion 2022'. [Ar-lein]. Ar gael ar: [Asesiad o Lesiant Lleol Ceredigion 2022](#) (Cyrchwyd: 10.10.22).

¹⁵ Bwrdd Gwasanaethau Cyhoeddus Ceredigion (2022). 'Asesiad o Lesiant Lleol Ceredigion 2022'. [Ar-lein]. Ar gael ar: [Asesiad o Lesiant Lleol Ceredigion 2022](#) (Cyrchwyd: 10.10.22).

- Y gymuned yn cael ei chynnwys er mwyn i bobl deimlo eu bod wedi'u grymuso ac yn wybodus er mwyn sicrhau diogelwch cymunedol lleol.
- Ceredigion yn lle diogel gydag amgylchedd awyr agored hygyrch ac iach y mae pawb yn ei ddefnyddio a'i fwynhau.

Beth fyddwn ni'n ei wneud:

- 4.1 Bydd y BGC yn cefnogi Strategaeth Ddiwylliannol Ceredigion a fydd yn cynnwys partneriaid ar draws y sir. Bydd yn strategaeth gymunedol i ddefnyddio ein diwylliant a'n hanes i wneud i bobl deimlo eu bod yn perthyn i'w cymuned, wedi buddsoddi ynddi ac yn cael eu gwerthfawrogi. Mae diwylliant yn cyfrannu at gydlyniant cymdeithasol a thrwy gael balchder yn y gorffennol gall helpu i siapio'r dyfodol. Oherwydd y cysylltiadau posibl gyda llesiant Cymdeithasol, bydd cysylltiadau'n cael eu gwneud gyda gweithio ar sail lleoedd o dan amcan 2.
- 4.2 Gweithredu Strategaeth y Gymraeg newydd a fydd yn cynnwys partneriaid ar draws y sir, gan adlewyrchu'r angen i fynd i'r afael â'r gostyngiad mewn siaradwyr Cymraeg fel y nodwyd yng Nghyfrifiad 2021. Bydd holl bartneriaid y BGC yn ystyried beth fydd eu camau nesaf y tu hwnt i weithredu gofynion statudol Mesur y Gymraeg, i annog y defnydd o'r Gymraeg a diwylliant Cymru yn y gweithle a chryfhau'r ymdeimlad o le, cymuned a pherthyn.
- 4.3 Caiff Asesiad Strategol o Droseddau ac Anhrefn Ceredigion ei gynnal i lywio blaenoriaethau'r Bartneriaeth Diogelwch Cymunedol a helpu i ddeall ofn troseddu yng Ngheredigion.
- 4.4 Cynhelir cyfarfodydd Monitro Tensiwn Cymunedol gyda sefydliadau partner i nodi dangosyddion cynnar o densiynau sy'n datblygu o fewn cymunedau a gweithredu ffrydiau gwaith ymyrraeth gynnar ac atal yn yr ardaloedd hynny.
- 4.5 Bydd partneriaid yn parhau i gydweithio i gefnogi a chroesawu ceiswyr lloches a ffoaduriaid i Geredigion.
- 4.6 Gweithio mewn partneriaeth i ddangos ymrwymiad clir i gefnogi ac ymgorffori nodau ac amcanion y Cynllun Gweithredu Cydraddoldeb Hiliol: Cymru Wrth-hiliol.

Cyflawni a Monitro Cynnydd

Trefniadau Llywodraethu a Chyflawni'r Cynllun

Strwythur gweithredol y Grwpiau Prosiect: Bydd pob Grŵp Prosiect yn cael ei gadeirio gan gynrychiolydd o blith un o bartneriaid y BGC. Gan ganolbwyntio yn y lle cyntaf ar agenda strategol, bydd aelodaeth y grwpiau yn cynnwys y cynrychiolwyr ar draws y sefydliadau sydd ag iddynt y statws priodol ond bydd yn hyblyg o ran medru cynnwys y swyddogion a'r staff cywir ynghyd ag eraill (y cyhoedd a grwpiau buddiannau arbennig) er mwyn cydgynhyrchu gwasanaethau a'u darparu mewn modd effeithiol. Bydd y BGC a'r Grwpiau Prosiect yn cael eu cefnogi gan Bartneriaeth Tlodi. Mae'r Grwpiau Prosiect yn dod yn uniongyrchol o dan drefniadau llywodraethu'r BGC, a fydd yn caniatáu i'r fforymau fabwysiadu dull gweithredu mwy hyblyg gan roi'r gallu iddynt adrodd ynghylch eithriadau ac uchafbwyntiau i'r BGC. Mi fydd pob Grŵp Prosiect yn datblygu cynllun cyflawni a chynllunio prosiect a fydd yn cael ei gyhoeddi ar wefan y BGC. Bydd y cynllun cyflawni yn rhoi eglurder ar y camau yr ydym yn bwriadu eu cymryd i gyflawni'r Camau Gweithredu yn y Cynllun hwn ac yn nodi'r partneriaid a'r rhanddeiliaid fydd yn gyfrifol am eu cyflwyno.

Monitro ein perfformiad

Bydd y BGC yn monitro'r gwaith o gyflawni'r Cynllun hwn, a byddwn yn datblygu offeryn adrodd yn seiliedig ar egwyddorion rheoli prosiect. Byddwn yn cynllunio dangosyddion sy'n addas ar gyfer y Cynllun ac sy'n berthnasol ar gyfer ein hardal leol.


Craffu

Mae Pwyllgor Cydlynw Trosolwg a Chraffu Cyngor Sir Ceredigion yn gyfrifol am gael trosolwg o effeithiolrwydd cyffredinol BGC Ceredigion trwy adolygu neu graffu ar y penderfyniadau a wneir neu'r camau a gymerir gan y Bwrdd, a thrwy adolygu neu graffu ar drefniadau llywodraethu'r Bwrdd.

Adroddiad Blynyddol

Fel rhan o'n trefniadau monitro, byddwn yn paratoi Adroddiad Blynyddol a fydd yn nodi manylion y camau a gymerwyd gan y BGC er mwyn sicrhau bod pob un o'r Amcanion Llesiant yn cael eu cyflawni.


Sut mae'r rhain yn cyfrannu at y Saith Nod Llesiant

 <p>Cymru lewyrchus</p> <p>Cymdeithas arloesol, gynhyrchiol, carbon isel sy'n cydnabod y terfynau sydd ar yr amgylchedd bydeang ac sydd, o ganlyniad, yn defnyddio adnoddau mewn modd effeithlon a chymesur (gan gynnwys gweithredu ar newid yn yr hinsawdd); ac sy'n datblygu poblogaeth fedrus ac addysgedig mewn economi sy'n cynhyrchu cyfoeth ac yn cynnig cyfleoedd cyflogaeth, gan ganiatáu i bobl fanteisio ar y cyfoeth a gynhyrchir drwy gael gafael ar waith addas.</p>	
0.1	Bydd y BGC yn blaenoriaethu mynd i'r afael â chaledi a tlodi mewn ymateb i'r argyfwng costau byw, gan groesgyfeirio at y pileri llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol.
0.2	Bydd yr is-grŵp tlodi yn gweithredu fel llais i'r rhai sy'n cael eu heffeithio gan dlodi a chaledi yng Ngheredigion. Y grŵp hwn fydd y llygaid a'r clustiau, gan wybod beth sydd ei angen ar gymunedau a dinasyddion a'r wybodaeth sydd gan bartneriaid. Bydd buddion ac adnoddau i liniaru effaith tlodi yn cael eu casglu a'u rhannu mewn ffordd gydlynol er mwyn sicrhau ei fod yn cyrraedd pawb sydd angen cymorth.
0.3	Bydd yr Is-grŵp tlodi sy'n cynnwys rhwydwaith o sefydliadau partner yn craffu ar waith y BGC i wella'r gwaith a wneir i frwydro yn erbyn tlodi ar draws pob un o'r pedwar amcan.
1.1	Byddwn yn gweithio ar y cyd gyda phartneriaid, gan gynnwys y Bartneriaeth Sgiliau Rhanbarthol, gan gynnwys partiön sydd â diddordeb mewn cynnal archwiliadau yn y gweithlu a nodi bylchau sgiliau i helpu i gynllunio ein gweithlu yn y dyfodol; cynyddu sgiliau trigolion Ceredigion i gwrdd â chyfleoedd gyrfa yn y sector gyhoeddus a'r sector preifat ac anghenion lleol, sy'n addas ar gyfer y dyfodol, gan gynnwys uwchsgilio ac ail-hyfforddi ar gyfer economi werdd.
1.2	Byddwn yn gweithio ar y cyd ac yn hyrwyddo dull gweithredu ar draws ein sefydliadau, gan gryfhau rhaglenni prentisiaethau a chyfleoedd gwirfoddoli sy'n darparu sgiliau ar gyfer cyflogaeth, yn helpu i gysylltu ag eraill yn ogystal â chyfrannu at well iechyd meddwl ac iechyd corfforol.
1.3	Bydd grŵp partneriaeth yn cael ei sefydlu i gyflawni Cronfa Ffyniant Gyffredin y DU. Bydd hyn yn sicrhau trosolwg traws-sefydliadol a dull gweithredu ar y cyd ar gyfer mynd i'r afael â blaenoriaethau lleol. Bydd hyn hefyd yn hwyluso alinio ffrydiau ariannu lle bo'n briodol a sicrhau bod yr Amcanion Llesiant yn cael eu hystyried a bod yr egwyddor o ddatblygu cynaliadwy yn cael ei weithredu.
1.4	Trwy gaffael, bydd sefydliadau'r BGC yn gwneud defnydd y mwyaf o gyflenwyr lleol ar gyfer ei nwyddau, ei wasanaethau a'i waith.


1.5	Bydd holl sefydliadau'r BGC yn ymrwymo i ddatblygu meddylfryd gwaith teg, rhoi gwaith teg wrth wraidd polisiâu a chynlluniau, creu gwaith teg a bod yn esiamplau o waith teg yng Ngheredigion gan arddangos gwerth dull gweithredu o'r fath i fusnesau a'r gymuned a hyrwyddo mynediad i waith teg i bawb.
1.6	Bydd y BGC yn gwneud cysylltiadau clir â Bargaen Twf Canolbarth Cymru a'r fframwaith economaidd rhanbarthol ar draws ystod o feysydd megis ynni, yr economi a sgiliau er mwyn ddatblygu dull mwy cynhwysol o fesur llwyddiant economaidd.
2.1	Byddwn yn defnyddio dull partneriaethol gyda chymunedau i fynd i'r afael ag anghydraddoldebau a chaledi gan ddefnyddio'r ymyriadau sy'n seiliedig ar le. Mae defnyddio dull sy'n seiliedig ar le yn galluogi mwy i waith wedi'i dargedu a'i ganolbwyntio, gan adeiladu ar gryfderau'r gymuned a nodi'r hyn sydd ei angen. Mae cymhwyso ffocws ar y cyd ar gymuned benodol, yn sicrhau amodau i bobl ffynnu a thros amser, leihau'r galw am wasanaethau. Byddwn yn canolbwyntio'n wreiddiol ar Aberteifi, tref sydd wedi cael ei tharo'n arbennig o wael gan bandemig y coronafeirws ac mae cryn dystiolaeth i ddangos ei bod yn ardal sydd â lefelau uchel o anghydraddoldebau iechyd ac amddifadedd.
2.4	Bydd y Bwrdd Gwasanaethau Cyhoeddus yn ceisio cryfhau gwaith Rhaglen Ddigidol Tyfu Canolbarth Cymru i sicrhau dull cydgysylltiedig er mwyn manteisio i'r eithaf ar gyfleoedd i wella'r seilwaith digidol a chysylltiadau.
3.1	Cyflawni gweithgarwch datgarboneiddio i gefnogi gwireddu uchelgais Llywodraeth Cymru o gael sector cyhoeddus sero net erbyn 2030.
3.3	Ceisio gwarchod a gwella iechyd a chydnerthedd ein hecosystemau i fynd i'r afael â'r argyfwng natur a chefnogi gweithredu cynllun ffermio cynaliadwy Llywodraeth Cymru yng Ngheredigion.
3.5	Manteisio i'r eithaf ar y cyfle i uwchsgilio ac ailhyfforddi ar gyfer adferiad gwyrdd gan sicrhau bod cysylltiadau yn cael eu gwneud â cham 1.1, o ran cynyddu sgiliau trigolion Ceredigion i gwrdd â chyfleoedd gyrfa yn y sector cyhoeddus a'r sector preifat sy'n addas ar gyfer y dyfodol.
3.6	Mae sefydliadau'r BGC yn ymrwymo i Siarter Teithio Iach sy'n hyrwyddo cerdded, beicio, trafndiaeth gyhoeddus a defnydd o gerbydau allyriadau isel iawn, gan gydnabod y cyfraniad cadarnhaol sydd gan hyn ar wella cysylltiadau cymdeithasol, iechyd corfforol a meddyliol yn ogystal â lleihau allyriadau carbon yn ogystal â chyfrannu at dwristiaeth gynaliadwy.
 Cymru gydnerth	

