



NEATH PORT TALBOT PUBLIC SERVICES BOARD

WELL-BEING PLAN





NEATH PORT TALBOT PUBLIC SERVICES BOARD

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FOREWORD



Neath Port Talbot Public Services Board is looking for your views to help us improve the well-being of people living in our area.

The Public Services Board is responsible for creating a well-being plan for 2023–2028. The plan will build on work already started in 2018 with a partnership of organisations striving to make a long-term difference to improve the lives of people in NPT.

The Public Services Board have undertaken a Well-being Assessment reviewing the social, environmental, economic and cultural landscape of NPT and from this we have agreed on four well-being objectives to prioritise our work for the next five years.

These are:

- To ensure all children get the best start in life
- To ensure all our communities are thriving and sustainable
- To ensure our local environment, culture and heritage can be enjoyed by future generations
- To ensure there are more secure, green and well paid jobs and that skills across the area are improved

Taking into account the Well-being Assessment, future trends and other relevant data for Neath Port Talbot and have produced a series of steps we will take to help us achieve our objectives.

We would very much like to hear your views on our current plans and help us improve these for Neath Port Talbot.



Cllr Steve Hunt

Chair of Neath Port Talbot Public Services Board

Leader of Neath Port Talbot County Borough Council

INTRODUCTION TO THE ACT



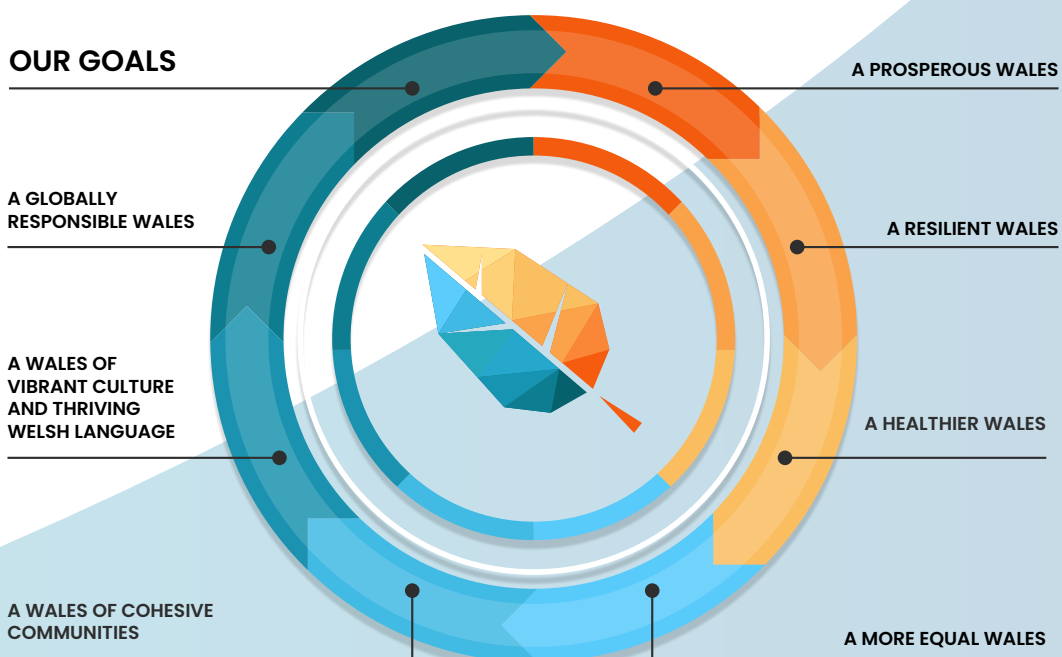
The Well-being of Future Generations (Wales) Act 2015 is about improving the social, economic, environmental and cultural well-being of Wales. This means that the public bodies listed in the Act must do what they do in a sustainable way. To do this, the Act sets out a “sustainable development principle” which is about how the public bodies listed in the Act should go about meeting their well-being duty under the Act.

The principle is made up of five ways of working that public bodies are required to take into account when applying sustainable development.

