

Comisiynydd
**Cenedlaethau'r
Dyfodol**
Cymru

**Future
Generations**
Commissioner
for Wales



A Journey to

A Healthier Wales

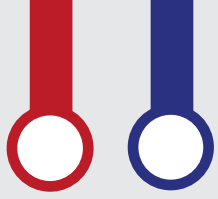
1. A compassionate nation: Support people to act with compassion, to facilitate understanding of mental well-being

2. An active nation: Increase the benefits of physical activity for everyone

3. Place-making and designing-in community health and well-being: Enable places to support the health and well-being of people and communities

4. Seamless, preventative organisations and services: Ensure services support people to understand behaviours and choices that benefit future health





A Journey to

A Healthier Wales

In the Well-being of Future Generations Act,
this goal is defined as

“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.”



Defining the goal

According to Public Health Wales, mental ill health costs society in Wales £7 billion a year.

Since the year 2010, life expectancy in Wales (and the UK as a whole) has started to decrease for the first time in decades. There is an 8-year gap in overall life expectancy and an 18-year gap in healthy life expectancy, between the least and the most deprived places in Wales. Preventative approaches, across all policies and sectors, will help us improve wellness and save lives.

A healthy society is not one that waits for people to become ill, but one that sees how health is shaped by social, cultural, political, economic, commercial and environmental factors, and acts on these determinants of health for current and future generations. The goal of a healthier Wales is about taking approaches that reflect the broader determinants of health in policy and investment decisions across all sectors.

Health is not something you either have or do not have. Rather, it is about different degrees of health on a continuum created in a process

where many resources, assets, strengths, as well as risks and illnesses, can play a part. As part of this, it is also important to reflect that significant Welsh Government investment goes into the NHS in Wales, so some emphasis has been placed on shifting the system.



Case studies

Throughout the document you will find a number of reports relating to the topic subject. Please read the link if you see this symbol.



Defining the goal

Where to focus action in contributing to this goal

Enabling understanding of choices and behaviours that benefit future mental health

[\(See Healthier Wales topic 1: A compassionate nation\)](#)

Enabling understanding of choices and behaviours that benefit future physical health

[\(See Healthier Wales topic 2: An active nation\)](#)

Ensuring that places maximise physical and mental health and well-being

[\(See Healthier Wales topic 3: Place-making and designing in community health and well-being\)](#)

Ensuring that services maximise physical and mental well-being

[\(See Healthier Wales topic 4: Seamless, preventative organisations and services\)](#)

Other statutory requirements in relation to this goal

Public Health (Wales) Act 2017 aims to address a number of specific public health concerns, and to create social conditions that are conducive to good health and where avoidable harms can be prevented. It places a duty on the Welsh Ministers to make regulations which require public bodies to carry out health impact assessments in specified circumstances. The Act is intended to sit alongside a broader suite of actions for improving public health (including other legislative action, public health services, programmes and campaigns).

Active Travel Act 2013 requires local authorities to map and continuously improve routes and facilities for “active travel” – defined as walking and cycling for a purpose, like accessing work or services, rather than for leisure.

Social Services and Well-being (Wales) Act 2014 imposes duties on local authorities, health boards and Welsh Ministers that require them to work to promote the well-being of those who need care and support, or carers who need support. The principles of the Act are: to support people who have care and support needs to achieve well-being; that people are at the heart of the new system by giving them an equal say in the support they receive; partnership and co-operation drives service delivery; and services will promote the prevention of escalating need and the right help is available at the right time.



Some of the suggested steps and actions in this document complement the policies set out in legislation - specific steps and actions that adhere to these are highlighted in orange and with an 'St' symbol.

Enablers

Achieving this goal is **more likely to happen** when...

- **There is a shift in investment to a Wellness System, with integrated planning and investment.**
- **There is a focus on what matters to people.**
- **We have strong digital leadership and capability.**
- **There is shared responsibility across public services, and a shift to community-based models.**
- **Critical thinking and learning are commonplace.**



Disablers

Achieving this goal is **less likely to happen** when...

