



Comisiynydd  
Cenedlaethau'r  
Dyfodol  
Cymru

**Future  
Generations**  
Commissioner  
for Wales

# The Future Generations Report 2020



**Let's create the future together**



# Annexe 1

## Involvement

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This annexe complements Chapter 5, that describes my work and strategy to promote the sustainable development principle and to help Wales achieve the national well-being goals by 2050, as the Act requires.

This supplement describes my involvement strategy and gives a flavour of what I learnt from applying this way of working. I hope it will also help inspire public bodies, Public Services Boards and anyone who wants to involve people in their work and help us achieve the well-being vision for Wales.



# Future Generations Report 2020

## Anexe 1: Involvement

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## Why involvement matters

Involvement is at the heart of the Well-being of Future Generations Act. It is one of the statutory five ways of working. I want to lead by example and have sought to engage people in the production of this report as I do in all of my workstreams, and I have dedicated significant resource for this.

To deliver on the aspirations of the Well-being of Future Generations Act, I believe a national vision must be collectively supported. I want to build on the success of 'The Wales We Want' conversations in 2014, where communities across the country took ownership for involvement, raising their voices and feeding in their views; forming the foundations of the legislation.

As a small organisation with a vast remit, involving people from across Wales and cross-sector is a big task. I am constantly seeking to improve my reach and my techniques. I keep under review the effectiveness of the different methods that I have used, and challenge my team about whether a particular approach is the right one.

I have been mindful of finding ways to engage with vulnerable groups, and I would be keen to hear any feedback or suggestions for particular involvement approaches you would like to share with me. The engagement my team and I have undertaken over the past three years has been a continuation of 'The Wales We Want' movement.

We have given experts, organisations, groups and individuals across all sectors in Wales the opportunity to get involved with my work and to debate the issues that matter to them.

We have worked to support and inform a collective view of what we need and want, producing something akin to a manifesto for the future to help shape the debate as we prepare for local and national elections.

While there is a thank-you section contained within each chapter for those who have given a significant amount of time to help shape this report, I would like to take this opportunity to thank every person, over 5,000 of them, who have engaged with my work since 2017. I have sought the views from the different communities who form the fabric of our society in Wales, and I have drawn on their views in my work and to develop this report. I look forward to continuing to work with many people in the future to achieve what we want for Our Future Wales.



## What the Act requires me to do

Under the Well-being of Future Generations Act, I have a statutory duty to consult with the following stakeholders during the relevant period leading to the publication of the Future Generations Report:

- My Advisory Panel
- Representatives of the voluntary sector
- Business representatives
- Each public body
- Trade Unions
- Representatives of persons resident in each local authority in Wales
- Any other person the Commissioner considers is taking steps (or wishes to) that may contribute to the goals
- Any other person the Commissioner considers appropriate to ensure economic, social, environmental and cultural interests are represented.

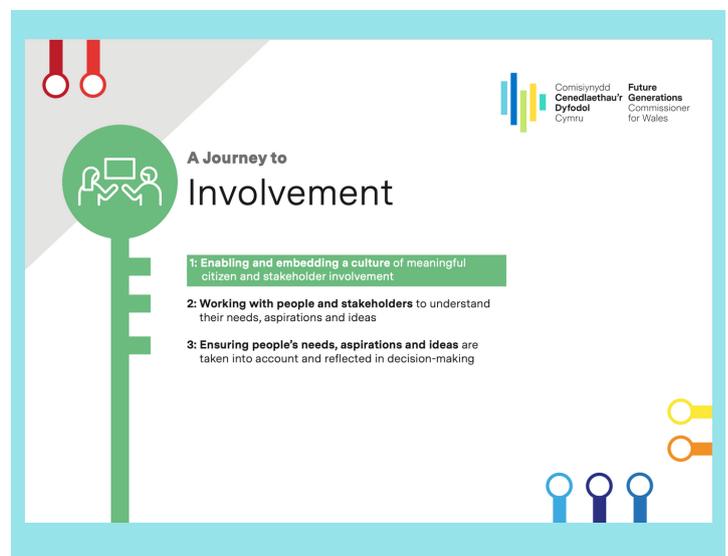
I wanted to go above and beyond my statutory duty to ‘consult’ people, to ensure that my findings and recommendations were shaped by a wide range of views of people truly involved in my work.

I am on a long journey to find and connect with those based in Wales and further afield who are making sustainability a reality, and constantly strengthen my involvement of the organisations and people of Wales.

## Building on my existing involvement

Involvement requires being open to influence from, rather than just being informed by, the views of people and stakeholders.

Involvement approaches work most effectively with people when they’re at earlier stages of policy design or decision-making, such as through helping to identify issues and potential solutions.



This is why in 2017, I undertook a large piece of work, engaging with academics, stakeholders, experts, and the public to identify my areas of focus. These areas are where I have dedicated my office resource.

My team and I wanted to reach out as far as possible to build on the engagement we have already undertaken with public bodies (leaders and frontline staff), community groups, businesses and individuals to strengthen our initial involvement. I decided to use as many ways as possible to involve people and to be flexible in order to use all of the ways of working and meet people where they are.



During the reporting period, I have also drawn on the views of people through:

- The extensive engagement with over 250 stakeholders undertaken via the Art of the Possible partnership to co-create a set of resources on how public bodies can implement the well-being goals (2018)
- Over 639 letters that members of the public and their representatives have sent to me
- Numerous meetings, workshops, roundtables and events that my team and I are frequently invited to take part in
- Detailed involvement with over 4,400 stakeholders in specific pieces of my work including Adverse Childhood Experiences, health system change, transport, housing, land use planning, procurement and decarbonisation
- Regular conversations with public bodies and Public Services Boards and attendance of their networking events, as well as attending the network events relating to my areas of focus
- Meetings with officers across the 44 public bodies responsible for implementing the Act
- Interviews and meetings with chief executives and officers of all 44 public bodies and chairs of Public Services Boards on their draft well-being assessments and plans, and their progress meeting their well-being objectives
- My first round of statutory monitoring and assessing
- Established strategic partnerships and secured over 20 secondments with organisations such as Constructing Excellence in Wales, South Wales Police and Crime Commissioner, and the Mid and West Fire and Rescue Service
- Digital opportunities such as the purpose-built 'People's Platform', Twitter chats, Instagram Survey, webinars and 'Waffle' breakfast webinars
- Views gathered for my pieces of work, including my reports on [transport](#) or [education](#), which canvassed views from a wide range of people.