These are:

- Looking to the long-term so that we do not compromise the ability of future generations to meet their own needs.
- Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.
- Involving a diversity of the population in the decisions that affect them.
- Working with others in a collaborative way to find shared sustainable solutions.
- Understanding the root causes of issues to prevent them from occurring.

The Act sets seven well-being goals. Together they provide a shared vision for the public bodies listed in the Act to work towards. The well-being goals must be considered as an integrated set of seven to ensure that the relevant links are made in the context of improving the economic, social, environmental and cultural well-being of Wales.



NPT PUBLIC SERVICES BOARD



The Neath Port Talbot Public Services Board (PSB) brings together leaders and decision makers from public service organisations and the voluntary and community sector. The purpose of the PSB is to improve the economic, social, environmental and cultural well-being of Neath Port Talbot. By working collaboratively the PSB can get a deeper understanding of the issues that matter to residents of NPT and can deliver improvements much more effectively and efficiently. You can find out more about the PSB [here](#).

STATUTORY PARTNERS



Gwasanaeth Tân Ac Achub
Canolbarth a Gorllewin Cymru
Mid and West Wales
Fire and Rescue Service



Cyfoeth Naturiol
Resources
Cymru Wales



Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

INVITED PARTNERS



COEDFFRANC TOWN COUNCIL



GRŴP COLEGAU
NPTC
GROUP OF COLLEGES



GIG
CYMRU
NHS
WALES
Iechyd Cyhoeddus
Cymru
Public Health
Wales



CVS
NEATH PORT TALBOT
CASTELL-NEDD PORT TALBOT



Swansea
University
Prifysgol
Abertawe



Neath Town Council
Cyngor Tref Castell-nedd



Llywodraeth Cymru
Welsh Government



De Cymru
Comisiynydd yr Heddlu a Throseddau
Police and Crime Commissioner
South Wales



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David



Department for
Work & Pensions



HM Prison &
Probation Service

BACKGROUND



Every five years, each PSB must prepare and publish a plan setting out its objectives and the steps it will take to meet them. This is called a Local Well-being Plan.

These are:

- Local Well-being Objectives
- Steps to help us achieve the objectives
- Timescales and responsibilities
- Detail on how we will achieve the steps in accordance with the sustainable development principle



Reflection on Previous Work

NPT PSB was first established in 2016 and its first Well-being Plan 2018-23 'The Neath Port Talbot We Want' is now coming to fruition. The partnership working undertaken during this period has resulted in great benefit as different organisations have been brought together with a shared understanding of the local area and its issues. A lot has been achieved in this cycle, including extensive mapping work and community engagement. Stronger relationships have been formed with the soft benefits of investing together and being better prepared to respond collectively to adverse events.

Rather than starting from a blank page the Board is building on the excellent work undertaken during its first five years in existence and the strong partner relations formed.

Well-being assessment

During 2021/22 the PSB has undertaken an extensive local assessment of well-being. The full findings can be viewed [here](#).

During the summer of 2021 Neath Port Talbot Council issued a questionnaire as part of an extensive engagement campaign. 'Let's Talk' is an open-ended consultation, acting as an opportunity for the public to talk about what matters to them. The purpose of the initial questionnaire was to find out about what mattered to people living and working in Neath Port Talbot. The feedback was used to develop a recovery plan for the county borough. It was agreed that due to the open-ended nature of the questions posed the Let's Talk findings would also be suitable to inform the NPT Well-being Assessment. The findings of 'Let's Talk' along with local and national data and information gave us a clear picture of well-being in our area highlighting our assets and our challenges.



NPT PSB worked in collaboration with Swansea PSB and commissioned Swansea University to produce an over-arching analytical chapter to supplement the findings and provide a meaningful picture of what our information means for our communities in NPT. Elements of this work form the Summary section of the Assessment and sets out the key themes of our findings.

