



Comisiynydd
**Cenedlaethau'r
Dyfodol**
Cymru

**Future
Generations**
Commissioner
for Wales

Future Generations

Commissioner for Wales

Annual Report 2021-2022

Acting today,
for a better tomorrow.



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My Magnolia Tree

By Taylor Edmonds, Poet in Residence

In this poem, Taylor has imagined a future where the places we live are lost forever, exploring the roles of creativity and adaptive thinking in tackling the climate emergency.

*All I have left of my great-grandmother is her letters.
While I was taking my first breath
she was watching the storm roll in,
lining the house with an army of sandbags,
willing the river to shush. It had given warning
in the bloat of it, with plastic bags and Stella cans
thrown up onto the grass. I know this
because my grandmother never had secrets.
She began writing me letters long before I existed,
so that I might grow into something good,
something brave.*

I know of all her firsts.

*First school, with the haunted bell tower
and the boys that cornered her in the playground.
First pet, a tan Labrador that uprooted
the floor tiles when left alone.*

First fear, of being swallowed by the moon.

*First home, council estate, a magnolia tree
that shed petals of pink snow in spring.*

*Her first kiss, between the rocks at the water's edge,
incoming tide snaking up her legs.*

There are lessons here.

*I dream of Cardiff, where I chase
my grandmother's outline through the back streets,
seek fingerprints on shop windows,
a flash of her on the top deck of a bus.*

*Sometimes, I find her on the green of Bute Park
picking wild garlic, sheltering
from a shower at Central Station,
or clasping a blue bag of fruit on City Road.*

She tells me nothing was an accident.

*The leaders, the people, they rolled
over like spent dogs, yawned above the warnings.*

*All my great-grandmother wanted was to die
an honest woman, on honest land.*

*I will never re-live her firsts,
never see the garden*

*where she planted magnolia
so that I too could hold pink petals of snow.*

*Her underwater city is a skeleton, a shipwreck;
but still, I ache for it.*

*I read her letters to the sky
while the storm rolls in, I line*

the house with an army of sandbags.



Mural by: Spike Clark

Foreword

Sophie Howe

Future Generations Commissioner for Wales



My vision for Wales is one connected by trees. Where paths are paved from Amlwch to Aberdare, Rhyl to Rossili, not by roads but by a continuous stream of deciduous woodland lit by dark sky stars. A Wales where we eat the fruits of the land, and our children have full bellies and warm hearts. A Wales where we are guided at night not by cats' eyes but by the eyes of hedgehogs and deer. A Wales where you hear hoots instead of horns, smell pine instead of pollution and the Welsh language rings above the crashing waves. A Wales where we count smiles instead of coins and recognise and act on our shortcomings in creating a Wales that truly serves everyone. A Wales where we grow trees instead of cutting them down in far-away lands and open our arms to our brothers and sisters around the World who need a home. A Wales where we work and learn in our green spaces and welcome all to enjoy our culture and share the earth beneath our feet.

This vision has been with me from the beginning of my term as the Future Generations Commissioner for Wales, and that has not changed as I transition into my final year as the guardian of those not yet born.

What has changed is the number of people who have joined me and others on this vision and this journey to a better Wales for our people and our planet. Over the last few years, there have been many people passionate about future generations but have found their passion blocked by institutions refusing to change. Now, we are in a position with less frustrated champions and the well-being goals are seeping into our DNA.

This year we have also made progress with organisations outside of the public bodies. Businesses have redefined what sustainable development and well-being means for the private sector by embedding the well-being frameworks in the everyday decisions they make. We are yet to convince everyone that we have found the path to true happiness for all, but the movement for change is undeniable, and the voices of the people are proving powerful.



As we emerge from the COVID-19 pandemic and a second year of unprecedented disruption and increased inequalities, we have a new sense of togetherness and an appetite to move forwards rather than revert to the status quo. Through struggle and hardships, we found innovation and pursued collaboration beyond what I have seen before. And I believe the different approach we have taken here in Wales through Well-being of Future Generations Act, one of partnership and collaboration, one of citizens involvement and one of considering wider well-being, has been a significant factor in the different and more effective approaches we took during the pandemic. We worked together on Test Trace and Protect, on taking a 'no one left behind' approach to almost eliminating homelessness and on procuring essential equipment with the aim of delivering broader social value.

While we know the pandemic also exposed long term policy failings, for example in tackling the wider detriments of health, and has left us with huge challenges to face we must be focused on feeding the appetite and fuelling those who are hungry for real change in order to meet the challenges and seize the opportunities that face us.

One of the biggest challenges is the threat to our planet and to our well-being. We continue to be in a code red situation for humanity and we are running out of time to prevent irreversible harm.

We have eight years left to save the planet. The Welsh Government's new Climate Ministry is demonstrating that the Government is upping its game considerably on tackling the climate emergency. But they are playing catch up. Despite the very strong commitment, brave decisions, and the shift in policy and resourcing decisions, based on current commitments, the UK Committee on Climate Change has advised that we are not going to meet our 2030 targets and Wales is currently not on track to meet an 80% emissions reduction target by 2050, let alone net-zero.