This approach has enabled me to take account of the wide views of public bodies, stakeholders and the public.

I drew on the information and intelligence shared with me, to assist in setting advice on my areas of focus and for the production of this report. To account for these views, each section of the report details 'People's Perception' which has been taken from the analysis of critical issues and ideas raised through engaging with over 5,000 people.

Quotes from people and organisations are dotted throughout this report to illustrate statements that have been made to reflect the ways involvement, whether formal or informal, has shaped the report's content. Reports that have been shared to inform the work are also referenced.

Within my involvement strategy, and in line with the holistic concepts set out in the Act, I have walked the talk by integrating this work with the other ways of working:





## Collaboration

The challenges facing current and future generations are complex. Therefore, as a small organisation, I must collaborate with others, to extend my reach as far as possible, and benefit from, and share the expertise outside of my immediate team.

This has included working with key networks and using other organisations' events, such as the Urdd Eisteddfod and Hay Festival to gather views. I also work closely with my statutory Advisory Panel, which includes the other statutory commissioners, the Chief Medical Officer, a business representative, Wales TUC, Natural Resources Wales and the Welsh Council for Voluntary Action.



## Prevention

As a 'guardian for the interests of future generations', I must prevent problems arising for both current and future generations by tackling the root causes of the challenges ahead.

Involvement is key in identifying these challenges and in giving me a practical and fresh perspective to shaping services that we need now and in the future. Hearing from others has enabled me to sense-check priorities along with the findings and recommendations in this report.



## Long term

I have taken a long-term approach to involvement. The conversation started in 2017 to set my areas of focus and will continue over the years to come. I recognise that what is important to people is not static and that true involvement requires ongoing conversation.

This is why I conduct regular involvement activities on my specific workstreams and set up the second iteration of SenseMaker (the People's Platform), allowing us to track shifts in opinion.



## Integration

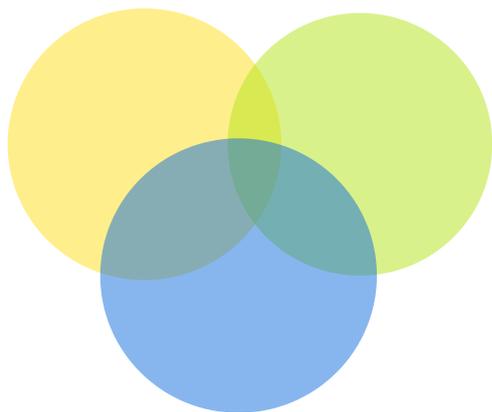
I include involvement in all areas of my work and have drawn on a wide range of sources in the drafting of the Future Generations report. While I have identified areas of focus, I have encouraged people to talk about what matters to them, using open questions and allowing them to direct the narrative, which has naturally shown the integration between key themes people have raised with me. It has also enabled me to gain a diverse range of perspectives across the content of the report, such as the views from cultural organisations on transport. This has also helped to ensure that my recommendations are cross-sectoral and maximise contribution towards all of the well-being goals, are relevant to public bodies and Public Services Boards' well-being objectives and go beyond my areas of focus which are more specific to my work.



## Involvement activities for the Report

For the Future Generations Report, specific involvement activities were carried out in three phases which helped us gather the necessary information. Firstly, in relation to general sentiment on the ground about people's perspective of their own well-being and that of the nation, then views and ideas to shape my specific chapters and finally views on my draft recommendations.

1. What is your view?
2. What is your view on our priority areas?
3. Testing and Recommendations



To produce this first Future Generations Report, I have used the following specific and additional methods of involvement:

### Our Future Wales

I have created a national campaign to inform the Future Generations Report 2020. This was launched in March 2019, as a national conversation to inform and develop 'a collective manifesto for the future generations of Wales'.



Similar to 'the Wales We Want' conversations, which ran for two years preceding the Act, Our Future Wales encouraged people to start their own conversations in their local areas, with resources to support this. These resources were designed to help people identify issues and complete our surveys, including the People's Platform.

### The People's Platform

The People's Platform is an online tool using a programme called 'Sensemaker' which was designed by Cognitive Edge. It has been described as the first example of distributed ethnography by a leading anthropologist in the British Government, and the software represents a radically new approach to narrative research.

Using Sensemaker adapted for this phase of involvement on our report has enabled us to gather people's stories in a quantitative and qualitative way.

People's Platform responses related mainly to:

#### Communities

36% of responses, in particular, were concerns of lack of community spirit, how to keep people in communities, build cohesion and resilience.

#### Climate change

32% of responses mostly referred to pollution, and the loss of biodiversity, calling for decarbonisation, appreciation and protection of our natural environment and ecosystems. However, it would be difficult to separate this from 'biodiversity and nature' (26%), and I must also recognise cross over with others such as 'water quality' (18%) as many narratives are attributed to several categories.



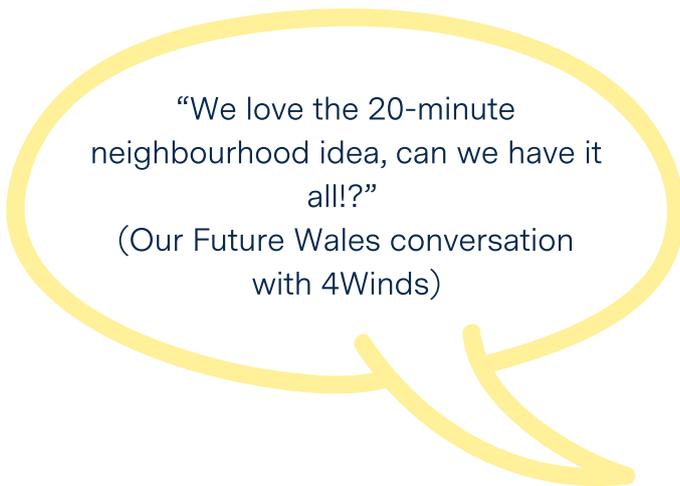
## Mental Health

34% of responses, describing it as a health issue but also in relation to communities, education/jobs and biodiversity/access to green space. This saw an increase in comparison to responses in 2017, and was seen as an increasing priority in what people were concerned about for the future.