Cenedl sy'n cynnal ac yn gwella amgylchedd naturiol bioamrywiol gydag ecosystemau iach gweithredol sy'n cynnal cydnerthedd cymdeithasol, economaidd ac ecolegol ynghyd â'r gallu i addasu i newid (er enghraifft newid yn yr hinsawdd)	
0.1	Bydd y BGC yn blaenoriaethu mynd i'r afael â chaledi a thlodi mewn ymateb i'r argyfwng costau byw, gan groesgyfeirio at y pileri llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol.
0.2	Bydd yr is-grŵp tlodi yn gweithredu fel llais i'r rhai sy'n cael eu heffeithio gan dlodi a chaledi yng Ngheredigion. Y grŵp hwn fydd y llygaid a'r clustiau, gan wybod beth sydd ei angen ar gymunedau a dinasyddion a'r wybodaeth sydd gan bartneriaid. Bydd buddion ac adnoddau i liniaru effaith tlodi yn cael eu casglu a'u rhannu mewn ffordd gydlynol er mwyn sicrhau ei fod yn cyrraedd pawb sydd angen cymorth.
0.3	Bydd yr is-grŵp tlodi sy'n cynnwys rhwydwaith o sefydliadau partner yn craffu ar waith y BGC i wella'r gwaith a wneir i frwydro yn erbyn tlodi ar draws pob un o'r pedwar amcan.
1.1	Byddwn yn gweithio ar y cyd gyda phartneriaid, gan gynnwys y Bartneriaeth Sgiliau Rhanbarthol, gan gynnwys partiön sydd â diddordeb mewn cynnal archwiliadau yn y gweithlu a nodi bylchau sgiliau i helpu i gynllunio ein gweithlu yn y dyfodol; cynyddu sgiliau trigolion Ceredigion i gwrdd â chyfleoedd gyrfa yn y sector gyhoeddus a'r sector preifat ac anghenion lleol, sy'n addas ar gyfer y dyfodol, gan gynnwys uwchsgilio ac ail-hyfforddi ar gyfer economi werdd.
1.2	Byddwn yn gweithio ar y cyd ac yn hyrwyddo dull gweithredu ar draws ein sefydliadau, gan gryfhau rhaglenni prentisiaethau a chyfleoedd gwirfoddoli sy'n darparu sgiliau ar gyfer cyflogaeth, yn helpu i gysylltu ag eraill yn ogystal â chyfrannu at well iechyd meddwl ac iechyd corfforol.
1.6	Bydd y BGC yn gwneud cysylltiadau clir â Bargen Twf Canolbarth Cymru a'r fframwaith economaidd rhanbarthol ar draws ystod o feysydd megis ynni, yr economi a sgiliau er mwyn ddatblygu dull mwy cynhwysol o fesur llwyddiant economaidd.
2.1	Byddwn yn defnyddio dull partneriaethol gyda chymunedau i fynd i'r afael ag anghydraddoldebau a chaledi gan ddefnyddio'r ymyriadau sy'n seiliedig ar le. Mae defnyddio dull sy'n seiliedig ar le yn galluogi mwy i waith wedi'i dargedu a'i ganolbwyntio, gan adeiladu ar gryfderau'r gymuned a nodi'r hyn sydd ei angen. Mae cymhwyso ffocws ar y cyd ar gymuned benodol, yn sicrhau amodau i bobl ffynnu a thros amser, leihau'r galw am wasanaethau. Byddwn yn canolbwyntio'n wreiddiol ar Aberteifi, tref sydd wedi cael ei tharo'n arbennig o wael gan bandemig y coronafeirws ac mae cryn dystiolaeth i ddangos ei bod yn ardal sydd â lefelau uchel o anghydraddoldebau iechyd ac amddifadedd.

2.2	Datblygu Partneriaeth Bwyd Lleol ledled Ceredigion i fynd i'r afael â materion cynaliadwyedd bwyd, mynediad a fforddiadwyedd tra hefyd yn cydnabod y manteision llesiant ychwanegol y gall mentrau bwyd cymunedol/cynlluniau tyfu eu cyflwyno.
2.3	Gweithio gyda, a chefnogi, cymunedau sydd am reoli a gwella eu hamgylchedd lleol. Grymuso pawb, gan gynnwys pobl ifanc, i wella manau cymunedol a chael mynediad at fannau gwyrdd sy'n gweithio mewn ffordd i bontio'r cenedlaethau i greu cyfleoedd gweithredu cymdeithasol a fydd yn arwain at effaith wirioneddol gymunedol i wella manau cymunedol.
2.4	Bydd y Bwrdd Gwasanaethau Cyhoeddus yn ceisio cryfhau gwaith Rhaglen Ddigidol Tyfu Canolbarth Cymru i sicrhau dull cydgysylltiedig er mwyn manteisio i'r eithaf ar gyfleoedd i wella'r seilwaith digidol a chysylltiadau.
2.6	Bydd Cyrff Cyhoeddus trwy waith y BGC yn canolbwyntio ar ac yn cydweithio i ddarparu gweithgareddau ataliol sylfaenol ac eilaidd sy'n mynd i'r afael ag lechyd a Lles.
3.1	Cyflawni gweithgarwch datgarboneiddio i gefnogi uchelgais Llywodraeth Cymru i gael sector cyhoeddus sero net erbyn 2030
3.2	Ceisio gwella ansawdd aer, dŵr a'r amgylchedd trwy gefnogi mesurau atal llygredd, gan sicrhau bod cysylltiadau'n cael eu gwneud ag Amcan 2 o ran gweithio gyda chymunedau a chefnogi cymunedau sydd am reoli a gwella eu hamgylchedd lleol (cam 2.3).
3.3	Ceisio gwarchod a gwella iechyd a chydnerthedd ein hecosystemau i fynd i'r afael â'r argyfwng natur a chefnogi gweithredu cynllun ffermio cynaliadwy Llywodraeth Cymru yng Ngheredigion.
3.4	Cynnal Asesiad Risg a Chyfleoedd Newid Hinsawdd a helpu i ddatblygu cymunedau ymaddasol a chydnerth mewn ymateb i newid hinsawdd, gan annog arloesi a datblygu atebion sy'n seiliedig ar natur.
3.5	Manteisio i'r eithaf ar y cyfle i uwchsgilio ac ailhyfforddi ar gyfer adferiad gwyrdd gan sicrhau bod cysylltiadau yn cael eu gwneud â cham 1.1, o ran cynyddu sgiliau trigolion Ceredigion i gwrdd â chyfleoedd gyrfa yn y sector cyhoeddus a'r sector preifat sy'n addas ar gyfer y dyfodol.
3.6	Mae sefydliadau'r BGC yn ymrwmo i Siarter Teithio Iach sy'n hyrwyddo cerdded, beicio, trafndiaeth gyhoeddus a defnydd o gerbydau allyriadau isel iawn, gan gydnabod y cyfraniad cadarnhaol sydd gan hyn ar wella cysylltiadau cymdeithasol, iechyd corfforol a meddyliol yn ogystal â lleihau allyriadau carbon yn ogystal â chyfrannu at dwristiaeth gynaliadwy.
3.7	Gweithio gyda darparwyr tai a rhanddeiliaid eraill i sicrhau tai o ansawdd da a phriodol i bawb, gydag systemau ynni effeithlon.


4.1	Bydd y BGC yn cefnogi Strategaeth Ddiwylliannol Ceredigion a fydd yn cynnwys partneriaid ar draws y sir. Bydd yn strategaeth gymunedol i ddefnyddio ein diwylliant a'n hanes i wneud i bobl deimlo eu bod yn perthyn i'w cymuned, wedi buddsoddi ynddi ac yn cael eu gwerthfawrogi. Mae diwylliant yn cyfrannu at gydlyniant cymdeithasol a thrwy gael balchder yn y gorffennol gall helpu i siapia'r dyfodol. Oherwydd y cysylltiadau posibl gyda llesiant Cymdeithasol, bydd cysylltiadau'n cael eu gwneud gyda gweithio ar sail lleoedd o dan amcan 2.
4.2	Gweithredu Strategaeth y Gymraeg newydd a fydd yn cynnwys partneriaid ar draws y sir, gan adlewyrchu'r angen i fynd i'r afael â'r gostyngiad mewn siaradwyr Cymraeg fel y nodwyd yng Nghyfrifiad 2021. Bydd holl bartneriaid y BGC yn ystyried beth fydd eu camau nesaf y tu hwnt i weithredu gofynion statudol Mesur y Gymraeg, i annog y defnydd o'r Gymraeg a diwylliant Cymru yn y gweithle a chryfhau'r ymdeimlad o le, cymuned a pherthyn.
4.3	Caiff Asesiad Strategol o Droseddau ac Anhrefn Ceredigion ei gynnal i lywio blaenoriaethau'r Bartneriaeth Diogelwch Cymunedol a helpu i ddeall ofn troseddu yng Ngheredigion.
4.4	Cynhelir cyfarfodydd Monitro Tensiwn Cymunedol gyda sefydliadau partner i nodi dangosyddion cynnar o densiynau sy'n datblygu o fewn cymunedau a gweithredu ffrydiau gwaith ymyrraeth gynnar ac atal yn yr ardaloedd hynny.
4.6	Gweithio mewn partneriaeth i ddangos ymrwymiad clir i gefnogi ac ymgorffori nodau ac amcanion y Cynllun Gweithredu Cydraddoldeb Hiliol: Cymru Wrth-hiliol.
 Cymru sy'n fwy cyfartal Cymdeithas sy'n galluogi pobl i gyflawni eu potensial ni waeth beth fo'u cefndir neu eu hamgylchiadau (gan gynnwys eu cefndir a'u hamgylchiadau cymdeithasol-economaidd).	
0.1	Bydd y BGC yn blaenoriaethu mynd i'r afael â chaledi a thlodi mewn ymateb i'r argyfwng costau byw, gan groesgyfeirio at y pileri llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol.
0.2	Bydd yr is-grŵp tlodi yn gweithredu fel llais i'r rhai sy'n cael eu heffeithio gan dlodi a chaledi yng Ngheredigion. Y grŵp hwn fydd y llygaid a'r clustiau, gan wybod beth sydd ei angen ar gymunedau a dinasyddion a'r wybodaeth sydd gan bartneriaid. Bydd buddion ac adnoddau i liniaru effaith tlodi yn cael eu casglu a'u rhannu mewn ffordd gydlynol er mwyn sicrhau ei fod yn cyrraedd pawb sydd angen cymorth.
0.3	Bydd yr is-grŵp tlodi sy'n cynnwys rhwydwaith o sefydliadau partner yn craffu ar waith y BGC i wella'r gwaith a wneir i frwydro yn erbyn tlodi ar draws pob un o'r pedwar amcan.

1.1	Byddwn yn gweithio ar y cyd gyda phartneriaid, gan gynnwys y Bartneriaeth Sgiliau Rhanbarthol, gan gynnwys partiön sydd â diddordeb mewn cynnal archwiliadau yn y gweithlu a nodi bylchau sgiliau i helpu i gynllunio ein gweithlu yn y dyfodol; cynyddu sgiliau trigolion Ceredigion i gwrdd â chyfleoedd gyrfa yn y sector gyhoeddus a'r sector preifat ac anghenion lleol, sy'n addas ar gyfer y dyfodol, gan gynnwys uwchsgilio ac ail-hyfforddi ar gyfer economi werdd.
1.5	Bydd holl sefydliadau'r BGC yn ymrwmo i ddatblygu meddylfryd gwaith teg, rhoi gwaith teg wrth wraidd polisiâu a chynlluniau, creu gwaith teg a bod yn esiamplau o waith teg yng Ngheredigion gan arddangos gwerth dull gweithredu o'r fath i fusnesau a'r gymuned a hyrwyddo mynediad i waith teg i bawb.
2.1	Byddwn yn defnyddio dull partneriaethol gyda chymunedau i fynd i'r afael ag anghydraddoldebau a chaledi gan ddefnyddio'r ymyriadau sy'n seiliedig ar le. Mae defnyddio dull sy'n seiliedig ar le yn galluogi mwy i waith wedi'i dargedu a'i ganolbwyntio, gan adeiladu ar gryfderau'r gymuned a nodi'r hyn sydd ei angen. Mae cymhwyso ffocws ar y cyd ar gymuned benodol, yn sicrhau amodau i bobl ffynnu a thros amser, leihau'r galw am wasanaethau. Byddwn yn canolbwyntio'n wreiddiol ar Aberteifi, tref sydd wedi cael ei tharo'n arbennig o wael gan bandemig y coronafeirws ac mae cryn dystiolaeth i ddangos ei bod yn ardal sydd â lefelau uchel o anghydraddoldebau iechyd ac amddifadedd.
2.2	Datblygu Partneriaeth Bwyd Lleol ledled Ceredigion i fynd i'r afael â materion cynaliadwyedd bwyd, mynediad a fforddiadwyedd tra hefyd yn cydnabod y manteision llesiant ychwanegol y gall mentrau bwyd cymunedol/cynlluniau tyfu eu cyflwyno.
2.3	Gweithio gyda, a chefnogi, cymunedau sydd am reoli a gwella eu hamgylchedd lleol. Grymuso pawb, gan gynnwys pobl ifanc, i wella manau cymunedol a chael mynediad at fannau gwyrdd sy'n gweithio mewn ffordd i bontio'r cenedlaethau i greu cyfleoedd gweithredu cymdeithasol a fydd yn arwain at effaith wirioneddol gymunedol i wella manau cymunedol.
2.5	Defnyddio dull partneriaethol o gynyddu'r nifer o'r genhedlaeth bresennol a chenedlaeth y dyfodol sy'n cymryd rhan mewn chwaraeon a gweithgareddau corfforol ar draws y sir, gyda chysylltiadau priodol wedi'u gwneud i gael mynediad i fannau gwyrdd.
2.6	Bydd Cyrff Cyhoeddus trwy waith y BGC yn canolbwyntio ar ac yn cydweithio i ddarparu gweithgareddau ataliol sylfaenol ac eilaidd sy'n mynd i'r afael ag Iechyd a Lles.
3.2	Ceisio gwella ansawdd aer, dŵr a'r amgylchedd trwy gefnogi mesurau atal llygredd, gan sicrhau bod cysylltiadau'n cael eu gwneud ag Amcan 2 o ran gweithio gyda chymunedau a chefnogi cymunedau sydd am reoli a gwella eu hamgylchedd lleol (cam 2.3).