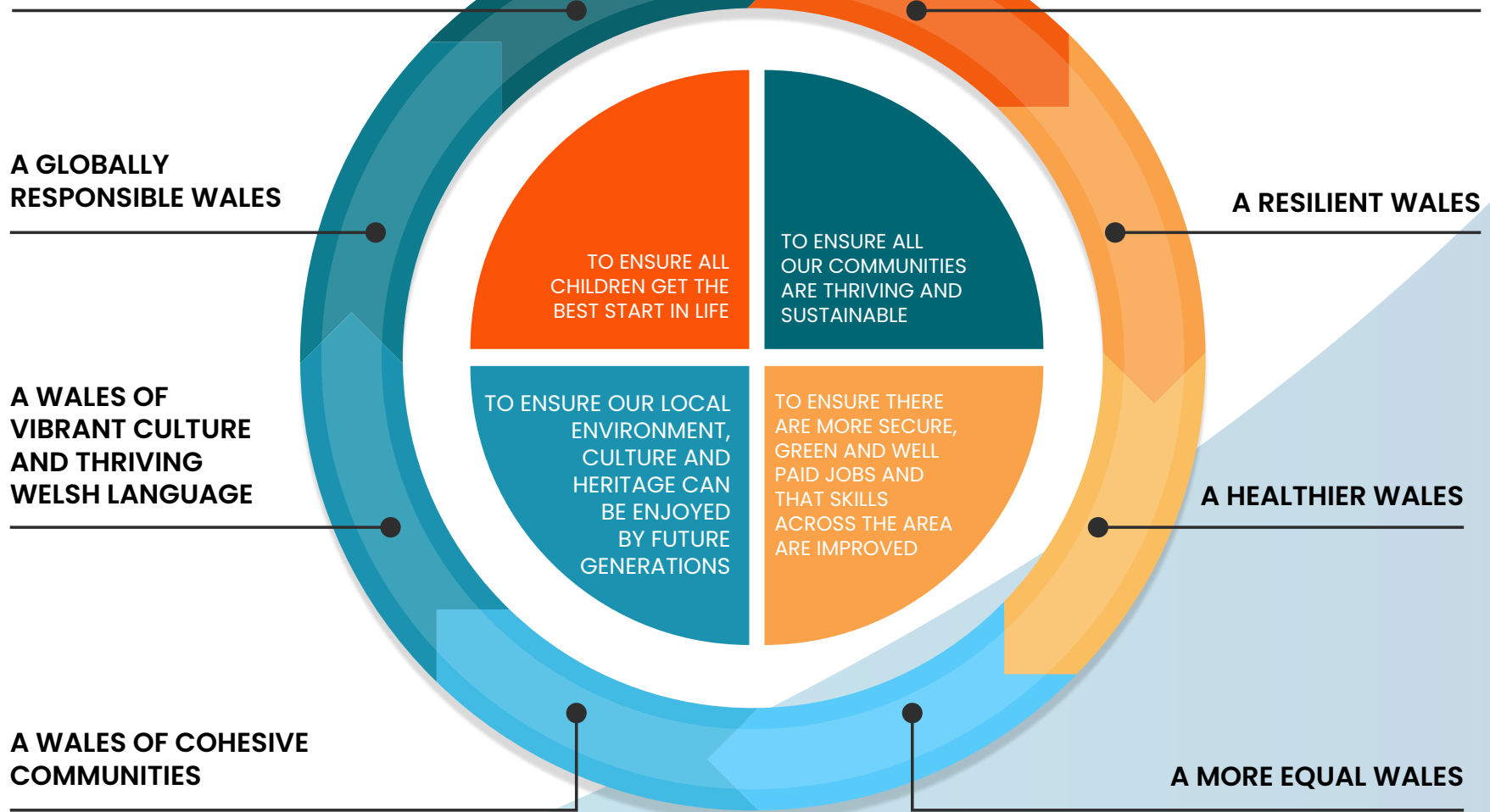
Due to the joined up approach in developing our assessment, we were able to agree to align our well-being objectives with those of NPT Council, in order to progress in an efficient way and provide overarching added value as a PSB.

Since the completion of the Well-being Assessment, the cost of living crisis has escalated and is set to impact on all of our work going forward. This along with the impacts of the Covid 19 pandemic, Brexit and the Climate and Nature emergencies present us with challenging times. We believe that by working more closely together we can maximise our resources and impact and are committed to this approach as we move towards our new Plan for the area.