## Education and skills

Likewise, while 31% of responses were categorised as 'education and skills', many narratives were attributed to several categories including 'jobs' (30%); 'businesses' (19%); 'poverty' (23%); 'mental health' and 'communities' (as above). Concerns include whether the curriculum is providing young people with 'skills for life' and the future, alongside asking for prosperous local jobs.

NB. Respondents categorised their answers themselves, which is a key feature of SenseMaker to avoid bias in the analysis of the data. Most responses and narratives have cross-cutting themes, and therefore the percentages throughout the report are indicative but not mutually exclusive.



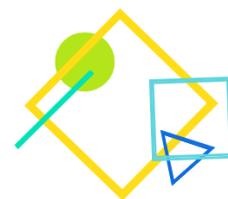
## Big Ideas campaign

Alongside #OurFutureWales, I launched an online campaign calling for innovative ideas or examples people wanted to propose for inclusion in the report. Sixty-six big ideas were sent to me and were tested during events and roundtables as they came in. I also held sessions called 'ideas parties' with the Wales Young Farmers Club and the National Federation of Women's Institutes in Wales, which both provided strong rural context. The proposed big ideas were varied. They were categorised as examples found internationally, here in Wales and ones which were newly formed.

They include;

- Organisations such as Transport for Wales and Constructing Excellence in Wales should become voluntary public bodies under the Act
- Establishing a Welsh Green Investment Fund and
- Adopting Melbourne's 20-minute neighbourhoods.

While some examples of Big Ideas have been included in this Report, I will be producing a 'Manifesto for the Future on Wales' later this year, which will outline more of these ideas that I would like to see included in party manifestos for the next Assembly Election.



**Syniadau Arloesol**  
**Big Ideas**



"A more integrated community as in days gone by. I don't hanker for the past, we have to move forward, but we have moved forward in entirely the wrong direction. People still need human contact, and this is so difficult as we age and are probably left alone in our homes. We must change the way our communities work on many levels."

"Mental health in the workplace. Male suicide is extremely high within the construction industry. I'm concerned that what we're currently doing isn't enough."

"I care about the mental health of children in schools. From bullying to exam stress, I believe more can be done to support children as they go through school."

"Losing nature is a clear sign that our environment isn't healthy and is a critical challenge that must be prioritised. Already, it has begun to affect our lives and will only get worse unless we take action. The Future Generations Commissioner has an important role in ensuring that protecting and restoring our natural environment is high up on the political agenda and to help remind public bodies of their responsibilities to the natural environment."

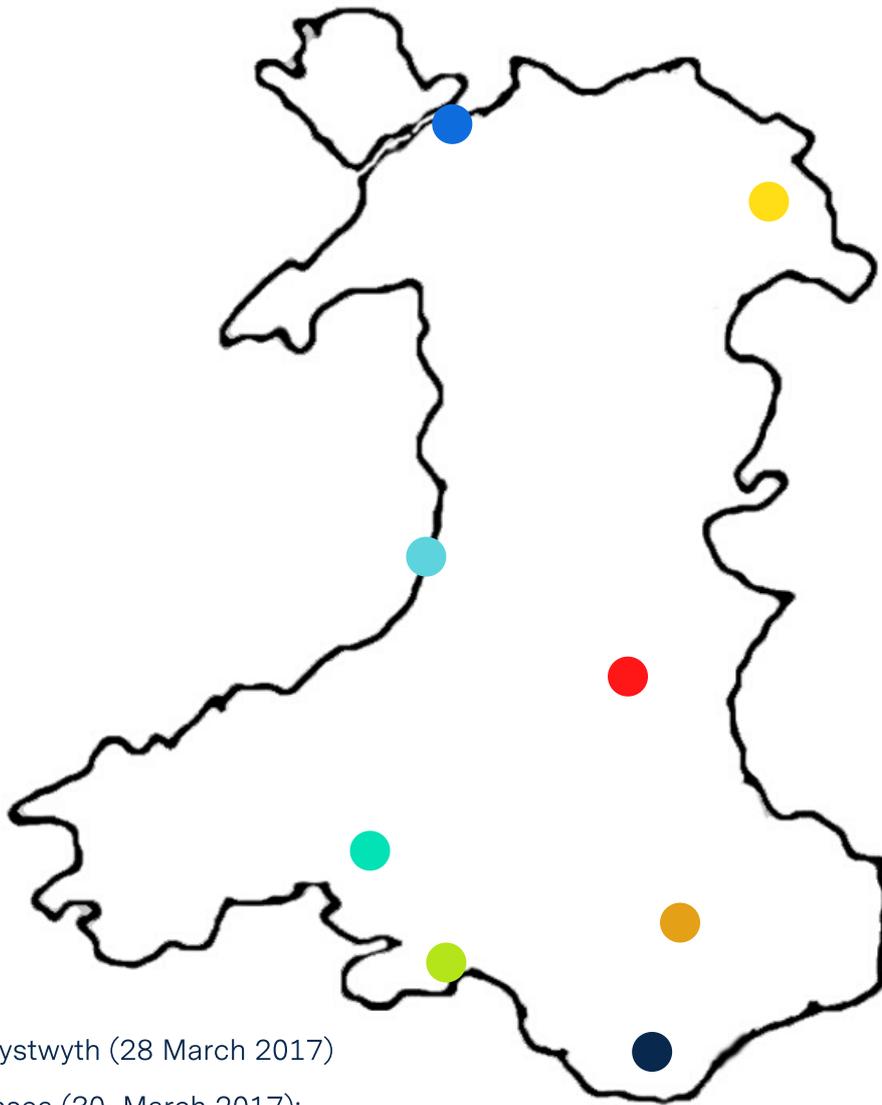
"We (western societies) are currently living in a way that is bound to leave our planet unable to sustain human life as we think of it. Not only are we causing the extinction of a multitude of species, we are sacrificing our future human generations for the sake of luxuries that do not even enrich our lives in any meaningful way. The government is not addressing this adequately."