3.4	Cynnal Asesiad Risg a Chyfleoedd Newid Hinsawdd a helpu i ddatblygu cymunedau ymaddasol a chydnerth mewn ymateb i newid hinsawdd, gan annog arloesi a datblygu atebion sy'n seiliedig ar natur.
3.6	Mae sefydliadau'r BGC yn ymrwmo i Siarter Teithio Iach sy'n hyrwyddo cerdded, beicio, trafndiaeth gyhoeddus a defnydd o gerbydau allyriadau isel iawn, gan gydnabod y cyfraniad cadarnhaol sydd gan hyn ar wella cysylltiadau cymdeithasol, iechyd corfforol a meddyliol yn ogystal â lleihau allyriadau carbon yn ogystal â chyfrannu at dwristiaeth gynaliadwy.
3.7	Gweithio gyda darparwyr tai a rhanddeiliaid eraill i sicrhau tai o ansawdd da a phriodol i bawb, gydag systemau ynni effeithlon.
4.1	Bydd y BGC yn cefnogi Strategaeth Ddiwylliannol Ceredigion a fydd yn cynnwys partneriaid ar draws y sir. Bydd yn strategaeth gymunedol i ddefnyddio ein diwylliant a'n hanes i wneud i bobl deimlo eu bod yn perthyn i'w cymuned, wedi buddsoddi ynddi ac yn cael eu gwerthfawrogi. Mae diwylliant yn cyfrannu at gydlyniant cymdeithasol a thrwy gael balchder yn y gorffennol gall helpu i siapio'r dyfodol. Oherwydd y cysylltiadau posibl gyda llesiant Cymdeithasol, bydd cysylltiadau'n cael eu gwneud gyda gweithio ar sail lleoedd o dan amcan 2.
4.2	Gweithredu Strategaeth y Gymraeg newydd a fydd yn cynnwys partneriaid ar draws y sir, gan adlewyrchu'r angen i fynd i'r afael â'r gostyngiad mewn siaradwyr Cymraeg fel y nodwyd yng Nghyfrifiad 2021. Bydd holl bartneriaid y BGC yn ystyried beth fydd eu camau nesaf y tu hwnt i weithredu gofynion statudol Mesur y Gymraeg, i annog y defnydd o'r Gymraeg a diwylliant Cymru yn y gweithle a chryfhau'r ymdeimlad o le, cymuned a pherthyn.
4.3	Caiff Asesiad Strategol o Droseddau ac Anhrefn Ceredigion ei gynnal i lywio blaenoriaethau'r Bartneriaeth Diogelwch Cymunedol a helpu i ddeall ofn troseddu yng Ngheredigion.
4.4	Cynhelir cyfarfodydd Monitro Tensiwn Cymunedol gyda sefydliadau partner i nodi dangosyddion cynnar o densiynau sy'n datblygu o fewn cymunedau a gweithredu ffrydiau gwaith ymyrraeth gynnar ac atal yn yr ardaloedd hynny.
4.5	Bydd partneriaid yn parhau i gydweithio i gefnogi a chroesawu ceiswyr lloches a ffoaduriaid i Geredigion.
4.6	Gweithio mewn partneriaeth i ddangos ymrwymiad clir i gefnogi ac ymgorffori nodau ac amcanion y Cynllun Gweithredu Cydraddoldeb Hiliol: Cymru Wrth-hiliol.
 Cymru Iachach	


Cymdeithas lle mae llesiant corfforol a meddyliol pobl cystal â phosibl a lle deellir dewisiadau ac ymddygiadau sydd o fudd i iechyd yn y dyfodol	
0.1	Bydd y BGC yn blaenoriaethu mynd i'r afael â chaledi a thlodi mewn ymateb i'r argyfwng costau byw, gan groesgyfeirio at y pileri llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol.
0.2	Bydd yr is-grŵp tlodi yn gweithredu fel llais i'r rhai sy'n cael eu heffeithio gan dlodi a chaledi yng Ngheredigion. Y grŵp hwn fydd y llygaid a'r clustiau, gan wybod beth sydd ei angen ar gymunedau a dinasyddion a'r wybodaeth sydd gan bartneriaid. Bydd buddion ac adnoddau i liniaru effaith tlodi yn cael eu casglu a'u rhannu mewn ffordd gydlynol er mwyn sicrhau ei fod yn cyrraedd pawb sydd angen cymorth.
0.3	Bydd yr is-grŵp tlodi sy'n cynnwys rhwydwaith o sefydliadau partner yn craffu ar waith y BGC i wella'r gwaith a wneir i frwydro yn erbyn tlodi ar draws pob un o'r pedwar amcan.
1.2	Byddwn yn gweithio ar y cyd ac yn hyrwyddo dull gweithredu ar draws ein sefydliadau, gan gryfhau rhaglenni prentisiaethau a chyfleoedd gwirfoddoli sy'n darparu sgiliau ar gyfer cyflogaeth, yn helpu i gysylltu ag eraill yn ogystal â chyfrannu at well iechyd meddwl ac iechyd corfforol.
2.1	Byddwn yn defnyddio dull partneriaethol gyda chymunedau i fynd i'r afael ag anghydraddoldebau a chaledi gan ddefnyddio'r ymyriadau sy'n seiliedig ar le. Mae defnyddio dull sy'n seiliedig ar le yn galluogi mwy i waith wedi'i dargedu a'i ganolbwyntio, gan adeiladu ar gryfderau'r gymuned a nodi'r hyn sydd ei angen. Mae cymhwyso ffocws ar y cyd ar gymuned benodol, yn sicrhau amodau i bobl ffynnu a thros amser, leihau'r galw am wasanaethau. Byddwn yn canolbwyntio'n wreiddiol ar Aberteifi, tref sydd wedi cael ei tharo'n arbennig o wael gan bandemig y coronafeirws ac mae cryn dystiolaeth i ddangos ei bod yn ardal sydd â lefelau uchel o anghydraddoldebau iechyd ac amddifadedd.
2.2	Datblygu Partneriaeth Bwyd Lleol ledled Ceredigion i fynd i'r afael â materion cynaliadwyedd bwyd, mynediad a fforddiadwyedd tra hefyd yn cydnabod y manteision llesiant ychwanegol y gall mentrau bwyd cymunedol/cynlluniau tyfu eu cyflwyno.
2.3	Gweithio gyda, a chefnogi, cymunedau sydd am reoli a gwella eu hamgylchedd lleol. Grymuso pawb, gan gynnwys pobl ifanc, i wella mannau cymunedol a chael mynediad at fannau gwyrdd sy'n gweithio mewn ffordd i bontio'r cenedlaethau i greu cyfleoedd gweithredu cymdeithasol a fydd yn arwain at effaith wirioneddol gymunedol i wella mannau cymunedol.
2.5	Defnyddio dull partneriaethol o gynyddu'r nifer o'r genhedlaeth bresennol a chenedlaeth y dyfodol sy'n cymryd rhan mewn chwaraeon a gweithgareddau corfforol ar draws y sir, gyda chysylltiadau priodol wedi'u gwneud i gael mynediad i fannau gwyrdd.

2.6	Bydd Cyrff Cyhoeddus trwy waith y BGC yn canolbwyntio ar ac yn cydweithio i ddarparu gweithgareddau ataliol sylfaenol ac eilaidd sy'n mynd i'r afael ag Iechyd a Lles.
3.2	Ceisio gwella ansawdd aer, dŵr a'r amgylchedd trwy gefnogi mesurau atal llygredd, gan sicrhau bod cysylltiadau'n cael eu gwneud ag Amcan 2 o ran gweithio gyda chymunedau a chefnogi cymunedau sydd am reoli a gwella eu hamgylchedd lleol (cam 2.3).
3.3	Ceisio gwarchod a gwella iechyd a chydnerthedd ein hecosystemau i fynd i'r afael â'r argyfwng natur a chefnogi gweithredu cynllun ffermio cynaliadwy Llywodraeth Cymru yng Ngheredigion.
3.4	Cynnal Asesiad Risg a Chyfleoedd Newid Hinsawdd a helpu i ddatblygu cymunedau ymaddasol a chydnerth mewn ymateb i newid hinsawdd, gan annog arloesi a datblygu atebion sy'n seiliedig ar natur.
3.6	Mae sefydliadau'r BGC yn ymrwmo i Siarter Teithio Iach sy'n hyrwyddo cerdded, beicio, trafndiaeth gyhoeddus a defnydd o gerbydau allyriadau isel iawn, gan gydnabod y cyfraniad cadarnhaol sydd gan hyn ar wella cysylltiadau cymdeithasol, iechyd corfforol a meddyliol yn ogystal â lleihau allyriadau carbon yn ogystal â chyfrannu at dwristiaeth gynaliadwy.
3.7	Gweithio gyda darparwyr tai a rhanddeiliaid eraill i sicrhau tai o ansawdd da a phriodol i bawb, gydag systemau ynni effeithlon.
4.1	Bydd y BGC yn cefnogi Strategaeth Ddiwylliannol Ceredigion a fydd yn cynnwys partneriaid ar draws y sir. Bydd yn strategaeth gymunedol i ddefnyddio ein diwylliant a'n hanes i wneud i bobl deimlo eu bod yn perthyn i'w cymuned, wedi buddsoddi ynddi ac yn cael eu gwerthfawrogi. Mae diwylliant yn cyfrannu at gydlyniant cymdeithasol a thrwy gael balchder yn y gorffennol gall helpu i siapio'r dyfodol. Oherwydd y cysylltiadau posibl gyda llesiant Cymdeithasol, bydd cysylltiadau'n cael eu gwneud gyda gweithio ar sail lleoedd o dan amcan 2.
4.2	Gweithredu Strategaeth y Gymraeg newydd a fydd yn cynnwys partneriaid ar draws y sir, gan adlewyrchu'r angen i fynd i'r afael â'r gostyngiad mewn siaradwyr Cymraeg fel y nodwyd yng Nghyfrifiad 2021. Bydd holl bartneriaid y BGC yn ystyried beth fydd eu camau nesaf y tu hwnt i weithredu gofynion statudol Mesur y Gymraeg, i annog y defnydd o'r Gymraeg a diwylliant Cymru yn y gweithle a chryfhau'r ymdeimlad o le, cymuned a pherthyn.
4.3	Caiff Asesiad Strategol o Droseddau ac Anhrefn Ceredigion ei gynnal i lywio blaenoriaethau'r Bartneriaeth Diogelwch Cymunedol a helpu i ddeall ofn troseddu yng Ngheredigion.

4.4	Cynhelir cyfarfodydd Monitro Tensiwn Cymunedol gyda sefydliadau partner i nodi dangosyddion cynnar o densiynau sy'n datblygu o fewn cymunedau a gweithredu ffrydiau gwaith ymyrraeth gynnar ac atal yn yr ardaloedd hynny.
 Cymru o gymunedau cydlynus Cymunedau atyniadol, hyfiw a diogel sydd â chysylltiadau da.	
0.1	Bydd y BGC yn blaenoriaethu mynd i'r afael â chaledi a thlodi mewn ymateb i'r argyfwng costau byw, gan groesgyfeirio at y pileri llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol.
0.2	Bydd yr is-grŵp tlodi yn gweithredu fel llais i'r rhai sy'n cael eu heffeithio gan dlodi a chaledi yng Ngheredigion. Y grŵp hwn fydd y llygaid a'r clustiau, gan wybod beth sydd ei angen ar gymunedau a dinasyddion a'r wybodaeth sydd gan bartneriaid. Bydd buddion ac adnoddau i liniaru effaith tlodi yn cael eu casglu a'u rhannu mewn ffordd gydlynol er mwyn sicrhau ei fod yn cyrraedd pawb sydd angen cymorth.
0.3	Bydd yr is-grŵp tlodi sy'n cynnwys rhwydwaith o sefydliadau partner yn craffu ar waith y BGC i wella'r gwaith a wneir i frwydro yn erbyn tlodi ar draws pob un o'r pedwar amcan.
1.2	Byddwn yn gweithio ar y cyd ac yn hyrwyddo dull gweithredu ar draws ein sefydliadau, gan gryfhau rhaglenni prentisiaethau a chyfleoedd gwirfoddoli sy'n darparu sgiliau ar gyfer cyflogaeth, yn helpu i gysylltu ag eraill yn ogystal â chyfrannu at well iechyd meddwl ac iechyd corfforol.
2.1	Byddwn yn defnyddio dull partneriaethol gyda chymunedau i fynd i'r afael ag anghydraddoldebau a chaledi gan ddefnyddio'r ymyriadau sy'n seiliedig ar le. Mae defnyddio dull sy'n seiliedig ar le yn galluogi mwy i waith wedi'i dargedu a'i ganolbwyntio, gan adeiladu ar gryfderau'r gymuned a nodi'r hyn sydd ei angen. Mae cymhwyso ffocws ar y cyd ar gymuned benodol, yn sicrhau amodau i bobl ffynnu a thros amser, leihau'r galw am wasanaethau. Byddwn yn canolbwyntio'n wreiddiol ar Aberteifi, tref sydd wedi cael ei tharo'n arbennig o wael gan bandemig y coronafeirws ac mae cryn dystiolaeth i ddangos ei bod yn ardal sydd â lefelau uchel o anghydraddoldebau iechyd ac amddifadedd.
2.2	Datblygu Partneriaeth Bwyd Lleol ledled Ceredigion i fynd i'r afael â materion cynaliadwyedd bwyd, mynediad a fforddiadwyedd tra hefyd yn cydnabod y manteision llesiant ychwanegol y gall mentrau bwyd cymunedol/cynlluniau tyfu eu cyflwyno.
2.3	Gweithio gyda, a chefnogi, cymunedau sydd am reoli a gwella eu hamgylchedd lleol. Grymuso pawb, gan gynnwys pobl ifanc, i wella manau cymunedol a chael mynediad at fannau gwyrdd sy'n gweithio mewn

	ffordd i bontio'r cenedlaethau i greu cyfleoedd gweithredu cymdeithasol a fydd yn arwain at effaith wirioneddol gymunedol i wella mannau cymunedol.
2.4	Bydd y Bwrdd Gwasanaethau Cyhoeddus yn ceisio cryfhau gwaith Rhaglen Ddigidol Tyfu Canolbarth Cymru i sicrhau dull cydgysylltiedig er mwyn manteisio i'r eithaf ar gyfleoedd i wella'r seilwaith digidol a chysylltiadau.
2.6	Bydd Cyrff Cyhoeddus trwy waith y BGC yn canolbwyntio ar ac yn cydweithio i ddarparu gweithgareddau ataliol sylfaenol ac eilaidd sy'n mynd i'r afael ag Iechyd a Lles.
3.4	Cynnal Asesiad Risg a Chyfleoedd Newid Hinsawdd a helpu i ddatblygu cymunedau ymaddasol a chydnerth mewn ymateb i newid hinsawdd, gan annog arloesi a datblygu atebion sy'n seiliedig ar natur.
3.6	Mae sefydliadau'r BGC yn ymrwmo i Siarter Teithio Iach sy'n hyrwyddo cerdded, beicio, trafndiaeth gyhoeddus a defnydd o gerbydau allyriadau isel iawn, gan gydnabod y cyfraniad cadarnhaol sydd gan hyn ar wella cysylltiadau cymdeithasol, iechyd corfforol a meddyliol yn ogystal â lleihau allyriadau carbon yn ogystal â chyfrannu at dwristiaeth gynaliadwy.
4.1	Bydd y BGC yn cefnogi Strategaeth Ddiwylliannol Ceredigion a fydd yn cynnwys partneriaid ar draws y sir. Bydd yn strategaeth gymunedol i ddefnyddio ein diwylliant a'n hanes i wneud i bobl deimlo eu bod yn perthyn i'w cymuned, wedi buddsoddi ynddi ac yn cael eu gwerthfawrogi. Mae diwylliant yn cyfrannu at gydlyniant cymdeithasol a thrwy gael balchder yn y gorffennol gall helpu i siapio'r dyfodol. Oherwydd y cysylltiadau posibl gyda llesiant Cymdeithasol, bydd cysylltiadau'n cael eu gwneud gyda gweithio ar sail lleoedd o dan amcan 2.
4.2	Gweithredu Strategaeth y Gymraeg newydd a fydd yn cynnwys partneriaid ar draws y sir, gan adlewyrchu'r angen i fynd i'r afael â'r gostyngiad mewn siaradwyr Gymraeg fel y nodwyd yng Nghyfrifiad 2021. Bydd holl bartneriaid y BGC yn ystyried beth fydd eu camau nesaf y tu hwnt i weithredu gofynion statudol Mesur y Gymraeg, i annog y defnydd o'r Gymraeg a diwylliant Cymru yn y gweithle a chryfhau'r ymdeimlad o le, cymuned a pherthyn.
4.3	Caiff Asesiad Strategol o Droseddau ac Anhrefn Ceredigion ei gynnal i lywio blaenoriaethau'r Bartneriaeth Diogelwch Cymunedol a helpu i ddeall ofn troseddau yng Ngheredigion.
4.4	Cynhelir cyfarfodydd Monitro Tensiwn Cymunedol gyda sefydliadau partner i nodi dangosyddion cynnar o densiynau sy'n datblygu o fewn cymunedau a gweithredu ffrydiau gwaith ymyrraeth gynnar ac atal yn yr ardaloedd hynny.
4.5	Bydd partneriaid yn parhau i gydweithio i gefnogi a chroesawu ceiswyr lloches a ffoaduriaid i Geredigion.