OUR WELL-BEING OBJECTIVES



OUR GOALS





WHAT WE WILL DO



WELL-BEING OBJECTIVE 1: ALL CHILDREN HAVE THE BEST START IN LIFE

Context	When looking at improving general well-being in our area it makes perfect sense to start at the beginning and focus on our future generations. In our Well-being Assessment people felt very strongly about their children's education and social interaction opportunities, particularly after time missed during lockdown. We know that a high number of children in NPT have Additional Learning Needs. We also recognise a direct link to poverty and deprivation which minimises opportunity later in life. By working together to give our children the best possible start and support we aim to improve life chances and move towards an increasingly thriving and sustainable NPT.			
Steps	We will work together to:			
Take a co-ordinated approach to supporting the mental health and well-being of our children and young people so they are able to flourish and thrive	There is currently a duplication of services for children and young people, we need better co-ordination of these so that all needs can be met. Families need to be able to easily access these services and a 'no wrong door' approach should be embedded. There needs to be better alignment with ongoing regional work in this area. By undertaking earlier joint planning of new work streams we can utilise grant funding more efficiently. There is evidence of emerging well-being needs in children and young people following the Covid pandemic and a collaborative approach is needed to address this.			
Ensure that when our youngest children start school they are confident and ready to learn	Data indicates that on entry to school, children in NPT have weaker skills than their peers in many other areas and there is a direct link to poverty and deprivation. A high number of children in NPT have Speech, Language and Communication needs. On assessment into school data indicates high numbers presenting literacy, language and communication skills below that of chronological age, similarly for personal, social and developmental skills. We need to work together as partners to support transition from Early Years settings into school whilst planning for a new curriculum and meeting our duties under the Additional Learning Needs reform. Families must be supported to access funded programmes such as Flying Start and the Childcare offer and play opportunities need to be increased in our area for children of all ages. We are now seeing the impact of the pandemic, many of our youngest pupils will not have had the experiences to develop key skills and a joined up approach is needed to support these children.			
Ensure better alignment of early intervention services in order to meet the needs of our children, young people and their families	We are seeing a significant increase in demand for our early intervention and prevention services and the needs presented are becoming increasingly complex. Services commissioned, such as those that sit under the Families First Grant, were not intended to deal with the level of need being seen and we need to ensure that these services sit appropriately between the universal offer and statutory services. There is currently duplication of early intervention services across sectors, along with gaps in services for higher level need not accessing statutory services. We need to work together to understand what the universal offer is from partners and to review transition and pathways across services. A co-ordinated approach for support for pupils with ALN or emerging needs is needed.			
Support and advise our school leavers to increase access to employment, education or training	Not all of our children and young people will thrive on a traditional academic pathway. We need to work together as partners and support the development of vocational pathways in order to reduce the number of young people leaving school and not entering and staying in further education, training or employment.			
Long term	Prevention	Integration	Collaboration	Involvement
By investing in our early years we are supporting the long term well-being of our area, impacting on all our well-being objectives.	We want to prevent childhood issues from escalating and requiring intensive support so our children can move towards adulthood feeling confident and supported.	By supporting our children to have the best start in life we are impacting on all our well-being objectives and looking forward to a thriving and sustainable NPT.	We cannot achieve these steps as single agencies. Collaboration is key to making a difference in our children's lives.	We are committed to enabling our children and young people to have a voice. Their involvement in our work will be essential if we are to make a difference.