And the picture is more worrying in other public bodies. Nearly every part of Wales has declared a variation of a climate or nature emergency, which is welcomed, but this is only a gesture when 80% of our public bodies do not have decarbonisation plans in place. This tells me that we simply aren't moving fast enough. We have the tools, and we have the drive, now we need an acceleration in action to ensure the new clear direction from the Government is implemented on the ground.

This means divesting in fossil fuels, reshaping how and when we travel, rewilding our lands, and fighting inequality at every turn. Because it is not just our planet that is hurting, but our people too.

We are seeing the effects of our inaction, and a lack of preventative and long-term thinking.

The cost of living remains a challenge that is likely to get worse. But the cost-of-living crisis is no black-swan event. It has been strongly predicted, and it was preventable. If we had been more purposeful and braver in our investment into renewable energy and retrofitting our homes, then it is likely that we wouldn't be seeing the same cost of living crisis as we are now; we'd have less people worried about heating their homes and putting food on the table.

This needs to be a stark reminder that the decisions we make (or do not make) have a direct effect on the lives of our communities and the health of our planet. It is also a reminder that we need to act now to prevent issues arising from the changing nature of work. We know that many of the jobs we have today won't be needed in the future as we transition to a green, technology-led economy, but we cannot leave people behind in the transition. We risk exaggerating current inequalities due to the skills gap and gender gap in future-fit jobs.

As our population gets older, we also know there will be an extra care burden, most of which will fall on women in our communities. So, we must look to the well-being goals and ways of working to create connected solutions which meet our targets. That means understanding the health and environmental benefits of energy efficient homes and procurement, reducing the cost of transport and tackling the cost-of-living crisis, all while upskilling our workforce and directing resources at young people, women and people of colour, disabled people and those furthest from the job market. We know there may be job losses and hard times ahead, and so we must continue to support our communities with a universal basic income and shorter working weeks which could create thousands of jobs.



The Well-Being of Future Generations Act has turned what we know on its head, and has asked us to change regulations, change policy frameworks and change how we award funding. For so long, we have been rewarded for operating on the short term and grown up with quick fixes to our problems. It would be naïve to think this could all change overnight when it is so ingrained in our culture. But we have had 7 years of the Act now. There is no excuse for inaction.

Moving forward we have to fight against the status quo and challenge our learnt norms of how the World should run. This will be uncomfortable at times, but what is more uncomfortable are the predictions for the future of our planet.

I, for one, prefer my own prediction for the future of our planet - one that is equal, prosperous, connected, healthy, resilient, thriving with culture, and is truly globally responsible.

Sophie Howe

Future Generations Commissioner for Wales
13 July 2022



A growing movement for change...

Throughout this document there are examples of the positive changes that communities across Wales are starting to experience as a result of the Well-being of Future Generations Act.

A snapshot is also included here:

- **Welsh Government** is shifting investment from increasing road capacity to maintaining existing routes and prioritising public transport and active travel is exactly the type of bold decision that our current and future generations need. This is in line with many of the recommendations I made in my [Future Generations Report 2020](#).



- **Natural Resources Wales** continues to take forward their carbon positive work – focusing on procurement, fleet, assets all studied in efforts to decarbonise.

- **Cardiff Council** is taking action on clean air via an innovative transport strategy, active travel and place-based schemes such as Greener Grangetown. They have a One Planet initiative, recent five-year plan published to be a clean, green, safe city. Clean Air Zones deliver benefits worth £27 for every £1 spent.
- **Amgueddfa Cymru** have teamed up with health boards to have art in pandemic field hospitals, adopt social prescribing for example offering museum collections for dementia sufferers.
- **Brecon Beacons National Park Authority** involved people in new innovative ways – Shaping My Brecon Beacons – through Minecraft, adopting a 20-minute neighbourhood local development plan.
- **Swansea Bay University Health Board** have agreed to turn over an area of land to a not-for-profit venture to grow a range of crops. A solar farm has also been established at Morriston hospital which will meet around 26% of Morriston's power (as an average across the year). The 4MW farm will supply about a quarter of Morriston's power, cutting the electricity bill by approximately £500,000 a year.
- **Swansea Council** has also cut the carbon footprint of their pension fund by almost 60% and aim to achieve net carbon zero by 2037 by reducing the amount of money invested in oil companies and other organisations with high carbon footprints.
- **Amgueddfa Cymru** widened involvement with young people to create a more equitable museum and develop their skills and creativity, by employing young 'Producers' who co-produce exhibitions, reframe policies and take over social media platforms.