"I think people will be happier and healthier if they are living in a healthier natural environment, have meaningful employment and are involved in their communities."



## Regional stakeholder Our Future Wales events

In addition to the four regional sessions I held in 2017 as part of involving people in setting my areas of focus, and the engagement I have done across Wales over the last four years, in 2019 I held five regional sessions in different communities in Wales to help shape my report.



- Aberystwyth (28 March 2017)
- Swansea (30 March 2017);
- Cardiff (3 April 2017)
- Wrexham (4 April 2017)
- Bangor (18 June 2019)
- Wrexham (19 June 2019)
- Carmarthen (20 June 2019)
- Ebbw Vale (2 July 2019)
- Llandrindod (3 October 2019).



In total, 168 people attended in 2017, and 174 people attended in 2019, from the local community including town and community councils, public bodies, voluntary sector, and the private sector. Holding these events across Wales enabled me to understand the similarities and differences in priorities and concerns.

Common themes from these events were:

### Climate change

A proposed idea of "education through projects like Pembrokeshire Eco Champions – all public bodies should have one".

### Mental Health

The need to act preventively and have timely access to services.

### Disconnect of communities

People felt they weren't as involved with their communities anymore, and neighbours no longer know each other. Wrexham shared that they are trying to tackle this through setting up a 'well-being' hub in the village which will be attached to the doctor's surgery but run and managed by volunteers; it will be self-sustaining with a community café and meeting space.

### Education and skills

Concern that children aren't being educated for future jobs and the feeling that people in rural areas have fewer opportunities than those in urban areas. Attendees in Ebbw Vale were the only group to raise the lack of engagement of young people with the democratic process.

### Equality and poverty

Period poverty and the gender pay gap were raised as concerns alongside lack of representation





## Climate Change

**“We have a climate and ecological emergency.”**

Ebbw Vale

**“More tree planting to mitigate for climate change and alternative land use and sustainable products.”**

Carmarthen

**“Amount of plastics, environment/pollution and potential harm to health and animals/fish.”**

Bangor

**“No local amenities are increased to support the community and lack of green space impacts on physical and mental health.”**

Ebbw Vale

**“Use ‘well-being’ term more – wider well-being rather than focus only on term ‘mental health’ – in schools.”**

Wrexham

**“More help needed to reach to reach individuals suffering with mental health issues.”**

Llandrindod



## Mental Health

**“Future employees to speak to education providers re skills needed, ie. automation – what robots can do.”**

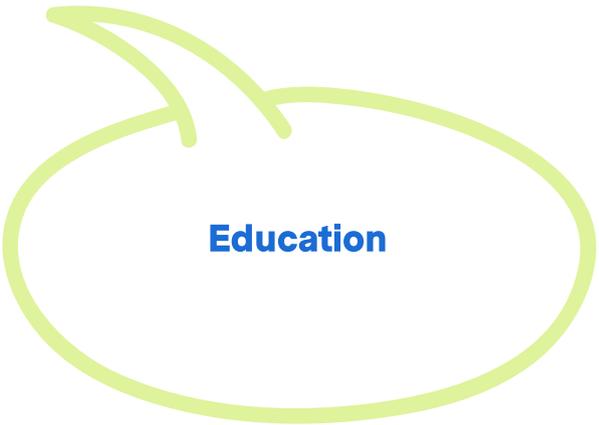
Bangor

**“Powys is a beautiful rural county, but rurality also presents lots of challenges: delivery of services, retaining our young work-force.”**

Llandrindod

**“It’s a green valley now, but there are no jobs.”**

Ebbw Vale



## Education





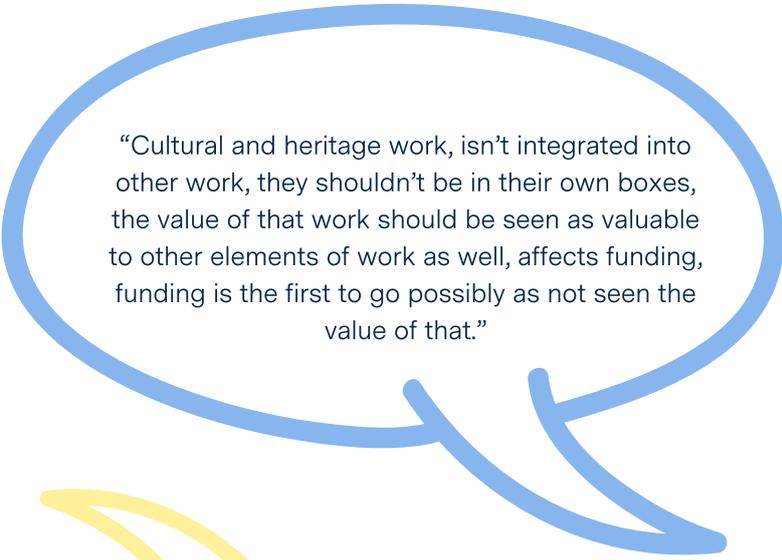
## Roundtables and meetings

I have regularly held roundtables and meetings with experts and key partners to shape the report and test the findings and recommendations with umbrella organisations and in specific parts of the report – for example on procurement, health, and skills. In addition to this, I held specific roundtable meetings with over 87 representatives of different groups and sectors, such as:

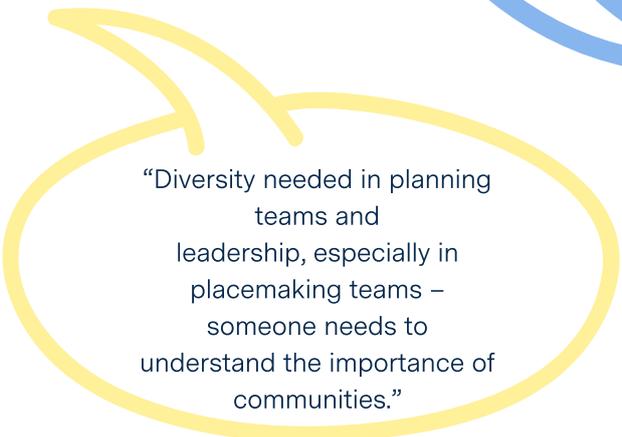
- Black Asian and minority ethnic roundtable, including Race Alliance Wales, Women Connect First, Show Racism the Red Card, and Cardiff University (Gateway Project)
- Trade Union roundtable, including Royal College of Nursing, NASUWT Wales - the Teachers' Union, Undeb Cenedlaethol Athrawon Cymru and the National Farmers Union
- Voluntary sector roundtable, organised in partnership with the Wales Council for Voluntary Action. Representatives included Children in Wales, Wales Environment Link, Age Alliance Wales, Citizens Advice Cymru
- Culture and Welsh Language roundtable, including Eisteddfod, Literature Wales, Artis Community Cymuned, National Museum Wales
- Skills workshops in Cardiff and London engaging with experts from across a range of sectors on skills for the future
- 'Imagining the Future' on transport, using the International Future Forum's 'Three Horizons' model for long-term thinking. These had a dual purpose to also build awareness and capacity in the attendees of how to use this model themselves, as well as to help me capture views and ideas. I would like to thank Louisa Petchey (my futures lead as part of a shared post with Public Health Wales) and Hannah Johnson, our Academi Wales Graduate, for their organisation and delivery of the workshop.

Common themes from roundtables were:

- The social, economic and physical environments of people such as the benefits of access to cultural and green spaces alongside the need for strong communities and prosperous employment
- A focus on corporate processes such as funding difficulties, including decisions being made based on monetary value
- Gaps in data measurements, such as how this captures/represents different communities and how outcomes are measured
- The need for more diversity within our thinking and representation within organisations, especially in relation to culture and equality
- Concern as to whether education is providing the 'right' skills and workforce planning.



“Cultural and heritage work, isn’t integrated into other work, they shouldn’t be in their own boxes, the value of that work should be seen as valuable to other elements of work as well, affects funding, funding is the first to go possibly as not seen the value of that.”



“Diversity needed in planning teams and leadership, especially in placemaking teams – someone needs to understand the importance of communities.”





## Pop-up conversations

I held ‘pop-up conversations’, going where people already are, including conferences, public places and workplaces, to enable people who we may not otherwise have reached to contribute to the conversation. I also encourage my staff generally to undertake both individual and group volunteering, allowing time off for volunteering activities. My staff undertook further conversations with the groups they volunteer with to help me better understand lived experience, alongside conversations with groups such as Parents Voices Wales.

For example, my team went to

- Public places including Morrisons Colwyn Bay, Sainsbury’s Gorseinon, Waterfront Medical Centre
- Events and conferences such as Bridgend College Freshers Fayre, Olympage
- Places of work and community services such as a Transport for Wales’ full team meeting and 4Winds centre
- Groups my office volunteers with, such as Women’s Aid Rhondda Cynon Taf and the Tavistock Institute.

These sessions were designed to help people fill in our People’s Platform Survey, and their views are analysed in that section.

**“The reality of operating in rural, sparsely populated areas or areas with fewer public transport connections makes it more difficult for people to access their local leisure and cultural facilities. We know that this impacts the most disadvantaged of our society the most, and will, in turn, widen health inequalities.”**

Community Leisure UK

## Written submissions to Our Future Wales

More traditional ways were also used in my involvement, and alongside utilising my usual public correspondence, I have received written submissions to Our Future Wales to help identify general sentiment and issues which matter to them now, and in the future.

Respondents included:

- Public bodies such as Natural Resources Wales and Neath Port Talbot Public Services Board
- Voluntary sector organisations including the Community Transport Association, Children in Wales, Co-operatives and Mutuals Wales, and Community Leisure UK.

Common themes from these submissions were:

- Tackling inequality, especially in the face of challenges such as Welfare Reform and reduction in budgets
- The importance of an integrated transport network in helping ensure equality of access to services and facilities especially in relation to leisure, supporting health and well-being.

**“Natural Resources Wales have spoken to the users of our visitor sites over a number of years and found that one of the main barriers to participation can be public transport links. We believe that jointly influencing Local Authorities over matters such as rural public transport as well as doing as much as we can to ‘sell’ the benefits of going outdoors to everyone in Wales is key to help improve the well-being of current and future generations.”**

Natural Resources Wales



## Written submissions to the draft report

In shaping the draft chapters and recommendations, my office has regularly shared specific draft sections of the report with stakeholders with a particular interest or knowledge in the subject matter. In order to broaden involvement in this phase, I also shared draft versions of the report through key stakeholders and their networks such as Wales Council for Voluntary Action, the Welsh Local Government Association, my advisory panel and the Future Generations Leadership Academy to sense check and test the contents of my chapters and draft recommendations.

The majority of responses I received included:

- Those with interest in the environment and sustainability, including Natural Resources Wales, World Wild Fund for Nature, Woodland Trust, Marine Conservation Society, Wildlife Trusts Wales and the Royal Society for the Protection of Birds
- Those with expertise in the area of equality and diversity, such as Race Alliance Wales, Cytun Cymru, Samaritans, University of Liverpool, Guide Dogs Cymru, and a member of our Future Generations Leaders Academy who works for Royal National Institute of Blind People.