WELL-BEING OBJECTIVE 2: ALL OUR COMMUNITIES WILL BE THRIVING AND SUSTAINABLE

Context	<p>Our Well-being Assessment reinforced our knowledge that we have strong close-knit communities in NPT. This was particularly evident during the Covid-19 pandemic when communities pulled together and supported each other in crisis. This a strength we want to build on, however, we are also aware that deprivation is a deep-rooted issue in NPT and there are concentrated areas in the most deprived category of the Welsh Index of Multiple Deprivation. The impact of deprivation is likely to worsen over the coming years as levels of poverty increase (e.g. food and fuel), affecting the lowest income families. The UK economy is in crisis. The pandemic had already left a legacy of increased inequality and this is now being compounded by increases in the cost of living. There is an urgent need for the PSB to work collaboratively to alleviate the financial hardship and consequential impact on wellbeing that is being experienced by a growing number of people across NPT. Communities are already mobilising to help those facing hardship, the PSB can support this community action by using its resources and reach into communities to enable people to be aware of the help and support available and how to access it.</p>			
Steps	<p>We will work together to:</p>			
<p>Make sure those who need help and support with the cost of living know what support is available and how to access it</p>	<p>Whilst the overall position has worsened in terms of outcomes, there have been a number of policy initiatives that will benefit some people experiencing poverty. This includes: the extension of free school meals for some children of primary school age; the expansion of child care facilities; to name but two. We need to ensure people entitled to this support are aware of it and receive it.</p>			
<p>Identify gaps in help and support and how those gaps could be addressed</p>	<p>By working closely with our residents and communities we will be able to identify where anyone is being left behind or unable to get the help they need. We will then work together as public services to help address this.</p>			
<p>Revisit the work undertaken with the support of the Bevan Foundation prior to the pandemic and reset the strategic objectives and actions to address the root causes of poverty now</p>	<p>The PSB supported work around addressing poverty in NPT which was initiated by NPT Council and supported by the Bevan Foundation prior to the pandemic. This was disrupted before programmes were initiated. As well as responding to the immediate humanitarian emergency, the PSB needs to revisit the earlier work and reset the strategic objectives and actions to counteract root causes of poverty based on the position as it is now.</p>			
Long term	Prevention	Integration	Collaboration	Involvement
<p>There is a short term crisis and steps that can be taken to avoid more people experiencing crisis. Longer term the PSB needs to become clearer about the levers it is able to influence to contribute to a structural reduction in poverty – this will contain preventative and reactive measures.</p>	<p>By working with people and hearing from those who provide the front line support the PSB will better understand the root causes of poverty and then be better placed to identify what it can influence directly and where it needs to influence others to act.</p>	<p>The actions support all four wellbeing objectives which have been designed to be interrelated.</p>	<p>The steps commit to the widest collaboration not just amongst PSB organisations, but the community, people with lived experience, front line workers, the private and third sectors.</p>	<p>Central to these actions is a commitment to co-production through working with people who have lived experience and those who provide the front line services.</p>



<p>Context</p>	<p>We enjoy a rich and diverse natural and cultural heritage in Neath Port Talbot. This heritage is integral to our sense of belonging and connection to the place – the “Dramatic Heart of Wales”. As well as underpinning our mental and physical wellbeing, as was clearly demonstrated through the Covid pandemic, our heritage is an asset which supports our local economy, helping to attract inward investment and generating value through voluntary action. At the same time, we know that we face a dual nature and climate crisis. Evidence shows that some of this change is now irreversible and if we are to avoid even more extreme temperatures, widespread extinctions and further ecosystem decline then urgent and transformative change is needed at the global, international and local level. It is critical that we build a nature positive approach into finding our way out of Covid and now the current economic crisis</p>
<p>Steps</p>	<p>We will work together to:</p>
<p>Take collaborative action to tackle the climate emergency (adaptation and mitigation)</p>	<p>Neath Port Talbot is the largest contributor to CO2 in the UK, skewed by the emissions from the steelworks. It also has the highest capacity for onshore renewables in Wales. We are in a position to take collective action as a PSB and could impact on this step by:</p> <ul style="list-style-type: none"> • Reducing carbon use to net zero by 2030, working together to share good practice and collaborative approaches to carbon reduction plans and actions • Increasing carbon literacy and influencing positive behaviour change • Identifying and mitigating the key risks presented to the people and communities of NPT by climate change, e.g. through nature based solutions - urban green infrastructure, carbon sequestration and storage through habitat management, woodland creation and peatland restoration
<p>Encourage engagement and participation in cultural activities and the celebration and preservation of our cultural assets</p>	<p>Neath Port Talbot is an area rich in culture and history, with important and diverse built and natural heritage, a strong volunteer network, and a range of community festivals. Despite this, it has a lower than Wales average participation in arts, culture or heritage activities. The new curriculum for Wales has four main aims which align with the PSB’s own objectives (Ambitious and capable learners; enterprising and creative; ethical and informed citizens; healthy and confident). Some of the ways we could progress this step include:</p> <ul style="list-style-type: none"> • Engaging young people through delivery of the new school curriculum, particularly around increasing Welsh citizenship and the concept of global citizenship • Recognising and promoting local Welsh place names and their part in reflecting our natural and cultural heritage • Supporting community led action, volunteering and showcasing good examples, e.g. community run libraries, community environmental projects, and local history / friends groups who contribute significantly to the preservation and promotion of our historical assets (tangible & intangible) throughout the borough • Improve community cohesion and reducing social isolation by investing in the development of cultural resources, reducing barriers to accessing these resources and encouraging participation in community action and development