4.6	Gweithio mewn partneriaeth i ddangos ymrwymiad clir i gefnogi ac ymgorffori nodau ac amcanion y Cynllun Gweithredu Cydraddoldeb Hiliol: Cymru Wrth-hiliol.
 <p>Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.</p>	
0.1	Bydd y BGC yn blaenoriaethu mynd i'r afael â chaledi a thlodi mewn ymateb i'r argyfwng costau byw, gan groesgyfeirio at y pileri llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol.
0.2	Bydd yr is-grŵp tlodi yn gweithredu fel llais i'r rhai sy'n cael eu heffeithio gan dlodi a chaledi yng Ngheredigion. Y grŵp hwn fydd y llygaid a'r clustiau, gan wybod beth sydd ei angen ar gymunedau a dinasyddion a'r wybodaeth sydd gan bartneriaid. Bydd buddion ac adnoddau i liniaru effaith tlodi yn cael eu casglu a'u rhannu mewn ffordd gydlynol er mwyn sicrhau ei fod yn cyrraedd pawb sydd angen cymorth.
0.3	Bydd yr is-grŵp tlodi sy'n cynnwys rhwydwaith o sefydliadau partner yn craffu ar waith y BGC i wella'r gwaith a wneir i frwydro yn erbyn tlodi ar draws pob un o'r pedwar amcan.
2.1	Byddwn yn defnyddio dull partneriaethol gyda chymunedau i fynd i'r afael ag anghydraddoldebau a chaledi gan ddefnyddio'r ymyriadau sy'n seiliedig ar le. Mae defnyddio dull sy'n seiliedig ar le yn galluogi mwy i waith wedi'i dargedu a'i ganolbwyntio, gan adeiladu ar gryfderau'r gymuned a nodi'r hyn sydd ei angen. Mae cymhwyso ffocws ar y cyd ar gymuned benodol, yn sicrhau amodau i bobl ffynnu a thros amser, leihau'r galw am wasanaethau. Byddwn yn canolbwyntio'n wreiddiol ar Aberteifi, tref sydd wedi cael ei tharo'n arbennig o wael gan bandemig y coronafeirws ac mae cryn dystiolaeth i ddangos ei bod yn ardal sydd â lefelau uchel o anghydraddoldebau iechyd ac amddifadedd.
2.2	Datblygu Partneriaeth Bwyd Lleol ledled Ceredigion i fynd i'r afael â materion cynaliadwyedd bwyd, mynediad a fforddiadwyedd tra hefyd yn cydnabod y manteision llesiant ychwanegol y gall mentrau bwyd cymunedol/cynlluniau tyfu eu cyflwyno.
2.3	Gweithio gyda, a chefnogi, cymunedau sydd am reoli a gwella eu hamgylchedd lleol. Grymuso pawb, gan gynnwys pobl ifanc, i wella manau cymunedol a chael mynediad at fannau gwyrdd sy'n gweithio mewn ffordd i bontio'r cenedlaethau i greu cyfleoedd gweithredu cymdeithasol a fydd yn arwain at effaith wirioneddol gymunedol i wella manau cymunedol.

4.1	Bydd y BGC yn cefnogi Strategaeth Ddiwylliannol Ceredigion a fydd yn cynnwys partneriaid ar draws y sir. Bydd yn strategaeth gymunedol i ddefnyddio ein diwylliant a'n hanes i wneud i bobl deimlo eu bod yn perthyn i'w cymuned, wedi buddsoddi ynddi ac yn cael eu gwerthfawrogi. Mae diwylliant yn cyfrannu at gydlyniant cymdeithasol a thrwy gael balchder yn y gorffennol gall helpu i siapio'r dyfodol. Oherwydd y cysylltiadau posibl gyda llesiant Cymdeithasol, bydd cysylltiadau'n cael eu gwneud gyda gweithio ar sail lleoedd o dan amcan 2.
4.2	Gweithredu Strategaeth y Gymraeg newydd a fydd yn cynnwys partneriaid ar draws y sir, gan adlewyrchu'r angen i fynd i'r afael â'r gostyngiad mewn siaradwyr Cymraeg fel y nodwyd yng Nghyfrifiad 2021. Bydd holl bartneriaid y BGC yn ystyried beth fydd eu camau nesaf y tu hwnt i weithredu gofynion statudol Mesur y Gymraeg, i annog y defnydd o'r Gymraeg a diwylliant Cymru yn y gweithle a chryfhau'r ymdeimlad o le, cymuned a pherthyn.
4.3	Caiff Asesiad Strategol o Droseddau ac Anhrefn Ceredigion ei gynnal i lywio blaenoriaethau'r Bartneriaeth Diogelwch Cymunedol a helpu i ddeall ofn troseddu yng Ngheredigion.
4.4	Cynhelir cyfarfodydd Monitro Tensiwn Cymunedol gyda sefydliadau partner i nodi dangosyddion cynnar o densiynau sy'n datblygu o fewn cymunedau a gweithredu ffrydiau gwaith ymyrraeth gynnar ac atal yn yr ardaloedd hynny.
4.5	Bydd partneriaid yn parhau i gydweithio i gefnogi a chroesawu ceiswyr lloches a ffoaduriaid i Geredigion.
4.6	Gweithio mewn partneriaeth i ddangos ymrwymiad clir i gefnogi ac ymgorffori nodau ac amcanion y Cynllun Gweithredu Cydraddoldeb Hiliol: Cymru Wrth-hiliol.
 <p>Cymru sy'n gyfrifol ar lefel fyd-eang</p> <p>Cenedl sydd, wrth iddi wneud unrhyw beth i wella llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol Cymru, yn ystyried a allai gwneud peth o'r fath gyfrannu'n gadarnhaol at lesiant byd-eang.</p>	
0.1	Bydd y BGC yn blaenoriaethu mynd i'r afael â chaledi a thlodi mewn ymateb i'r argyfwng costau byw, gan groesgyfeirio at y pileri llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol.
0.2	Bydd yr is-grŵp tlodi yn gweithredu fel llais i'r rhai sy'n cael eu heffeithio gan dlodi a chaledi yng Ngheredigion. Y grŵp hwn fydd y llygaid a'r clustiau, gan wybod beth sydd ei angen ar gymunedau a dinasyddion a'r

	wybodaeth sydd gan bartneriaid. Bydd buddion ac adnoddau i liniaru effaith tlodi yn cael eu casglu a'u rhannu mewn ffordd gydlynol er mwyn sicrhau ei fod yn cyrraedd pawb sydd angen cymorth.
0.3	Bydd yr Is-grŵp Tlodi sy'n cynnwys rhwydwaith o sefydliadau partner yn craffu ar waith y BGC i wella'r gwaith a wneir i frwydro yn erbyn tlodi ar draws pob un o'r pedwar amcan.
1.1	Byddwn yn gweithio ar y cyd gyda phartneriaid, gan gynnwys y Bartneriaeth Sgiliau Rhanbarthol, gan gynnwys partiön sydd â diddordeb mewn cynnal archwiliadau yn y gweithlu a nodi bylchau sgiliau i helpu i gynllunio ein gweithlu yn y dyfodol; cynyddu sgiliau trigolion Ceredigion i gwrdd â chyfleoedd gyrfa yn y sector gyhoeddus a'r sector preifat ac anghenion lleol, sy'n addas ar gyfer y dyfodol, gan gynnwys uwchsgilio ac ail-hyfforddi ar gyfer economi werdd.
1.4	Trwy gaffael, bydd sefydliadau'r BGC yn gwneud defnydd y mwyaf o gyflenwyr lleol ar gyfer ei nwyddau, ei wasanaethau a'i waith.
2.2	Datblygu Partneriaeth Bwyd Lleol ledled Ceredigion i fynd i'r afael â materion cynaliadwyedd bwyd, mynediad a fforddiadwyedd tra hefyd yn cydnabod y manteision llesiant ychwanegol y gall mentrau bwyd cymunedol/cynlluniau tyfu eu cyflwyno.
2.3	Gweithio gyda, a chefnogi, cymunedau sydd am reoli a gwella eu hamgylchedd lleol. Grymuso pawb, gan gynnwys pobl ifanc, i wella manau cymunedol a chael mynediad at fannau gwyrdd sy'n gweithio mewn ffordd i bontio'r cenedlaethau i greu cyfleoedd gweithredu cymdeithasol a fydd yn arwain at effaith wirioneddol gymunedol i wella manau cymunedol.
3.1	Cyflawni gweithgarwch datgarboneiddio i gefnogi uchelgais Llywodraeth Cymru i gael sector cyhoeddus sero net erbyn 2030.
3.2	Ceisio gwella ansawdd aer, dŵr a'r amgylchedd trwy gefnogi mesurau atal llygredd, gan sicrhau bod cysylltiadau'n cael eu gwneud ag Amcan 2 o ran gweithio gyda chymunedau a chefnogi cymunedau sydd am reoli a gwella eu hamgylchedd lleol (cam 2.3).
3.3	Ceisio gwarchod a gwella iechyd a chydnerthedd ein hecosystemau i fynd i'r afael â'r argyfwng natur a chefnogi gweithredu cynllun ffermio cynaliadwy Llywodraeth Cymru yng Ngheredigion.
3.4	Cynnal Asesiad Risg a Chyfleoedd Newid Hinsawdd a helpu i ddatblygu cymunedau ymaddasol a chydnerth mewn ymateb i newid hinsawdd, gan annog arloesi a datblygu atebion sy'n seiliedig ar natur.
3.5	Manteisio i'r eithaf ar y cyfle i uwchsgilio ac ailhyfforddi ar gyfer adferiad gwyrdd gan sicrhau bod cysylltiadau yn cael eu gwneud â cham 1.1, o ran cynyddu sgiliau trigolion Ceredigion i gwrdd â chyfleoedd gyrfa yn y sector cyhoeddus a'r sector preifat sy'n addas ar gyfer y dyfodol.

3.6	Mae sefydliadau'r BGC yn ymrwymo i Siarter Teithio Iach sy'n hyrwyddo cerdded, beicio, trafndiaeth gyhoeddus a defnydd o gerbydau allyriadau isel iawn, gan gydnabod y cyfraniad cadarnhaol sydd gan hyn ar wella cysylltiadau cymdeithasol, iechyd corfforol a meddyliol yn ogystal â lleihau allyriadau carbon yn ogystal â chyfrannu at dwristiaeth gynaliadwy.
3.7	Gweithio gyda darparwyr tai a rhanddeiliaid eraill i sicrhau tai o ansawdd da a phriodol i bawb, gydag systemau ynni effeithlon.
4.5	Bydd partneriaid yn parhau i gydweithio i gefnogi a chroesawu ceiswyr lloches a ffoaduriaid i Geredigion.
4.6	Gweithio mewn partneriaeth i ddangos ymrwymiad clir i gefnogi ac ymgorffori nodau ac amcanion y Cynllun Gweithredu Cydraddoldeb Hiliol: Cymru Wrth-hiliol.



Bwrdd Gwasanaethau Cyhoeddus Ceredigion

<https://www.ceredigion.gov.uk/eich-cyngor/partneriaethau/bwrdd-gwasanaethau-cyhoeddus-ceredigion/>



WELL-BEING PLAN FOR PEMBROKESHIRE

Final Draft for approval February 2023

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Foreword


I am pleased to introduce Pembrokeshire Public Services Board's (PSB) draft Well-being Plan. This is our second Well-being Plan and reflects the requirements and expectations set out in the Well-being of Future Generations Act (Wales) 2015.

The Act requires each local authority area in Wales to establish a PSB and places a collective 'well-being duty' on each Board. This means that through working together - and differently - public, private and voluntary sector partners are required to produce a Plan which sets out how we will improve the well-being of people and communities in Pembrokeshire, now and in the future.

As you will see in the plan, the PSB has identified a number of priorities, and a range of short, medium and long-term actions it will take to improve well-being in Pembrokeshire. It is important to understand that the PSB's focus is on areas where working in partnership will have the greatest impact and where our collective influence adds value above and beyond what we already do as individual organisations and therefore you may not see some issues reflected in the Plan because of this.