Their comments:

- Showed where they supported, and also challenged sections of the report, proposing inclusions such as including 'blue space' with 'green space'
- Shared views on how the sector has received Welsh Government's policies, e.g. the 'Enabling Natural Resources and Well-being in Wales' grant, and Welsh Government's commitment to developing a Race Equality Strategy
- Evidence including the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services report and Samaritans Cymru report "Exclusion from School in Wales - The Hidden Cost".

**"Race Alliance Wales welcomes and supports, in principle, the Race Equality Strategy that has been confirmed Welsh Government will be developing and looks forward to accessible consultation on its content."**

Race Alliance Wales

**"This is a significant document with a lot of excellent material within it. It could do with, perhaps, a little more emphasis on disability in some places."**

Guide Dogs Cymru

**"Through our expertise, we can see some concerning gaps around environmental limits, nature and Goal 2 and believe for the Future Generations Commissioner to be robust it needs to take more account of these issues. We have suggested amendments in support of addressing this gap."**

World Wildlife Fund for Nature (WWF)



## Survey about my draft recommendations

I decided to make my draft findings and recommendations publicly available for comment in a 'you said, we did' approach.

The COVID-19 outbreak meant that I did this through an online survey rather than through drop-in involvement days, for people to tell us whether we had accurately reflected what they had told us and whether they thought what I proposed going forward would make a positive impact on the issues raised. My team layered out the vision, listed our analysis of people's perceptions and asked respondents to score of likeliness of my recommendations to address their issues.

Considering the unprecedented situation, I was extremely pleased to receive such considered and comprehensive feedback. Although the survey could be completed anonymously, several respondents identified themselves as a 'community champion', specific professional bodies or charities. Their feedback has influenced the wording of, and also which recommendations have been taken forward into the final report.

The top recommendations people supported were:

- Transport - Allocate at least 50% of capital transport spend on improving bus and train services (80%)
- Housing - Welsh Government to ensure all grant funding provided for housing in Wales is spent in line with the framework of the Future Generations Act (89%)
- Skills for the Future - Require Regional Skills Partnerships to develop insight and plans that demonstrate how they are applying the Act (76%)
- Adverse Childhood Experiences - Provide appropriate funding for a co-ordinated whole-system approach across the public sector (81%)
- Land Use Planning and Placemaking - Change the presumption in favour of development by a need to demonstrate how proposed developments will improve the social, cultural, environmental and economic well-being of the area to be granted planning permission (91%).

The top recommendation people chose was 'Changing funding arrangements across sectors and services to encourage collaboration to keep people well and reduce demand' (94%), as per the section on A Healthier Wales in Chapter 3, reflecting an area which I also consider needs specific and concerted action from Welsh Government. ([see section on A Healthier Wales in Chapter 3](#))



## Working with others

I have been keen to maximise our reach to involve as many people as possible, and most importantly, people and groups representing the diversity of our communities. I have as far as possible used the reach of other organisations to gather views.

It would be impossible to accurately reflect the variety of intelligence this has given me. The diversity of expert views, from lived experience to academic has been invaluable in informing this report. However, a flavour of the groups I have worked with and their feedback is detailed below. Alongside this, views can be read as quotes and references throughout the report.

Alongside the above, I have worked with:

- Organisations and networks that have helped inform my work since 2017, such as my joint working with Audit Wales or The Equality and Human Rights Commission. Their resources are referenced throughout the report; for example, the Equality and Human Rights Commission 'Is Wales Fairer? (2018)' report
- Varied forums my office attends for public bodies, voluntary and private sectors including Public Services Board Co-ordinator and National Public Body Network meetings; Sustainable Development Co-ordinators' Cymru Plus; as well as the national and local forums relevant to my areas of focus including Constructing Excellence in Wales - Construction for Future Generations Leadership Forum
- Umbrella and membership bodies who circulated information and my surveys through their own networks, for example One Voice Wales, Wales Council for Voluntary Action, the Welsh Local Government Association, Business in the Community and many more

- Annual conferences and internal meetings and events of particular organisations, such as One Voice Wales, Disability Wales, Race Alliance Wales, Stonewall Cymru, Gwent Citizens Panel, Age Cymru, 4theRegion and Wales Real Food And Farming Conference, which in itself enabled me to reach over 200 people. I would like to thank all those organisations for their support and help to reach out further for the production of this report
- The partners and participants of my Future Generations Leadership Academy. [\(see details in the My Focus chapter\)](#)

**“There needs to be a culture of disability rights. Let’s work together to make the social model a reality.”**

Rhian Davies – Chief Executive of Disability Wales at the Disability Wales Conference

**“There are currently 23,000 empty properties in Wales. Well-being must require somewhere to live.”**

Cllr. Geoff Simpson, Llanfair Community Council at One Voice Wales Vale and Bridgend larger council meeting

**“We need physical spaces and face to face dialogue to rediscover how to communicate about difficult subjects, to gracefully disagree, how to spend me with each other, learn, exchange and (god forbid) change our mind and understand each other better.”**

GWLAD Festival





## My Advisory Panel

Since its creation in 2017, members of my Advisory Panel have continually provided me with their expertise, alongside joint work between our offices within specific areas of work, joint letters and press releases. Some of the ways they have supported the development of my report are:



I have used The Children's Commissioner's Beth Nesa and Beth Nawr published in 2016 and 2019, and our jointly produced "Right Way" framework

Natural Resources Wales has highlighted the relevance of the interim State of Natural Resources Report and Welsh Government's Natural Resources Policy



The Older People's Commissioner flagged the 'State of the Nation' ageing in Wales trend data

The Welsh Language Commissioner shared their own five-year report on the position of the Welsh language alongside case studies



Wales Trade TUC noted the links to be made to the Fair Work Commission and shared with me their response to the Welsh Government consultation on 'A more equal Wales: strengthening social partnership white paper

Wales Council for Voluntary Action advised on several voluntary organisations which could contribute to the report, co-hosting a roundtable and sharing my draft chapters with their members for comment



The Chief Medical Officer provided context on the pressure the health system was under, before COVID-19.