- **The narrative about a healthier Wales only focuses on the NHS, and health is not part of all policies.**
- **There is a lack of ambition and leadership, with reactive solutions prioritised.**
- **Bidding for services creates unnecessary competition rather than collaboration.**
- **There is a lack of understanding of the broader determinants of health.**
- **Third sector organisations' future is financially precarious.**





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A Journey to

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1: A compassionate nation

Support people to act with compassion,
to facilitate understanding of mental well-being

Defining the issue

Mental health is not just an issue for 'one in four' people in Wales, it is an issue for everyone. There has been a 35-fold increase amongst children in the UK that are classified as disabled by mental health difficulties. At the end of 2016, nearly 1,200 children were admitted to hospital after harming themselves; a 41% rise over three years. Wales is the only UK nation to see a rise in suicide rates over the past decade. These increases are thought to have occurred for two reasons: 1) a rise in inequality, and 2) increased levels of poverty (including in-work poverty/economic-related distress), and reduced community resources.

These issues are complex, but there is overwhelming evidence of the relationship between poverty, inequality, and mental health difficulties which is recognised by the World Health Organisation. A person's opportunity for good health (physical and mental) starts long before they need health care. This means addressing the broader determinants of health and making the health of the public not just the responsibility of our health and social care system, but the responsibility of all of society. Alongside ensuring the broader determinants of health are addressed, building our ability to be compassion-focused and our reflective capacity has the potential to improve our collective well-

being as well as increase a sense of belonging, connectedness and cohesion.

Compassion is an awareness to distress in the self and others with a commitment to try to alleviate and prevent it. It is one of the most important declarations of strength and courage known to humanity. Reflective capacity is our ability to understand ourselves and others in terms of intentional mental states, such as feelings, desires, wishes, goals and attitudes. It is needed to be able to successfully navigate the social world and to make sense of our internal experience and the experiences of others.

Synergies and connections to other journeys



Journey to a more equal Wales

Topic 5: Equality of health outcomes



Making **Simple** Changes

Understand and apply to practice what the [social determinants of health](#) mean.

Provide [Adverse Childhood Experiences \(ACE\)-awareness training](#) for all staff.

Eg

E.g. [HMP Parc Prison](#)

Ensure you have a staff well-being policy and/or service and are following good practice guidance. Where appropriate, ensure this includes team debriefing following a disruptive event.

Conduct a stress audit to better understand workplace demands and explore and document causes of high staff turnover.

HOME

Ensure sickness policies are not punitive and are well-being informed.

Provide [Circle of Security](#) training. This is an early intervention programme for parents and professionals to support and strengthen secure parent/adult-child relationships. Attending to a child's needs by providing a secure base and a safe haven.

Provide training on the [Power Threat Meaning](#) approach and/or other trauma informed approaches.

Share Samaritans Cymru's [Working with Compassion: a toolkit for Wales](#) with your staff and encourage them to use it.

Eg

E.G. <https://youtu.be/MxgUQSySVco>

Provide mental health and suicide awareness training for all staff.

Eg

E.g. Hear from [Dŵr Cymru](#) about how mental health training helped improve mental health in their workplace.

Consider [supporting communities and/or your organisation to become dementia-friendly](#).

Build in team or organisational [reflective training and then practice time alongside ensuring staff needs are being met](#).

Making **Simple** Changes

Explore [how your organisation can support mindfulness practice](#) (individually or groups).

Ask people **‘what matters to you?’** This helps to establish a relationship, understand the person in the context of their own life and the things that are most important to them. You will be in a much better position to work with the person to find the best way forward for them.

Ensure your organisation follows its equality and diversity inclusion policies and that staff feel the culture at work reflects this.

Ensure your organisation is upholding.

Being More **Adventurous**

Embed a compassionate approach to individuals and communities in the internal value systems of your organisation and services. This could be by becoming an ACE, trauma and adversity-aware organisation.