<p>Encourage a regenerative local economy where the impacts of production and consumption are reduced</p>	<p>If we are to secure our future wellbeing then we need transformative change in our Food, Energy and Transport systems and to move to a more regenerative economy which safeguards our natural resources. The PSB could play its part in this by:</p> <ul style="list-style-type: none"> • Identifying and maximising opportunities for local skills training and employment associated with green recovery in NPT, e.g. scientists, ecologists, engineers, countryside and conservation managers, as well as artisanal skills needed for maintenance of heritage assets • Determining our economic “green” recovery path, having equity at the heart of decision making and addressing the nature and climate emergencies in tandem • Carrying out a sustainability audit (resource and energy use, waste management) to identify opportunities for synergies, sharing best practice and opportunities for using partner sites and assets to develop renewables • Promoting the creation of a sustainable food system, the development of local supply chains and the promotion of local produce • Supporting the development of a sustainable transport system, with an emphasis on active travel options and striving for equitable access for all • Highlighting links and enabling opportunities to connect production, consumption and healthy eating <p>There is obviously a cross over with the first step under the Economic well-being objective. Further work will be carried out to ensure these are integrated.</p>			
<p>Take collaborative action to tackle the nature crisis and improve the health of our ecosystems</p>	<p>Whilst the county has extensive (and, on the face of it a healthy) natural environment, the <u>Wellbeing Assessment</u> highlights that the majority of NPTs rich mosaic of habitats and associated wildlife are under threat. We can work together to combat this by:</p> <ul style="list-style-type: none"> • Recognising nature as an asset in our decision-making processes (e.g. having regard to the Nature Recovery Action Plan, improving access to and management of publicly owned land for biodiversity benefit; influencing policies/allocations in the Revised Local Development Plan and supporting implementation; developing a Green Infrastructure Strategy to highlight opportunities and issues within the county around public access to greenspace and opportunities for new and improved spaces, building nature into partner strategies, policies and service delivery) • Enabling greater volunteering opportunities on nature projects by identifying key partners (e.g. NPTCVS) to support the coordination and communication between projects and environmental volunteering groups to develop a sustainable source of support for delivery of actions, whilst increasing public awareness and skills • Raising the profile of biodiversity and the role that all PSB partners have in tackling the nature crisis • Demonstrating positive action by each of the PSB partners • Ensuring everyone has the required knowledge, skills and behaviours which equip them to be able to support and embed nature-based solutions in everyday activities 			
<p>Long term</p>	<p>Prevention</p>	<p>Integration</p>	<p>Collaboration</p>	<p>Involvement</p>
<p>We need to take and sustain action, understanding and addressing systemic root causes and securing transformational change.</p>	<p>By working together we can help to prevent and reverse escalation of climate change and loss to our biodiversity.</p>	<p>It was clear when analysing the findings of the assessment that our natural environment impacts every aspect of our well-being and is integral to every one of our objectives .</p>	<p>No single partner can effect change alone. We are committed as a Board to working together and taking equal responsibility to address this objective.</p>	<p>Everyone has a part to play in this objective. We will involve our communities in our workstream decisions and support them to help maintain and enhance their local area.</p>