## Voluntary Sector

In addition to involving voluntary sector organisations on specific parts of this report and through regional events and roundtables, as detailed above, I have agreed on a Memorandum of Understanding with the Wales Council for Voluntary Action and engaged with several organisations.

A flavour of other ways I have engaged them with the work of my office includes:

- My lunch-and-learns with Hafal, British Deaf Association, Purple Shoots, Cymdeithas yr Iaith, Pedal Power, a Fairtrade producer and a domestic abuse survivor
- Organisations involved in in-depth contributions to the report such as Diverse Cymru, World Wide Fund for Nature, Samaritans, Sustrans, MIND Cymru, the Health Foundation and the Wales Council for Voluntary Action
- Organisations involved in the development of the Art of the Possible journeys, of which five voluntary sector partners were seconded to my office to deliver the programmes and engaged with hundreds of voluntary organisations to develop practical guidance on implementing the goals. This work forms the basis of the recommendations on each of the goals;
- Organisations participating in specific programmes such as the Future Generations Leadership Academy which includes participants from the Scouts and the Royal National Institute of Blind People.
- Membership organisations such as Wales Young Farmers Clubs and the National Federation of Women's Institutes

**“60% of time spent on applying to grants is wasted. Charities spend 1.1. million on applying for grants and 63% failure rate. Is it fair for public established groups to go through the same process as ad-hoc organisations?”**

Local Access Forum

Some of the key themes raised with me by this sector have been:

- The difficulty caused by short-term and reducing levels of funding; that despite the valuable work this sector provides, which has been especially highlighted during the COVID-19 crisis. They often feel that they are not perceived as equal to that of the statutory sector;
- The climate and nature emergency, from a range of organisations including the Ogmore Valley Olympage group who were concerned about what climate change would mean for their grandchildren and great-grandchildren, to Extinction Rebellion and GreenNet;
- That inequality that can still exist, in recruitment, employment and policy processes, delivery of services and education, and in our communities.



## Young People

With a remit set out in Law to be ‘the guardian of the interests of future generations in Wales’, I wanted to make sure that young people across Wales are part of creating the future that we want to live in.

To reach out to new audiences and young people, in particular, I recruited a poet in residence to communicate my work and issues. Culture is important as one of the dimensions of well-being, outlined in the definition of the sustainable development principle. I have been excited by how Rufus Mufasa, my first Poet in Residence, has been able to share my work at various conferences and events creatively. Her work appears throughout chapters of this report.



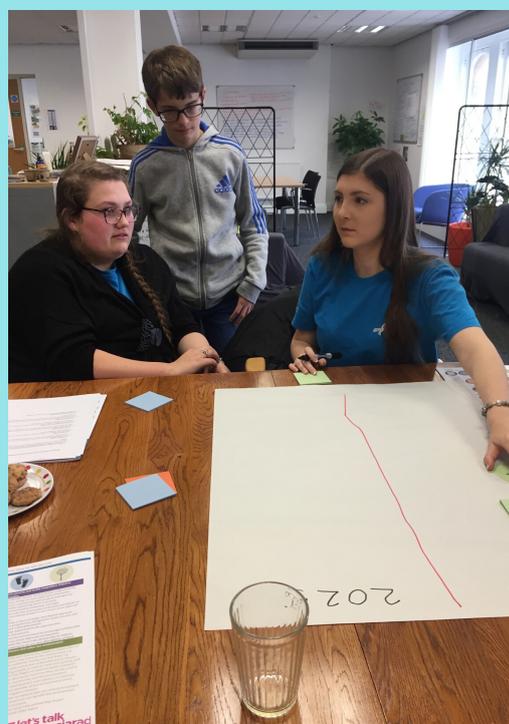
Some of the outcomes of this has been:

- 16% of responses to the People’s Platform were people aged under 25
- Written responses to Our Future Wales
- Young people have raised with me their concerns regarding the climate and nature emergency, especially concerning single use plastics. They also raised issues regarding mental health, in general, and in relation to the pressures of education
- The Instagram survey on skills for the future received over 150 responses. The main findings showed: 79% of respondents agreed that “exams don’t really or/don’t at all” measure ability and knowledge. 90% agreed with the statement “teachers prepare you for exams, not for life.”



Some of my involvement with young people includes:

- Our Future Wales, by creating a schools pack for young people to engage in the conversation, and encouraging young people to complete the 'People's Platform.' I also received comments on my report from participants of the Future Generations Leadership Academy. I was especially pleased to see young people attending my wider Our Future Wales events
- Meeting with young people, such as the Royal Society for the Protection of Birds Youth representatives, who gave me their 'wish book', Merthyr Youth Ambassadors and Youth Vale Ambassadors to challenge me on my areas of work, and Atlantic College students to discuss future challenges in particular climate change
- Directly through schools, including Ysgol Blaengwrach; Ysgol Fochriw; Neyland Community School; Coleg Cambria and a number of West Wales schools through a Global Goals speed dating event at the National Botanical Gardens. In 2017 I delivered a World's Largest Lesson webinar with the Children's Commissioner and in 2019 chaired a Mock COP with over 15 schools
- Attending conferences and events such as One Young World, where I met with International Youth Ambassadors. I addressed the Future Leaders Network Wales launch with over 200 young people, and also joined the Scouts National Jamboree
- Involving young people within my areas of focus, by hosting a 'Young People's Roundtable' and an 'Intergenerational Roundtable on Skills'
- I have hosted a total of 17 young adults and school-age young people on a variety of unpaid and short-term paid work experience placements. In August 2019, two post-GCSE work experience students devised an Instagram survey asking young people their views on education and qualifications in Wales.



## Conversations with business

I would like to say a big thank-you to Dr Gaynor Lloyd-Davies, who was initially seconded to my team from BT to work on the Art of the Possible programme and subsequently worked with me on involving business. Working with BITC Cymru, we were able to reach out to the businesses.

We first surveyed 54 businesses of all shapes and sizes, from Anglesey Sea Zoo to AECOM.