A range of stakeholders and residents have played an important role in the development of this draft plan and on behalf of the PSB, I would like to thank all those who took the time to contribute to the process. We would like to build on the work we have done to date to involve more people in our work and are keen that this is only the beginning of an ongoing conversation between the PSB and the communities we serve.

The objectives and actions outlined in this Plan reflect the evidence we gathered as part of our Well-being Assessment. Whilst we recognise that we can always do more to improve the well-being of people and communities in Pembrokeshire, in this Plan we have chosen to focus on the areas where we think our work can have the most impact. We therefore welcome your comments on our draft Plan and the areas of focus for the next few years.



Cllr. Neil Prior - Chair, Pembrokeshire Public Services Board

Did you know?

Pembrokeshire 2022 Did you know?

Population of
126,700

Provides 25% of UK
petrochemicals and 30%
of UK gas requirements

Over 86% businesses employ less
than 10 people

Has 20% of all Wales
solar PV capacity

26% of the
population is
over 65

Almost 4 million
visitors stay in
Pembrokeshire each
year

299km of coastal
path

Over 31% of
people volunteer

Average Household
Income in 2021:
£27,664

10 Special Areas of Conservation
77 Sites of Special Scientific Interest
4 Special Protection Areas

Llwybr Arfordir
Trefdraeth 8 1/2 m
Newport
Coast Path



The Well-being of Future Generations Act (Wales) 2015

The Well-being of Future Generations (Wales) Act 2015 gives a legally-binding common purpose – the seven **Well-being Goals** and five **Ways of Working** – for national government, local government, local health boards and other specified public bodies. It details the ways in which specified public bodies must work, and work together to improve the well-being of Wales.

Ways of Working



Long-term

The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs



Prevention

How acting to prevent problems occurring or getting worse may help public bodies meet their objectives



Integration

Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies



Collaboration

Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives



Involvement

The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves

Well-being Goals



A prosperous Wales

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



A resilient Wales

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



A healthier Wales

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



A more equal Wales

A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).



A Wales of cohesive communities

Attractive, viable, safe and well-connected communities.



A Wales of vibrant culture and thriving Welsh language

A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports 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.

Pembrokeshire Public Services Board

The Well-being of Future Generations Act places a well-being duty on specified public bodies to act jointly and establish a statutory **Public Services Board** (PSB). The Pembrokeshire PSB was established in April 2016 and is tasked with improving the economic, social, environmental and cultural well-being of Pembrokeshire by contributing to the achievement of the Well-being Goals through the delivery of a **Well-being Plan**. The PSB is made up of senior representatives from the following organisations:

- Pembrokeshire County Council
- Natural Resources Wales
- Hywel Dda University Health Board
- Mid & West Wales Fire and Rescue Service
- Pembrokeshire Coast National Park Authority
- Pembrokeshire Association of Voluntary Services
- Pembrokeshire College
- National Probation Service
- Port of Milford Haven
- Dyfed Powys Police
- Department for Work and Pensions
- PLANED
- Dyfed Powys Police and Crime Commissioner
- Welsh Government

The Well-being Plan represents the additional value that can be delivered through working innovatively and collaboratively. It does not replace the core services of the individual organisations nor is its purpose to simply reflect the good work already being undertaken by individual partners. Individual bodies should align their strategic objectives with that of the PSB where appropriate.

It is also important to note that the Well-being Plan does not represent the totality of the PSB's work to the exclusion of anything else. The PSB will take advantage of opportunities to embrace other important pieces of work where it can add its influence and value as and when these emerge.

Vision statement

Pembrokeshire is a special place to live, work and visit. Our county is renowned for its outstanding natural beauty and high quality environment. Our communities are places where people come together to support each other. There are rich opportunities in the green and blue energy sectors which can enable Pembrokeshire to thrive now and in the future.

In this context our Well-being Plan is about creating long-term lasting change which continues to improve and strengthen the well-being of communities and individuals in Pembrokeshire.

The PSB sees its role as **leading, shaping, enabling** and **supporting** this change.

Our vision is to **unlock the power and potential of Pembrokeshire's people and communities so that they are happy, healthy and live well, our communities are kind, safe, resourceful and vibrant, our economy is green and thriving, and our environment is protected and enhanced.**

Core Principles

In our first Plan, the PSB identified guiding principles that enabled the PSB to work differently; they shaped the Well-being Plan and set the direction for us to continue to improve our knowledge around the strengths, assets and well-being of our communities. A lot has changed since we published our last Plan and we want to be ambitious in the way we approach and deliver our new Plan, so our guiding principles have become our **core principles**, and will be the foundation of how we work over the next five years. The PSB will continue to be committed to challenging existing culture and behaviours so we truly work differently and develop new approaches to delivering services and sharing resources. Our **core principles** are:

Providing Leadership:

The PSB will support Pembrokeshire through the collective assets, resources and skills of partner organisations. The PSB recognises its unique position for positive influence and the opportunities we have as major employers with a considerable number of employees in the county (roughly a quarter of those employed) working in PSB partner organisations. We will **lead by example** in demonstrating our commitment to the Well-being Plan in the changes we make to our working practices as organisations and through the support we offer to our employees.

Building Relationships:

Through continuous engagement with our communities and by exploring what matters to people, we will seek to understand and transform well-being in Pembrokeshire. Our aim is also to build on old relationships as well as building new ones to support the PSB in delivering our Well-being Plan and to **influence and add value** to the work we do.

Pooling collective resources:

Whether these resources are in the form of time, expertise or funding, through pooling our collective resources wherever possible, we will demonstrate our commitment to delivering our Objectives and our **shared responsibility** for delivery of the Well-being Plan.

Connecting:

People connecting with each other, and how they connect with each other, was a theme raised in our recent consultations on both the Well-being Assessment and Objectives. This theme of **connection** runs through our Objectives and is something that we will aim to promote and encourage through the delivery of our Plan.

Dealing with emerging issues:

Our experiences of delivering services throughout the Covid pandemic has shown us that we have the ability to work differently, and work together differently, when unexpected issues arise. We value the learning we gained and will apply this to addressing any new and emerging issues where working together can add value and strengthen outcomes.

Sustainable Development:

The Sustainable Development Principle and 5 ways of working are integral to the PSB's work. This means that everything we do is considered in terms of integration, collaboration, involvement, prevention and the long term to ensure that we deliver what we need to today without compromising the ability of future generations to meet their own needs.

Aligning activity with other important plans & strategies:

The Well-being Plan and our ongoing delivery planning will be shaped by local, regional and national plans and strategies, such as the West Wales Care Partnership Area Plan, Local Development Plan and Area Statements. There are also a number of other partnerships and boards operating locally with various remits around improving well-being in specific areas, for example, the Safer Pembrokeshire Community Safety Partnership and the Pembrokeshire Economic Ambition Board. We will align activity where appropriate with these plans, strategies and partnerships and ensure that efforts are not duplicated. Further detail on regional working can be found on the next page.

Regional working

Pembrokeshire's PSB already works closely with our neighbouring PSBs in Carmarthenshire and Ceredigion on joint priorities and this is something that we will continue to do. Although Pembrokeshire's focus for this Well-being Plan is on issues directly within its remit and areas where it is able to influence and add value, we will continue to have a 'line of sight' to other cross-cutting issues, particularly in relation to priorities within health and social care in the following areas;

The move towards a more **Social Model of Health and Well-being** is built on the understanding that the treatment and management of health conditions contributes to less than 20% of population health and well-being, with social determinants together having the majority of impact on the health and well-being of citizens and communities.

Work on a social model of health and well-being was initiated by Hywel Dda Health Board in 2021. Areas of suggested focus include targeting those most affected by inequality, with a view to prioritising the future generation through their families, working with communities on what is important to them, developing leadership capacity in communities, and identifying ways that promote community ownership. Activity is in the initial stages of development but it is proposed that work will build on and contribute to projects within the PSB's Well-being Plan, and it is hoped that this will evolve into broader actions over the next 5 years.

The **Healthier Pembrokeshire Strategic Group** operates is aligned to the West Wales Regional Partnership Board (RPB), Hywel Dda UHB and Pembrokeshire County Council with a remit to deliver the principles of the Social Services and Well-being Act 2014 (the Act), The Well-being of Future Generations Act (2015) and A Healthier Wales. The group will lead and develop an integrated plan which addresses the health, care and well-being needs of the whole population of Pembrokeshire based around a set of shared and common ambitions for improving outcomes and experience. Following a period of review and reflection based on a range of information, including the Pembrokeshire Well-being Assessment, the top three population need priorities for health and social care for the coming 1-3 years are:

Market Stability – this includes workforce constraints, domiciliary care capacity, care home capacity, sustainability of GP practices and children's homes & fostering

Older People/Frailty – this includes response to the largest proportion of the population aged over 65 years at 26%, under recognition & diagnosis of Dementia, chronic condition prevalence, proactive management of the older / frail patient and the needs of carers / respite / support

Mental Health & Well-being – this includes the impact following the pandemic across all ages and social isolation

The **Regional Preventions Board** also operates as a sub-group of the West Wales Regional Partnership Board (RPB). The group is currently focused on prevention within the following areas and on supporting continuous engagement in the region;

- *Community based care – Prevention and community coordination* Model of Care
- *The Emotional Health and Well-being* Model of Care
- The activity of the *Innovations Forum* (the social value forum for the Region)

The PSB will contribute to this work where there are clear links to projects within our Well-being Plan and to prevention in the following areas;

- Place-based approaches to addressing health inequality
- Healthy eating and healthy weight
- Health improvement linked to community engagement and activities to support strong communities
- The role of green spaces in supporting wellbeing
- An asset-based approach to supporting community capacity and capability

Pembrokeshire's first Well-being Plan

In our first Well-being Plan, we identified two broad high level Well-being Objectives to be the focus of our Plan and to act as the framework through which the PSB could prioritise their key areas of work. For each of these objectives we identified a further four priority areas, which identified the key issues in the County. We then identified a further eight projects which cut across traditional thematic boundaries, enabling us to work in a more integrated way and recognising the interconnectedness of well-being in all its forms.

Our Annual Report for 2021-22 describes our progress over the last five years in meeting these objectives, and outlines what we delivered, and whether we met our timescales for delivery. The learning from our first Well-being Plan, specifically with regard to the following areas, has informed how we approached the development of our Well-being Plan for 2023-28;

- being more realistic in terms of goals and actions
- taking a 'less is more' approach to maximise our effectiveness within the resources that we have access to
- that the PSB should focus on an enabling role rather than being directly responsible for delivery

In undertaking our Well-being Assessment and in developing our second Well-being Plan it has become apparent that many of the issues identified within our first Plan remain. This is not surprising as many are issues, which, by their nature, are long-term problems that will take time to address. Throughout the process of developing this draft Well-being Plan, we have made sure that these enduring issues are acknowledged through the action we plan to take.

Our Well-being Objectives

Pembrokeshire's second [Well-being Assessment](#) was published in May 2022. The Assessment looks at the key issues for people and communities in Pembrokeshire and involved an extensive programme of engagement with residents and stakeholders, an on-line survey, and a comprehensive review of data and research to establish the current situation in Pembrokeshire and how it might look in the future. An Executive [Summary](#) is available which provides a snapshot of the main findings.

The key issues emerging from the Assessment were explored in a series of workshops with PSB partners and other key stakeholders and from this we identified four **Well-being Objectives** to act as the framework through which the PSB can prioritise key areas of focus in its Well-being Plan. These are:

- **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**

Throughout the Autumn of 2022 we worked closely with our partners to consider how we develop areas of work under each of these Objectives that are not only important to people, but where we can have the most impact through working together.

Further work will take place over the consultation period to develop delivery mechanisms for this work and to consider the more detailed, specific actions that need to be in place to meet these Objectives, together with how we can best demonstrate our progress going forward.

How the Plan is set out

Our Well-being Plan will be delivered through a number of project plans and these will outline the steps we will take to meet the four Well-being Objectives we have identified. In order to maximise our effectiveness and resources, each project area aims to target two or more of our Well-being Objectives. The PSB will concentrate its collective efforts on specific priorities where it can make a real difference, to compliment the good work which organisations are delivering individually and where collaborative working is already effective. The Plan will represent the additional value that we can deliver through working innovatively and collaboratively, and does not replace the core services of the individual organisations.

For each project area we will highlight:

- the underpinning justification for the work, what the key issues and what we think the actions to address these should be
- how the work contributes to the Well-being Objectives
- how the work aligns with the Well-being Goals and well-being areas and how it contributes to the 5 ways of working
- whether the proposed activity will be delivered in the short, medium or long term

Over the consultation period we will also undertake further work to determine what success will look like, how we will measure this and how will we know when we have got there.

As we move forward in delivering and developing this work we will keep in mind our **core principles** – these will be the pillar of how we frame our activity and move from where we are now, to where we want to be.