WELL-BEING OBJECTIVE 4: THERE ARE MORE GREEN, SECURE AND WELL-PAID JOBS AND SKILLS ACROSS THE AREA ARE IMPROVED

<p>Context</p>	<p>The Well-being Assessment provides an interesting insight into NPTs unique economy and its impact on the people that live and work here. Despite an increase in employment poverty remains evident in most parts of Neath Port Talbot, and latest statistics show that all wards within the county have at least 15% of its children living in poverty. Following the pandemic, household incomes have dropped and there has been an increase in the number of economically inactive individuals who have lost confidence and are finding it more difficult to access support. There is an opportunity for partners to work together and maximise the impact of investment in the area and support our workforce to upskill looking at sustainable solutions and approaches. The goal of this objective will be to achieve a skilled and well-educated population in an economy that generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>
<p>Steps</p>	<p>We will work together to:</p>
<p>Develop Circular and Foundational economies and promote local people and businesses to spend more money in NPT</p>	<p>In response to the Covid-19 pandemic a multi agency Economic Partnership has been established in NPT. This partnership recognises the opportunity to work together and develop more progressive and sustainable economies for the area. A Circular Economy is a model of production and consumption, which involves sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products as long as possible. A Circular Economy aims to tackle global challenges as climate change and biodiversity loss by eliminating waste and pollution, circulating products and materials, and the regeneration of nature. We recognise the link with the third step under WB Objective 3 and will ensure this work is joined up and connected. The Foundational Economy is that part of the economy that creates and distributes goods and services consumed by all (regardless of income and status) because they support everyday life. There is an opportunity for us as public services to ensure that more of our public spend directly benefits the people in our area. The Foundational Economy also provides essential employment and income for many households within our most deprived communities; and with wealth generated from these businesses generally staying in the local community it is important that we adopt a collaborative approach to supporting the sector.</p>
<p>Increase the number of apprenticeship, traineeship and work placement opportunities in the local area and support more people to access them</p>	<p>Through the Economic Partnership, there is an opportunity to formalise “a coordinated, joined-up approach to delivering skills training to the workforce and preparing residents for employment”, i.e. Apprenticeships to support the low-carbon economy, developing work experience opportunities, and increasing links between education and business providers, especially in relation to careers advice.</p>
<p>Support more people to achieve the necessary level qualifications linked to the skills that local employers need now and in the future</p>	<p>In general, occupations in NPT remain lower skilled compared to the UK average. There is an opportunity for partners to work together to upskill our workforce to meet the long-term demand for jobs in the area, ensuring that people have the opportunity to achieve the appropriate level of qualifications needed.</p>
<p>Ensure local businesses, local people and communities have maximum benefit from external major investment for the area both existing and planned</p>	<p>With several potential investments on the horizon for NPT we are committed as partners to working together to support and facilitate these investments and ensure that residents and businesses in the local area feel the benefit. This also applies to existing investment in the area that we will continue to support and collaborate with as much as possible. There is an opportunity to focus on the progressive procurement of goods and services to support business growth and the delivery of local social, economic, environmental and cultural wellbeing.</p>

Long term	Prevention	Integration	Collaboration	Involvement
We intend to look as far ahead as possible ensuring we have the right skills for future jobs, developing our economy in a green and sustainable way.	Action is needed to reverse the downward trajectory of spiralling poverty by exploring the root causes and taking collaborative action .	The economy impacts across all of our well-being objectives and there are explicit links with our environment objective in terms of work going forward.	This is key to progressing our local economy. We are committed to working together as partners and also with our private sector businesses.	Broad involvement will be needed to progress this objective, from individuals and communities to small businesses and large manufacturers whose input will be crucial for success.



In our final Plan, to be published in May 2023, we will provide more information around our timescales for this work and how we will measure our progress. We plan to develop an evaluation framework for the PSB which is centred around involvement, this will help us to know where we are making a difference.

Thank you for taking the time to read our draft Plan, we would love to hear your views.

Please complete our [survey here](#)



NEATH PORT TALBOT PUBLIC SERVICES BOARD

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