Eg

E.g. [Milbrook Primary School](#)

Support and develop community groups and outreach as a form of prevention, early intervention and community participation.

Eg

E.g. [Men's Sheds Cymru](#)

HOME

Engage with people to share their experiences, knowledge and ideas on health and care, and give them the tools and resources to take their health into their own hands.

Eg

E.g. [The WI – Our Health in Our Hands](#)

Provide mindfulness/meditation spaces in your buildings for quiet reflection.

Eg

E.g. [Salesforce](#)

Provide community space/ facilities for staff (i.e. places to eat lunch, make drinks, sit down and socialise).

Develop reflective capacity to support healthy relationships and reduce the things that lead to relationship difficulties.

Eg

E.g. [Spectrum](#) – is a whole school approach to tackling domestic abuse, educating schools about healthy relationships.

Support the implementation of relational/relationship-based ways of working to support staff in their work with families (e.g. circle of security).

Eg

E.g. [HENRY's approach](#) integrates evidence-based behaviour change models, including the Family Partnership Model, motivational interviewing and solution-focused support with information about a healthy start (nutrition, physical activity, etc) that is consistent with national guidance.

Being More **Adventurous**



Become a [dementia-friendly organisation or community](#).

Eg

E.g. [Brecon is the first community in Wales to be dementia friendly](#). This involves everyone having a greater awareness and understanding of dementia and doing very simple and practical things to accommodate it in everyday life.



Address issues that arise from stress audit and make a plan to address causes of high staff turnover.



Implement the [Primary AGENDA approach](#) where organisations are working alongside children.



Develop an understanding of working with people in communities rather than clients in services.



Move towards community-driven change and citizen-centred democracy.



Develop Social Action approaches to support co-produced solutions to local issues.

Owning your **Ambition**

National or collaborative actions

Implementation of transformative ways of working such as the [Whole Systems Approach](#) (akin to the whole school's approach; link together many of the influencing factors in an integrated way of working).

Implementation of [genuinely integrated](#) and universalist approaches to cross sector working.

Eg

Development of the ['iceberg' model of service provision](#) across all the health and social care sectors.

E.g. Aneurin Bevan University Health Board Community Psychology Team.

Develop an over-arching national mental health and poverty strategy and action plan to prevent people dying from inequality. [There is, for example, a strong association between area-level deprivation and suicidal behaviour: as area-level deprivation increases, so does suicidal behaviour.](#)

Organisational actions

Involve local people in decision making regarding [the distribution of public funds](#).

Implement [Asset-Based Community Development](#).

Embed a Community Wealth Building approach.

E.g. [Preston](#).

Ensure your organisation operates a [psychologically/trauma informed environment \(PIE\)](#).

Ensure commissioning processes are well-being-informed and assessed, and support psychological prosperity.

Other examples and resources



Samaritans Cymru,
[Working with Compassion: a toolkit for Wales. English](#) and
[Working with Compassion: a toolkit for Wales. Cymraeg](#);
Socioeconomic Disadvantage
and Suicidal Behaviour.



Time to Change,
<http://www.timetochangewales.org.uk/en/>



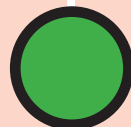
Mind Cymru,
How to promote well-being and
tackle the causes of work-related
mental health problems; [How to take stock of mental health in your workplace.](#)



Mind, [Workplace Well-being Index](#). This is Mind's benchmark
of best policy and practice. It will
help you find out where you are
doing well and where you could
improve your approach to mental
health in the workplace.

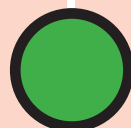


[Healthy Working Wales.](#)

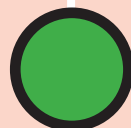


Alzheimer's Society,
[How to become a dementia-friendly community;](#)

[How organisations can become Dementia Friends.](#)



[ACE Aware Wales](#)



[Compassionate Mind Foundation](#)