Project Plans

Reducing Poverty and Inequalities

<p>Project background:</p>	<p>The project originated from a Local Authority group that initially focused on Child Poverty, due to Pembrokeshire’s Child Poverty rate being amongst the top five highest rates in Wales.</p> <p>It was determined that the best approach to developing a response to the issue was on a PSB basis. In January 2022, the PSB agreed to take on that responsibility. Following initial meetings to scope the work of the group, in April 2022 the Board agreed to widen the remit of the work to poverty more broadly and an officer working group including representatives from all PSB partner organisations, and wider partners such as Citizens Advice, was established.</p> <p>Since the group was set up, the developing cost of living crisis has compelled them to develop more immediate, short-term actions to mitigate the effects of the situation, as well as working to develop a medium to long-term strategy. The findings from the short-term funded activity will feed into the development of the Poverty Strategy.</p>	
<p>Headline actions and sub-actions, including timescale for delivery:</p>	<p><u>Headline action</u> Utilise short term funding to respond to the cost of living crisis</p> <p><u>Sub-action/s:</u></p> <ul style="list-style-type: none"> • Develop local schemes to deliver cost of living support scheme discretionary elements • Undertake research to gain insights into people’s lived experience of poverty 	<p><u>Headline action</u> – Develop a poverty strategy to effect lasting change, informed by local and national data and the experiences of those in poverty in Pembrokeshire and based on a preventative approach</p> <p><u>Sub-actions:</u></p> <ul style="list-style-type: none"> • Look at best practice strategy examples • Consider research around what works to help people in financial difficulty • Analyse data and trends to understand the levels of poverty in Pembrokeshire

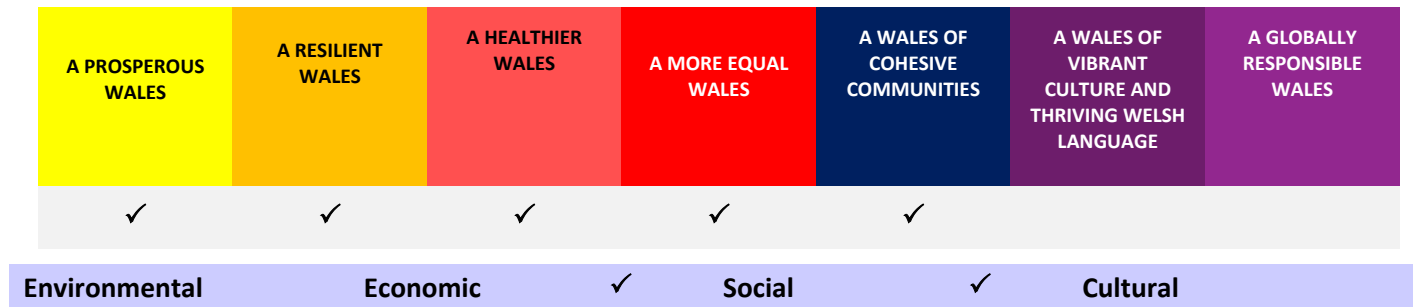
		<ul style="list-style-type: none"> Identify appropriate actions to sit within the strategy and delivery arrangements Utilise responses from local work led by PAVS to research the lived experience of people in poverty in Pembrokeshire
	Timescale: Short term (6 months to 2 years)	Timescale: Medium term (1 to 5 years)
Outputs What will be delivered?	<ul style="list-style-type: none"> A short-term programme of schemes and initiatives to respond to the cost of living crisis, utilising WG and local funds A medium to long term poverty strategy to effect more lasting change, informed by local and national data and understanding of best practice, and by the lived experience of people in poverty in the County Recommendations to PSB partners on actions they can take to contribute to the strategy 	
Outcomes – What will be achieved? What will change?	<ul style="list-style-type: none"> Oversight and coordination of the immediate collective response to the cost of living crisis A strategy (covering 5 years initially) for the PSB’s response to poverty in the County, for sign-off around April 2023. Gaps in activity will be noted and actions identified to address any areas of significant deficiency. 	

Which of the PSB’s Well-being Objectives does this work contribute to and how?


<p><u>Well-being Objective 1</u></p> <p><i>Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy</i></p>	<p><i>Work to develop initiatives which support those in poverty may remove some of the barriers to work and support growth towards a more sustainable and green economy.</i></p>
<p><u>Well-being Objective 2</u></p> <p><i>Work with our communities to reduce inequalities and improve well-being</i></p>	<p><i>The project will involve working with communities to reduce inequalities caused by being in poverty. We will make best use of local data and research to inform how we work with people, and the strategies we will put in place to support them.</i></p>


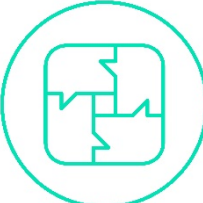


<p>Well-being Objective 4</p> <p><i>Enable safe, connected, resourceful and diverse communities</i></p>	<p><i>By working with people to reduce inequalities the project will aim to reduce the impact of disadvantage on our communities and provide them with tools to support themselves, enabling them to be more connected and resourceful.</i></p>
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Which of the following Well-being Goals and Well-being areas does this project contribute to? ✓



How does this project align with the five ways of working?

	<p>Long-term</p> <p>The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs</p>	<p>The project will focus on the needs of people in the 'here and now' as the cost of living crisis impacts on the most disadvantaged in our communities, as well as looking ahead to develop a strategy that aims to reduce the impacts of disadvantage in the longer term.</p>
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			<p>Prevention</p> <p>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives</p>	<p>The project is divided into short and longer-term actions, which aim to prevent the disadvantages associated with poverty from impacting on the social and economic well-being of people in Pembrokeshire.</p>
			<p>Integration</p> <p>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies</p>	<p>This project contributes to meeting three of our Well-being Objectives and five of the Well-being Goals and the actions will integrate across multiple public services</p>
			<p>Collaboration</p> <p>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives</p>	<p>A multi-agency delivery group has been established which will work together to deliver the project.</p>
			<p>Involvement</p> <p>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves</p>	<p>Part of the research that will contribute to delivering this project involves speaking to people to capture their lived experiences of financial hardship/poverty and their ideas for making things better in future.</p>

Strengthening Communities

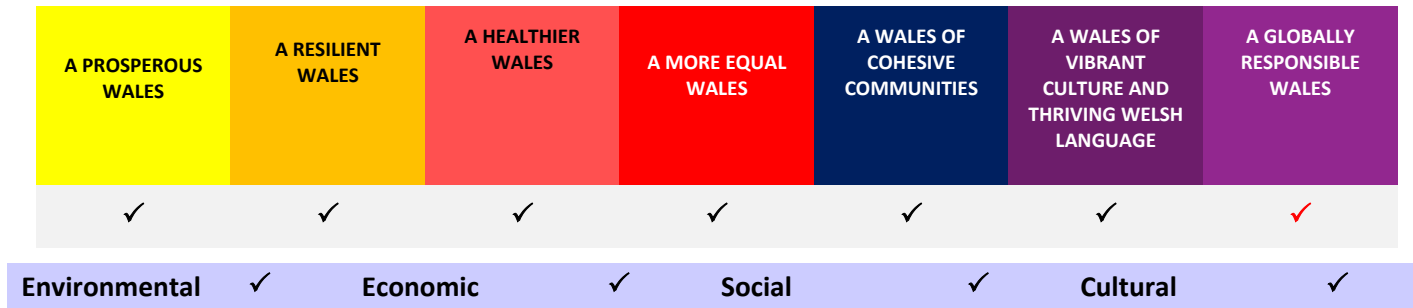
<p>Project background:</p>	<p>Communities give us a sense of connection and belonging. Our communities have played a pivotal role in the introduction of new initiatives and new ways of working with traditional service providers as a result of the Covid pandemic. Our communities also have skills and assets that can be mobilised for public benefit, working in equal partnership with both the public and private sectors. Building on the work undertaken as part of our first Well-being Plan, our aim now is for all PSB partners is to have a stronger focus on strengthening our communities, on enabling them to become more resourceful and on working alongside local people on the things that matter most to their communities.</p> <p>Public services are stretched and there are increasing demands on and concerns about funding. By utilising the untapped potential in communities, and balancing long term aims against short term challenges, public sector partners have an opportunity to work more effectively in collaboration rather than in competition with our communities. This will have a positive long term effect but requires a commitment from all PSB partners to support and invest in communities as equal partners in the delivery and transformation of public services.</p> <p>PSB members will need to stand firm in the face of reducing budgets and rising demand and make resources available that unlock the potential of communities to help address short-term challenges as well as achieving longer-term well-being objectives.</p> <p>PSB members will work collaboratively, sharing expertise and removing barriers to progress, with the shared aim of supporting Pembrokeshire’s communities to become even more active, resourceful, connected, sustainable, and creative.</p>	
<p>Headline actions and sub-actions, including timescale for delivery:</p>	<p><u>Headline action</u> – Build a better understanding of our communities using data and local insights to develop a bilingual evidence base to inform future PSB work</p>	<p><u>Headline action</u> – Increase engagement and involvement across Pembrokeshire’s communities</p> <p><u>Sub-actions;</u></p>

	<u>Sub-actions:</u> <ul style="list-style-type: none"> • Create community profiles • Support the development of Community Well-being Plans, addressing all determinants of well-being • Develop a strong evidence base to inform future priorities and investment • Develop mechanisms for PSB partners and relevant stakeholders to collaborate 	<ul style="list-style-type: none"> • Encourage and enable people to volunteer their skills, knowledge and experience • Increase participation in and understanding of local democratic bodies and partnership Boards and Committees • Support meaningful involvement of all people, including those who are hard to reach, in local decision-making that positively challenges traditional power dynamics
	Timescale: Short term (6 months to 2 years)	Timescale: Medium term (1 to 5 years)
	<u>Headline action</u> – Build the confidence, capacity and capability of communities <u>Sub-actions:</u> <ul style="list-style-type: none"> • Work with communities as equal partners to help address wider challenges facing society (e.g. climate change and poverty) • Work together as partners to pool and focus resources towards sustainable investment in communities • Help to equip communities with the skills and assets they need to achieve local goals 	
	Timescale: Longer term (5 years and beyond)	
Outputs What will be delivered?	<ul style="list-style-type: none"> • Development of community profiles and Community Well-being Plans to inform future PSB work • Growth in the number of community change activists who contribute positively and consistently to developing their communities • Development of a resource to showcase the work of communities and share learning and ideas 	
Outcomes – What will be achieved? What will change?	<ul style="list-style-type: none"> • Communities are more confident to take ownership of assets transferred from partners • Communities are able to demonstrate their development through their achievements • Communities are able to use their skills to influence change in their local areas • PSB partners demonstrate their commitment to pooling resources 	



Which of the PSB's Well-being Objectives does this work contribute to and how?




<p><u>Well-being Objective 1</u></p> <p><i>Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy</i></p>	<p><i>Communities will be enabled to take on community assets and set up social enterprises that will provide local jobs, including supported employment opportunities. Through volunteering, individuals can develop skills and experience that will help them gain employment.</i></p>
<p><u>Well-being Objective 2</u></p> <p><i>Work with our communities to reduce inequalities and improve well-being</i></p>	<p><i>Gaining a better understanding of our communities and their needs through the collation of local data and insights will enable PSB partners and relevant stakeholders to become more informed about how they can support and work alongside them to provide solutions to the issues that matter.</i></p>
<p><u>Well-being Objective 3</u></p> <p><i>Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency</i></p>	<p><i>Working with communities at risk of experiencing the effects of climate change and the nature emergency and supporting them to seek out appropriate resources will empower them to assist in the development of solutions that best suit the issues they face.</i></p>
<p><u>Well-being Objective 4</u></p> <p><i>Enable safe, connected, resourceful and diverse communities</i></p>	<p><i>Work to develop community profiles and community Well-being Plans, to increase the number of people volunteering their skills, expertise and experience and to increase participation will enable communities to become more connected, resourceful and diverse.</i></p>

Which of the following Well-being Goals and Well-being areas does this project contribute to? ✓



How does this project align with the five ways of working?

	<p>Long-term</p> <p>The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs</p>	<p>The <i>Strengthening Communities</i> programme aims to co-produce solutions to short-term challenges by unlocking community power & resources, as well as developing a sustainable community infrastructure that will deliver long-term benefits and improve individual and community wellbeing for future generations</p>
	<p>Prevention</p> <p>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives</p>	<p>The vision for preventions in Pembrokeshire includes the creation of active, resourceful, connected, sustainable & kind communities. <i>The Strengthening Communities</i> programme aims to build a sustainable community infrastructure through which</p>

		this vision can be realised. The programme is designed to be both preventative and proactive.
	<p>Integration</p> <p>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies</p>	This project contributes to meeting all of our Well-being Objectives and six of the Well-being Goals and the actions will integrate across multiple public services
	<p>Collaboration</p> <p>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives</p>	The <i>Strengthening Communities</i> programme is based on a collaborative approach, with PSB partners working in equal partnership with communities and the private sector for public benefit and the improvement of community and individual well-being.
	<p>Involvement</p> <p>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves</p>	Engagement and involvement of local people is at the heart of the <i>Strengthening Communities</i> programme. PSB partners will work together to ensure that opportunities for involvement are promoted in ways that are accessible and inclusive, using established networks and third sector organisations to support the involvement of people who are at risk of being under-represented and/or excluded.

Tackling Climate Change and the Nature Emergency

Biodiversity and the Nature Emergency

Project background:

The Climate and Nature emergencies are interwoven challenges which cannot be solved in isolation. Healthy natural habitats are essential to store carbon, reduce flood risk, help prevent coastal erosion, improve health and wellbeing, maintain healthy soils and clean water and support the recovery of species such as pollinators, needed for our crops and food supply. They also underpin our jobs and our economy.

Pembrokeshire is renowned for its outstanding natural environment including an extensive network of sites which are protected for their immense ecological value. Across the county our rich mosaic of terrestrial and coastal semi-natural habitats and the essential services that these provide are however under pressure from:-

- Development – leading to incremental loss and fragmentation of habitats reducing genetic diversity
- Intensification of agriculture (e.g agri-pesticide use impacting pollinators, damage to peripheral habitats like hedges, nutrient and sediment pollution e.g. elevated phosphate in SAC rivers)
- Impacts of non-native species and disease
- Increased recreation
- Inappropriate land use and lack of management

Climate change is likely to further exacerbate these pressures.

The Pembrokeshire Nature Partnership exists to co-ordinate, promote and record existing and new actions to conserve, promote and enhance nature in the County of Pembrokeshire, including the Pembrokeshire Coast National Park, the inshore waters and seabed around the Pembrokeshire coast to 12 miles offshore, taking account of local and national priorities. They oversee delivery of the Nature Recovery Action Plan and include stakeholders outside of current PSB members such as Pembrokeshire Coastal Forum, Sea Trust Wales, the National Trust, Keep Wales Tidy and Bluestone National Park Resort. There are also some 188 individuals signed up to receive 'professional' updates and 142 signed up for 'public' updates.