We wanted to gain a deeper understanding of what matters to them, the challenges and barriers they face and any big ideas for things which could make a difference to doing business in Wales. I held four conversations in early 2020 where the hosts - Acorn Training and Recruitment, Castell Howell, Bluestone and MSPARC/ Menter Mon - gathered together over 80 partners and representatives from their supply chain to share their views.

I also undertook telephone conversations with ten companies, who chose to set-up, collaborate and do business in Wales, with the help of Welsh Government's SMART Innovation team.

Business representative bodies like the Confederation of British Industry, the Federation of Small Businesses, the Farmers' Union Wales and National Farmers Union, also contributed to my thinking and views.



Input during these sessions was extremely varied, from:

- Micro businesses and entrepreneurs such as AJ Rees Butcher, Tregroes Waffles, From our Farm, and Anglesey Builders
- Social enterprises such as Cwmni Bro, the North Wales Dragons, and VC Gallery, Shared Impact
- Major employers in rural Wales such as Bluestone and Castell Howell, Orange Box
- Organisations who work across Wales such as Acorn Recruitment, Wales and West Utilities
- Industry representatives such as Tata Steel and Rockwool
- Organisations representing businesses, such as Federation of Small Businesses and Confederation of British Industry
- Others who have an interest and expertise in business such as trade unions, journalists, universities and representatives from the public sector such as the North Wales Economic Ambition Board.

Common themes from these conversations centred around:

- The challenges of procurement systems such as inconsistency in tendering processes;
- How competing strategies can provide disadvantages for local and rural businesses;
- The lowest price is seen as driving decision-making and calendar-driven budgets;
- How certain industries are 'demonised' in Wales, e.g. steel & gas production and farming, when there is an opportunity to get together around opportunities for carbon reduction and bring money into Wales as has been done in Scotland;
- Concern as to whether people will have the 'right skills' from new technology to communication.



## Elected representatives

In 2019, I wrote to all Assembly Members, including Ministers, and to Assembly Committees sharing information on Our Future Wales. I asked them to share with me the issues their constituents were concerned about and any solutions they may have to improve their lives and their communities. I also asked for their views and reports they thought we should bring to the attention of public bodies.

Several Assembly Members have encouraged their constituents to engage with the national conversation.

In November 2018, I also held a briefing event at the House of Commons and House of Lords to share my work with Members of Parliament and Members of the House of Lords.

53% of Welsh Government Ministers responded to my letter, including:

- Mark Drakeford, First Minister of Wales
- Lesley Griffiths, Minister for Environment, Energy and Rural Affairs
- Kirsty Williams, Minister for Education
- Dafydd Elis-Thomas, Deputy Minister for Culture, Sport and Tourism
- Jane Hutt, Deputy Minister and Chief Whip
- Ken Skates, Minister for Economy, Transport and North Wales
- Rebecca Evans, Minister for Finance and Trefnydd
- Eluned Morgan, Minister for International Relations and the Welsh Language.

They shared with me:

- The contributions their portfolios had made in meeting the well-being goals, such as new investments to support decarbonisation and details of the preventative assessment of Community Facilities Programme;
- Challenges such as the frustration of the UK Government failing to commence a spending review;
- Future plans, including the National Forest and a commitment to setting up Creative Wales to support the growth of the creative industries sector in Wales.

41% of National Assembly Committees also responded, their membership represents 51% of Assembly Members.

They included:

- National Assembly Equality, Local Government and Communities Committee
- National Assembly Public Accounts Committee
- National Assembly Climate Change, Environment and Rural Affairs Committee
- National Assembly Economy Infrastructure and Skills Committee
- National Assembly Health, Social Care and Sports Committee.

I am also grateful to the Welsh Local Government Association and One Voice Wales who allowed me and my team to join their meetings and events. The perspectives of local councillors contributed to my thinking and views.



They shared with me:

- Areas they would like attention drawn to, for example, how is the climate emergency driving the way Welsh Government policy is set
- Their learning, including 'Scrutiny of Health and Social Services Draft Budget 2019-20'
- Specific inquiries they had and are planning to undertake including 'Inquiry into Welsh Government's draft National Development Framework'
- Recommendations they have made to Welsh Government.



## Where Next

Once more, I would like to thank everyone who interacted with my office and myself through all these activities, and I hope they will enjoy reading this feedback, alongside how this reflects throughout the report as a whole.

The publication of the report is not the end of the line. It will form the basis of my work programme going forward. I look forward to continuing to engage and draw on the views of people across Wales so that we can, collectively, improve the economic, social, environmental and cultural well-being of Wales and achieve the national vision for 2050, as set out in the goals of the Well-being of Future Generations Act 2015.

If you would like to be a part of this movement for change, or have any involvement methods or experiences you would like to share with me, [please contact my office.](#)



**In Our Future Wales,** Welsh Government should invest more in sport due to its variety of amazing benefits and the Welsh Government should consult with Sport Wales Young Ambassadors with these decisions. ▲▲

Jonathon, Sport Wales Young Ambassador



**In Our Future Wales** we want to be able to ride our bikes on the road whenever we want to. ▲▲

Dan and Ellie, Cardiff



**In Our Future Wales,** I want to be able to see my children have the opportunity of a world class education that supports social mobility in a nation that proudly leads the sustainable development agenda globally. ▲▲



Nina, Wrexham



**In Our Future Wales,** I want public bodies to work closer together to benefit every person in Wales. ▲▲



Alicja, Newport (Tai Pawb)



**In Our Future Wales,** we want more people to get involved with running to help in their communities, for example doing running litter picks, running to help schools, running to help older people... the list goes on! - They can do this by running with GoodGym Cardiff and The Vale. ▲▲



Ben, Cardiff



**In Our Future Wales** I want public bodies to facilitate the increase in numbers of community growing spaces and their full utilisation. We have many allotment sites which are ready made to incorporate community gardens and derelict plots in built up areas which are easily transformed. ▲▲



Carol, Cardiff





Comisiynydd  
**Cenedlaethau'r  
Dyfodol**  
Cymru

**Future  
Generations**  
Commissioner  
for Wales