<p>Headline actions and sub-actions, including timescale for delivery:</p>	<p><u>Headline action</u> – Raise the profile of and change the way we think about acting for biodiversity, and the role that all PSB partners have in tackling the nature crisis</p> <p><u>Sub-actions:</u></p> <ul style="list-style-type: none"> • Recognise nature as an asset in our decision-making processes and embed the consideration of biodiversity and ecosystems into policies, plans, programmes and projects at all levels and support their subsequent implementation 	<p><u>Headline action</u> – Work collaboratively to deliver actions identified in the Nature Recovery Action Plan (NRAP) for Pembrokeshire</p> <p><u>Sub-actions:</u></p> <ul style="list-style-type: none"> • All PSB members will work towards delivery of Objectives 1 & 6 of the Nature Recovery Action Plan (NRAP) for Pembrokeshire and in addition, where they own, manage or influence the management of land, contribute towards Objectives 2 – 5 • A framework will be developed for all PSB partners to demonstrate and report on how they are contributing to maintaining and enhancing biodiversity and promoting the resilience of ecosystems, whether or not they are subject to the Section 6 duty set out in the Environment (Wales) Act 2016 • All PSB partners will ensure that wherever land is under their ownership or management protecting or enhancing species and habitats and promoting the resilience of ecosystems is and explicit factor in management decisions • Identify opportunities where actions undertaken to improve the health of natural assets will directly contribute to wider well-being benefits • Identify specific actions to implement Welsh Government Biodiversity Deep Dive recommendations to work towards achieving UN 30 by 30 targets
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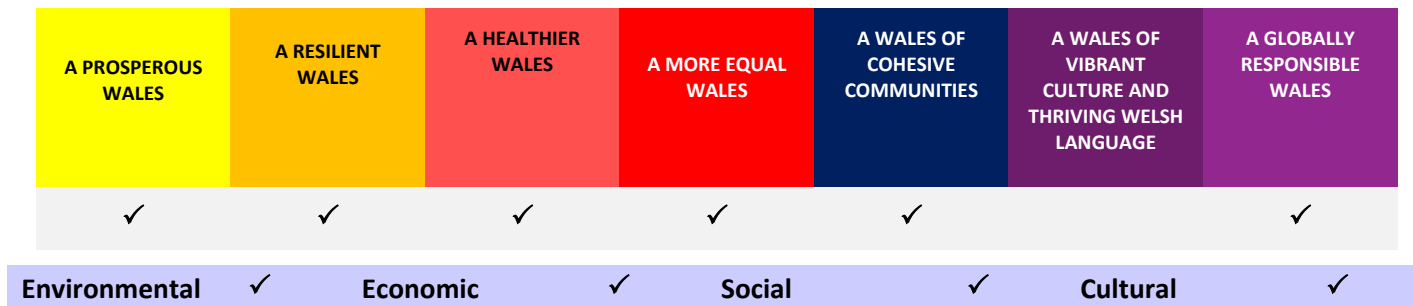
	Timescale: Medium term (1 to 5 years)	Timescale: Medium to Longer term (1 to 5 years and beyond)
Outputs What will be delivered?	<ul style="list-style-type: none"> • Progressive delivery of the Nature Recovery Action Plan for Pembrokeshire • All PSB partners will commit to activity which contributes to maintaining and enhancing biodiversity and promoting the resilience of ecosystems • Engage with a broad range of stakeholders and communities to deliver actions within the Nature Recovery 	
Outcomes – What will be achieved? What will change?	<ul style="list-style-type: none"> • Greater awareness and profile of the nature emergency and the role that all PSB partners have in addressing the pressures and delivering solutions • Land under public ownership will be sustainably managed providing examples of best practice • Nature will be recognised as an asset and will be demonstrably embedded in the decision making, plans and strategies of PSB partner organisations 	

Which of the PSB’s Well-being Objectives does this work contribute to and how?


<u>Well-being Objective 1</u> <i>Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy</i>	<i>Tourism supports 12,473 jobs and agriculture employs 5% of the workforce in Pembrokeshire. Both of these are fundamentally underpinned by healthy, functioning ecosystems. Nature recovery will ensure a sustainable economy. Our economy fundamentally relies upon nature and there has been a collective failure to recognise it as an asset.</i>
<u>Well-being Objective 2</u> <i>Work with our communities to reduce inequalities and improve well-being</i>	<i>The wellbeing benefits of access to green space and nature-rich areas are well documented. Simply having a view of green space from your window is valued at £300 per person per annum by WG. Access to green space is an indicator on the WIMD. It is often the most deprived sections of society that have the least access to nature and the greatest exposure to environmental risks, e.g. flooding.</i>
<u>Well-being Objective 3</u>	<i>The declaration of a nature emergency by the Senedd (30/06/2021) placed equal weight on the importance of action for climate</i>


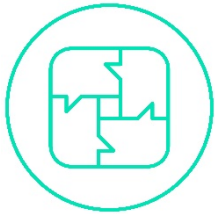


<p>Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency</p>	<p><i>change and the nature emergency. The two are inextricably linked. Nature-rich areas with healthy, functioning ecosystems tend to trap and store carbon and are more resilient to pressures such as changing climate.</i></p>
<p>Well-being Objective 4</p> <p>Enable safe, connected, resourceful and diverse communities</p>	<p><i>Local actions could include community allotments and other food growing initiatives which support resourceful communities.</i></p>

Which of the following Well-being Goals and Well-being areas does this project contribute to? ✓



How does this project align with the five ways of working?

	<p>Long-term</p> <p>The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs</p>	<p>Action will be aimed at ensuring sustainable use of our natural environment to support and provide for society in the future. Action now will avoid incurring greater expense later. Approaches to nature recovery are by definition long term. Actions in the short</p>
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		term are always aimed at achieving long term sustainability and the functioning and resilience of ecosystems.
	<p style="text-align: center;">Prevention</p> <p style="text-align: center;">How acting to prevent problems occurring or getting worse may help public bodies meet their objectives</p>	Ensuring nature recovery and the resilience of ecosystems will help to prevent problems caused by ecosystem failure such as flooding, drought, extreme heat, soil erosion, pollution and carbon loss. The value of healthy and functioning ecosystems in limiting negative impacts (e.g. of climate change) and promoting wider societal benefits (e.g. wellbeing benefits of access to nature) are embedded in this work.
	<p style="text-align: center;">Integration</p> <p style="text-align: center;">Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies</p>	This work will the resilience goal, which explicitly supports societal and economic resilience. By securing healthy functioning ecosystems this will support a more sustainable local economy and provide resilience against future environmental risk.
	<p style="text-align: center;">Collaboration</p> <p style="text-align: center;">Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives</p>	A framework to support collaborative action by all PSB partners will be developed. Collaborative approaches to optimise delivery for available resources are at the heart of the work of the Nature Partnership.
	<p style="text-align: center;">Involvement</p> <p style="text-align: center;">The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves</p>	Activity will involve public bodies across all functions and at all levels, who represent the public they serve, alongside working directly with the public and communities.

Climate Adaptation

Project background:	<p>Past emissions mean that climate change is inevitable and whilst the future severity of change can be diminished by reducing carbon emissions into the atmosphere by decarbonisation, there is also a need to prepare for or adapt to the wide range of risks resulting from climate change. Pilot project work undertaken by the PSB in a number of Pembrokeshire communities identified the need to develop a co-ordinated strategic approach within which agencies, authorities and community groups could address the risks associated with the changing climate. This work also identified a need to engage decision makers at regional, county and community level on climate risk and adaptation.</p> <p>Well-being Assessment data clearly shows a need to adapt, and that climate change will increase the number of properties in Pembrokeshire that are already at risk of flooding or coastal inundation (the number of properties identified in the Well-being Assessment was 3000). Impacts to infrastructure and key services will also affect the health and well-being of communities. A successful bid to the UK Community Renewal Fund by Pembrokeshire Coastal Forum (PCF) and Netherwood Sustainable Futures (NSF) with support from the PSB has subsequently delivered a Climate Adaptation Strategy for Pembrokeshire.</p> <p>The strategy provides a strategic and co-ordinated approach to climate change and climate adaptation for Pembrokeshire's communities. With a timescale of 2022 – 2027 the strategy provides building blocks to commence preparation for the coming decades. PSB partners, together with a wide range of stakeholders including community groups and local businesses informed development of the strategy through a series of participatory stakeholder workshops, surgeries and outreach meetings. The 61 risks in the Climate Change Risk Assessment 3 (CCRA3) were examined resulting in 39 priorities being identified for Pembrokeshire and 24 actions specified for delivery by public bodies and third and private sector partners across the County, to be coordinated by the PSB.</p>
Headline actions and sub-actions, including timescale for delivery:	<p><u>Headline action</u> – Co-ordinate the implementation of the Climate Adaptation Strategy for Pembrokeshire</p> <p><u>Sub-actions:</u></p> <ul style="list-style-type: none">• Secure senior level advocacy from PSB partners to direct existing resources

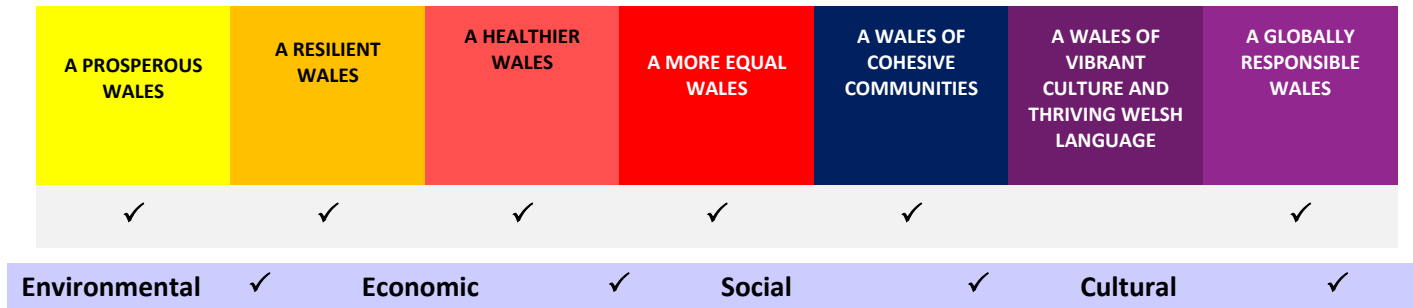
	<ul style="list-style-type: none"> • Lead organisations to work collaboratively to determine and secure the resource/funding require to produce and implement a delivery plan for the Strategy • Monitor and report progress towards implementation of the strategy and delivery plan Continue to collaborate across the public sector, third sector, private sector and local communities to develop evidence and insights on interactions between climate risks and wider social, economic and natural systems • Work together with a range of stakeholders to implement the delivery plan
	Timescale: Medium to long term – 1 to 5 years and beyond
Outputs What will be delivered?	<ul style="list-style-type: none"> • Strategic support and allocation of resources enabling prioritised implementation of the Strategy • A delivery plan specifying action leads, timescales, involvement and resource implications
Outcomes – What will be achieved? What will change?	<ul style="list-style-type: none"> • Greater understanding of risks, the necessity of adaptation and capacity within communities, organisations, service providers and businesses, resulting in informed plans and co-ordinated action • Implementation of a collaborative, strategic approach to climate adaptation • Communities will be better adapted and more resilient to climate change for decades to come

Which of the PSB’s Well-being Objectives does this work contribute to and how?



<p><u>Well-being Objective 1</u></p> <p><i>Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy</i></p>	<p><i>Adaptation activity will contribute directly to sustainability within tourism, agriculture, industry and businesses sectors. Increasing preparedness and adaptation following assessment of risks, for example, to infra-structure, water supplies, transport, land use management and energy supplies helps build the resilience needed for viable enterprise. Adaptation activity will also protect the natural resources which business, industry and communities depend upon . Adapting to secure essential natural resources and viable resilient enterprise therefore supports growth, jobs, prosperity and can enable transformative change in the food and</i></p>
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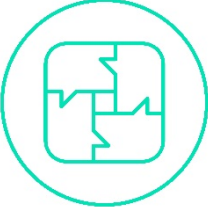


	<i>energy sectors leading to a more sustainable and greener economy.</i>
<p><u>Well-being Objective 2</u></p> <p><i>Work with our communities to reduce inequalities and improve well-being</i></p>	<i>By working jointly with communities most at risk, to identify and implement adaptation solutions, exposure to environmental risks from a changing climate will be reduced. This improves well-being by reducing the widespread and long lasting health, environmental and economic impacts affecting homes and businesses which often significantly disrupts the normal functioning of communities. It will also help reduce inequalities as often the most vulnerable in society are the worst affected.</i>
<p><u>Well-being Objective 3</u></p> <p><i>Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency</i></p>	<i>Activity will directly help communities, businesses, industry and the public sector to work together to address the impacts, identify ongoing risks, and adapt to climate change. This adaptation activity will be undertaken in conjunction with complimentary activity to decarbonise or mitigate against climate change. Having healthy resilient and sustainably managed ecosystems is vital for adapting to climate change and associated environmental risks as well as tackling the nature emergency.</i>
<p><u>Well-being Objective 4</u></p> <p><i>Enable safe, connected, resourceful and diverse communities</i></p>	<i>Working with communities and a wide variety of stakeholders from the public, private and third sector organisations, to identify solutions to adapt to address the risks and impacts of climate change will help build capacity, capability and confidence to strengthen community cohesion. It will also help inform community profiles and community well-being plans.</i>

Which of the following Well-being Goals and Well-being areas does this project contribute to? ✓



How does this project align with the five ways of working?

	<p>Long-term</p> <p>The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs</p>	<p>The Climate Adaptation Strategy is a 5 year strategy but its implementation provides the building blocks to ensure the adaptability and hence sustainability of communities for generations to come.</p>
	<p>Prevention</p> <p>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives</p>	<p>The project is based on reducing the impacts of climate change by adapting to make our environment and communities more resilient and therefore better able to deal with these impacts. The focus is on adapting to prevent future exposure to environmental, financial and health risks associated with climate change impacts.</p>

	<p style="text-align: center;">Integration</p> <p>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies</p>	<p>Climate Change will impact on all aspects of society, therefore if we do not provide a meaningful response and adapt to the impacts then it will have a negative impact on the well-being objectives of all public bodies as well as private and third sector organisations in Pembrokeshire.</p>
	<p style="text-align: center;">Collaboration</p> <p>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives</p>	<p>Responding to and adapting to climate change requires all organisations on the PSB to collaborate. While some will have a greater role than others, all will need to participate in this work.</p>
	<p style="text-align: center;">Involvement</p> <p>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves</p>	<p>Adapting to climate changes requires the involvement of people and communities in Pembrokeshire. Some of the actions required will be challenging and therefore ensuring strong community involvement is essential.</p>

Decarbonisation and Net Zero

<p>Project background:</p>	<p>Climate change is one of the defining issues of our time. From shifting weather patterns threatening food production to rising sea levels and the prospect of catastrophic flooding, the impact of climate change is global in scope, unprecedented in scale, and of widespread concern to all of us. Immediate, effective action needs to be taken to reduce our carbon footprint. This is necessary in addition to establishing policies and taking action to improve our resilience for the future. Mitigating and Adapting to Climate Change is one of the 4 Themes in the South West Area Statement and the overwhelming message from SoNaRR2020 is that societal transformation is needed in the food, energy and transport systems. Consideration of these three systems therefore leads to collaborative opportunities for PSBs to consider in working towards achieving net zero goals. It is also recognised that the transition to net zero must be a “just transition” managed to be both equitable and fair.</p> <p>Welsh Government declared a Climate Emergency in 2019, Pembrokeshire County Council did similarly in May 2019 and went on to create an action plan to steer PCC towards becoming a net zero carbon local authority by 2030. The South Wales Energy Strategy provides a strategic pathway and the Pembrokeshire Local Area Energy Plan (LAEP) builds upon this work describing actions needed to reach energy and climate goals.</p>	
<p>Headline actions and sub-actions, including timescale for delivery:</p>	<p><u>Headline action</u> – Work together to share good practice, deliver carbon reduction actions and reduce carbon use to net zero by 2030</p> <p><u>Sub-actions:</u></p> <ul style="list-style-type: none"> • Deliver carbon literacy training, or equivalent, to all levels throughout PSB partner organisations to raise awareness of the issues and the action that will be required to reduce carbon use • Identify opportunities for collaborative and co-ordinated action, including at a regional level where appropriate through established or new networks 	<p><u>Headline action</u> – Monitor and support delivery of the Pembrokeshire Local Area Energy Plan (LAEP)</p> <p><u>Sub-actions:</u></p> <ul style="list-style-type: none"> • Identify areas within the LAEP that the PSB can support • Utilise the collective influence of the PSB to address any areas of challenge to delivery • Steer the implementation of the LAEP to ensure application of the principles of building a sustainable, fair and green economy, with high value green jobs, skills and training opportunities, to enable a just transition from a fossil fuel based

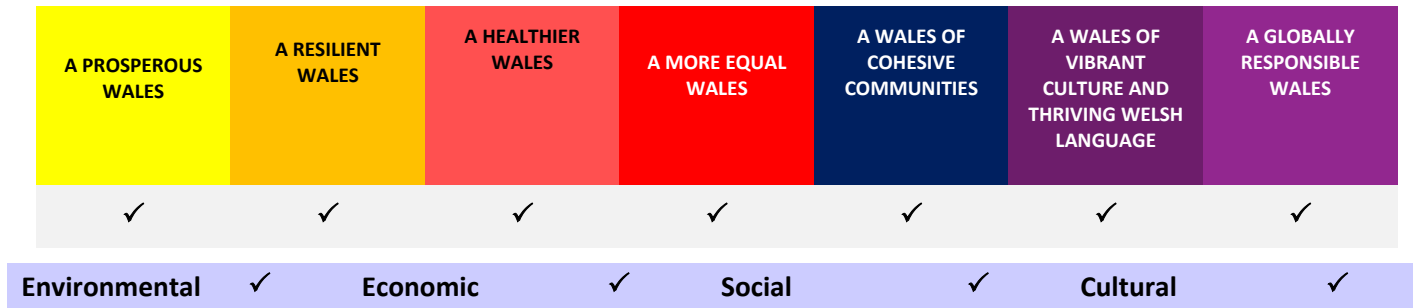
		energy system to a renewable based energy system, and acknowledging the need to fully engage communities in the transition
	Timescale: Medium term (1 to 5 years)	Timescale: Medium to longer term (1 to 5 years and beyond)
Outputs What will be delivered?	<ul style="list-style-type: none"> • Carbon literacy training, or equivalent, will be delivered throughout PSB partner organisations • Effective implementation of carbon reduction plans and activity • A delivery plan outlining areas within the LAEP which the PSB can deliver collaboratively 	
Outcomes – What will be achieved? What will change?	<ul style="list-style-type: none"> • Awareness of the activity required to reduce carbon emissions will be embedded throughout PSB partner organisations, influencing the actions of decision-makers • Appreciation that taking these actions must be set against the principles of building a sustainable, fair and green economy, with high value green jobs, skills and training opportunities, leading to a just transition from a fossil fuel based energy system to a renewable based energy system, and the need for fully engaging communities in the transition 	

Which of the PSB’s Well-being Objectives does this work contribute to and how?



<p><u>Well-being Objective 1</u></p> <p><i>Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy</i></p>	<p><i>Activity will link to renewable energy and apply the principles of building a sustainable, fair and green economy, with high value green jobs, skills and training opportunities. It will also contribute towards transformational change in the energy sector leading to a just transition from a fossil fuel based energy system to a renewable based energy system, whilst fully engaging communities in that transition. Activity looks at the whole energy system considering the integration of renewable energy technologies across buildings, transport, heat, business & industry and power sectors, to drive decarbonisation and net zero.</i></p>
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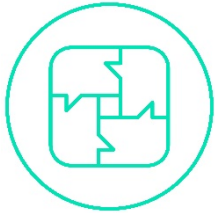


<p><u>Well-being Objective 2</u></p> <p><i>Work with our communities to reduce inequalities and improve well-being</i></p>	<p><i>Reducing the environmental risks associated with carbon emissions will assist in reducing health inequalities and improve the well-being of populations. The work contributes towards transformational change in the energy sector leading to a just transition from a fossil fuel based energy system to a renewable based energy system, whilst fully engaging communities in that transition.</i></p>
<p><u>Well-being Objective 3</u></p> <p><i>Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency</i></p>	<p><i>Activity in this project area will be aimed specifically at reducing carbon use emissions through a range of actions including transformation of the local energy system. The work looks at the whole energy system considering the integration of renewable energy technologies across buildings, transport, heat, business & industry and power sectors, to drive decarbonisation and net zero and mitigate the effects of climate change which can assist in stabilising ecosystems addressing the nature emergency.</i></p>
<p><u>Well-being Objective 4</u></p> <p><i>Enable safe, connected, resourceful and diverse communities</i></p>	<p><i>Applying the principles of building a sustainable, fair and green economy, with high value green jobs, skills and training opportunities will contribute towards transformational change in the energy sector leading to a just transition from a fossil fuel based energy system to a renewable based energy system. Engaging communities to become involved in activity which contributes to reducing carbon emissions will help them to become more connected to their local areas, encourage resourcefulness and, by mitigating the worst effects of climate change, lead to a safer and more stable environment for all.</i></p>

Which of the following Well-being Goals and Well-being areas does this project contribute to? ✓



How does this project align with the five ways of working?

	<p>Long-term</p> <p>The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs</p>	<p>The targets to be achieved in relation to decarbonisation and achieving net zero extend beyond the life of this project, however, to achieve success work is required now. The two key targets are for the Welsh public service to be net zero by 2030 and for Wales to become net zero by 2050. These long-term targets will need to be considered when agreeing and implementing the well-being plan.</p>
	<p>Prevention</p> <p>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives</p>	<p>Reducing carbon emissions mitigates the worst effects of climate change leading to a safer and more stable environment for all. It assists with stabilising ecosystems addresses the nature emergency. Taking action to reduce emissions from the combustion of fossil fuels can ultimately eliminate harmful</p>

		particulates being released into the environment thus improving people's health and preventing health issues from occurring in the future.
	<p style="text-align: center;">Integration</p> <p>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies</p>	Pembrokeshire and Wales must transition to a decarbonised future and therefore action and investment undertaken as a result of this plan will have a positive impact in the future. All PSB members need to participate in this work to ensure that we are able to deliver our long-term goals.
	<p style="text-align: center;">Collaboration</p> <p>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives</p>	This work will require new ways of working and therefore all PSB members need to collaborate and share good practice. The work will see the continuation of the PSB's collaboration with community and 3 rd sector energy projects, and the private sector on regional and nationally significant renewable energy and clean hydrogen projects such as Milford Haven : Energy Kingdom, South Wales Industrial Cluster, Celtic Freeport, The Milford Haven Waterway Future Energy Cluster and Celtic Sea Cluster Strategic Board.
	<p style="text-align: center;">Involvement</p> <p>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves</p>	Because of the new ways of working this work will require, it is essential that officers delivering services, and people using those services, are involved in agreeing how service delivery is changed. Transformational change in the energy

		sector leading to a just transition from a fossil fuel based energy system to a renewable based energy system, requires that everyone is involved and engaged in that transition as fully as possible.
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Building a sustainable, fair and green economy

There is a broad range of existing partnership arrangements and boards concerned with building a sustainable, fair and green economy. These include the Haven Waterway Enterprise Zone, Pembrokeshire Business Panel, Pembrokeshire Economic Ambition Board and Swansea Bay City Deal. The PSB acknowledges the role it can play in supporting lobbying efforts relating to the economy in Pembrokeshire and the specific role of public sector partners in the net zero agenda. There are also cross-cutting issues within the project plans already developed that will have a positive impact towards achieving this Well-being Objective.

Notwithstanding the broader context set out above, the PSB will take advantage of opportunities to contribute towards this objective over the next five years, for example, by growing the circular economy and supporting local food production, where it can add value to this agenda without duplicating existing work.

Engagement

The **Pembrokeshire PSB Engagement Group** is a working group comprising of Pembrokeshire Public Services Board representatives and is a sub-group of the PSB.

As well as working together to plan, co-ordinate and deliver engagement for the Well-being Assessment 2022 and on development of the Well-being Plan 2023-28, the group's objectives include:

- Sharing best practice on the best ways to link with communities in Pembrokeshire to determine what matters to them
- Participating in the planning and delivery of ongoing engagement activity as determined by future Well-being Plan priorities
- Working together to ensure that all resulting documents are co-produced

The PSB Engagement sub-group will have a continuing role to play in promoting co-production and ensuring that continuous engagement with citizens and communities is a theme that runs throughout delivery of this Plan. Through this group, the PSB will commit to the following;

- That Project Leads will engage with young people on Well-being Plan activity in their spaces, by attending their forums and boards
- Continuing to work with Co-production Wales on embedding a co-production approach throughout Plan activity and increase opportunities for people to develop their own responses to issues they face
- Developing an engagement plan that identifies where engagement will be required within each project area
- Ensuring that representatives from each project area are members of the PSB Engagement sub-group

The Public Services Board is committed to involving people in areas of work that affect them and putting engagement at the core of delivery of the Well-being Plan.

Actions and Objectives Matrix

The following matrix identifies the contributions of our proposed actions to our Well-being Objectives;

	<i>Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy</i>	<i>Work with our communities to reduce inequalities and improve well-being</i>	<i>Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency</i>	<i>Enable safe, connected, resourceful and diverse communities</i>
Utilise short term funding to respond to the cost of living crisis	✓	✓		✓
Develop a poverty strategy to effect lasting change, informed by local and national data and the experiences of those in poverty in Pembrokeshire and based on a preventative approach	✓	✓		✓
Build a better understanding of our communities using data and local insights to develop a bilingual evidence base to inform future PSB work	✓	✓	✓	✓
Increase engagement and involvement across Pembrokeshire's communities	✓	✓	✓	✓
Build the confidence, capacity and capability of communities	✓	✓	✓	✓
Raise the profile of and change the way we think about acting for biodiversity, and the role that all PSB	✓	✓	✓	✓

	<i>Support growth, jobs and prosperity and enable the transition to a more sustainable and greener economy</i>	<i>Work with our communities to reduce inequalities and improve well-being</i>	<i>Promote and support initiatives to deliver decarbonisation, manage climate adaptation and tackle the nature emergency</i>	<i>Enable safe, connected, resourceful and diverse communities</i>
partners have in tackling the nature crisis				
Work collaboratively to deliver actions identified in the Nature Recovery Action Plan (NRAP) for Pembrokeshire	✓	✓	✓	✓
Co-ordinate the implementation of the Climate Adaptation Strategy for Pembrokeshire	✓	✓	✓	✓
Work together to share good practice, deliver carbon reduction actions and reduce carbon use to net zero by 2030	✓	✓	✓	✓
Monitor and support delivery of the Pembrokeshire Local Area Energy Plan (LAEP)	✓	✓	✓	✓

Delivery and monitoring progress

Delivery

The PSB needs the right organisations and people to be involved in order to deliver the actions we will set out in the Well-being Plan. Delivery arrangements will be designed to provide a direct line of accountability to the PSB by requiring individual PSB members to lead and sponsor specific work streams or projects. Full details of our delivery mechanisms will be agreed over the next few months and be included in the final version of the Well-being Plan. Partners will work together to deliver project plans which set out the specific actions we will take to make a difference. We will also retain flexibility within our delivery arrangements to allow ideas to develop over time and to enable us to react and respond to new challenges and emerging issues.

Monitoring

As part of the process for designing the delivery of work streams, we will identify the measures by which success will be monitored and the PSB will develop a performance management framework which will enable it to evaluate progress.

Annual Report

PSBs are required to produce Annual Reports detailing the steps taken by the PSB to meet the objectives set out in the Well-being Plan. Copies of this report will be sent to Welsh Ministers, the Future Generations Commissioner, the Auditor General for Wales and Pembrokeshire County Council's overview and scrutiny committee (see below).

Scrutiny

The Council's Partnerships Panel is responsible for providing democratic accountability and oversight of the work of the PSB. It can review or scrutinise the decisions made or action taken by the PSB, its governance arrangements, and request any individual PSB member to come before it to be scrutinised on the contribution a partner organisation is making to the work of the PSB.

Next Steps

The PSB is required to formally consult with a broad range of statutory agencies and the general public on this draft Well-being Plan, for a minimum of 12 weeks. Following this period, and any subsequent amendments made as a result of the consultation, each statutory member of the PSB (i.e. Pembrokeshire County Council, Hywel Dda University Health Board, Mid and West Wales Fire and Rescue Service and Natural Resources Wales) are required to approve the Well-being Plan through their own governance arrangements before it can be published.

The anticipated date for publication of the Well-being Plan by the PSB is May 2023.

The PSB is keen for people to be involved in the development of the Plan and to have their say on how it will be delivered. You can do this by taking part in our [on-line survey](#) or by downloading a [hard copy response form](#).

If you have any comments or queries on the Well-being Plan or PSB working in general, please contact:

Nick Evans

Corporate Policy and Partnerships Manager

Pembrokeshire County Council

County Hall

Haverfordwest

Telephone: 01437 775858

Email: nicholas.evans@pembrokeshire.gov.uk

Website: [Pembrokeshire PSB](#)