- **Gwent Public Services Board and Natural Resources Wales** shared good practice and working together to tackle climate change, carbon literacy training, Blaenau Gwent Climate Assembly, EV Infrastructure.
- **Mid and West Wales Fire and Rescue Service** have introduced hydrogen powered vehicles and electric bikes to encourage staff to walk, cycle or take public transport through incentives like 'Healthy Travel Charters'.
- **Snowdonia National Park Authority** collaborated with the Woodland Trust on a project to plant 8,000 native trees and 1,800 metres of hedgerow. The trees will be from the National Park Authority's tree nursery at Plas Tan y Blwch.
- **Carmarthenshire Council** has mobilised pupils from 15 schools in support of the United Nation's Sustainable Development Goals. Pupils run events, raise awareness of climate change, lead action in their communities and share learning with decision makers, which has led to the creation of the Carmarthenshire Climate Action Manifesto. Ysgol Bro Dinefwr, Carmarthenshire is also striving to become carbon neutral.
- **Hywel Dda University Health Board** has looked at the potential environmental and community benefits of their estates and a new hospital.
- **Ceredigion County Council** have trained staff in 'horizon scanning', incorporated futures thinking questions into their survey, and developed 'Gorwel' with 2 neighbouring Public Services Boards to help bridge medium-longer-term data gaps.
- **Transport for Wales** have upcycled and reused furniture to furnish their new headquarters in Llys Cadwyn.
- **Mumbles Community Council** have involved residents in a community plan, based around the goals of the Act. They have declared a Climate Emergency and have planted wildflowers, developed a community orchard and nature reserve, and are ensuring that renewables and waste reduction are at the heart of festivals and events. Other town councils like **Pontypridd, Crynant, Pennard, Criccieth and Llandrindod Wells** are doing similar things with help from One Voice Wales who have dedicated officers to help.

The work of [Pembrokeshire Coastal Forum](#), [Aber Food Surplus](#), [GwrddNi](#), [Carbon Community](#), [The Marine Conservation Society](#) and the [2025 Movement](#) have been featured in my newsletter.

And there are also many examples of businesses, which do not have to report on the act but who are taking action. This includes **Dwr Cymru** the first large business in Wales to align itself with the well-being goals; **Arup** whose projects are mapped against the United Nation's Sustainable Development Goals; and **Bluestone** who have been using the Business in the Community Cymru responsible business framework and are adopting a sustainability plan which aligns with the seven well-being goals within the Act.



How I measure performance

The Act is about bringing change to people's lives and changing behaviours. This is complex, takes time and is a real organisational and human challenge.

I have chosen performance indicators that allow me and those who want to scrutinise my work to see how my Office is influencing this evolution toward a more sustainable Wales.

The strategic performance measures for my office are to:

- **Frame debate** and get issues on the agenda
- **Encourage** discursive commitments from ministers, Government and others
- **Secure procedural change** in how public bodies go about things
- **Affect** policy content and commitments
- **Influence** practical behaviour change in others

My role

As Future Generations Commissioner for Wales, my general duty is to promote the sustainable development principle. I am a coach and a critical friend for public bodies, Public Services Boards and anyone who can help contribute to the achievement of the national well-being goals. I am both supporting and challenging public bodies so that they embrace their duty and improve all aspects of economic, social, environmental and cultural well-being for the whole population of Wales.



What does my duty include?

My general duties are to:

“Promote the sustainable development principle, in particular to act as a guardian of the ability of future generations to meet their needs and encourage public bodies to take greater account of the long-term impact of the things they do.”

“Monitor and assess the extent to which well-being objectives set by public bodies are being met.”

I can:

- Provide advice to public bodies and Public Services Boards
- Carry out reviews into how public bodies are taking account of the long-term impact of their decisions
- Make recommendations following a Review

To carry out my general duty, I have a range of specific **functions and powers:**

- Section 18 (a) General duty – Promote the Sustainable Development principle
- Section 18 (b) General duty – Monitor and assess the extent to which well-being objectives set by public bodies are being met
- Section 19 (a) Power - Provide advice or assistance to public bodies (which includes providing advice on climate change)
- Section 19 (b) Power - Provide advice to the Auditor General Wales on the Sustainable Development principle
- Section 19 (c) Power - Provide advice to a public services board in relation to the preparation of its local well-being plan
- Section 19 (d) Power - Provide any other advice or assistance to any other person who the Commissioner considers is taking steps that may contribute to the achievement of the Well-being Goals
- Section 19 (e) Power - Encourage best practice in public bodies in taking steps to meet their well-being objectives in accordance with the Sustainable Development principle
- Section 19 (f) Power - Promote awareness amongst public bodies of the need to take steps to meet their well-being objectives in accordance with the Sustainable Development principle
- Section 19 (g) Power - Encourage public bodies to work with each other and with other persons if this could assist them to meet their well-being objectives

- Section 19 (h) Power - Seek the advice of an advisory panel in relation to the exercise of the Commissioner's functions
- Section 20 to 22 - Power to conduct reviews and to make recommendations I also have a duty to provide advice to Public Services Boards on their well-being assessments and draft plans and powers to receive copies of reports and to be consulted on different occasions

I have distilled these functions and powers into four Strategic Purposes:

Purpose 1

Highlighting and acting upon the big issues and challenges facing future generations.

Purpose 2

Supporting and challenging public bodies to use the Well-being of Future Generations Act.

Purpose 3

Creating a movement for change.

Purpose 4

Walking the talk – being the change that we want to see in others.

My Performance Report is structured around these four purposes.

The financial statements show breakdown of expenditure, year on year the bulk is on paying our people and costs associated with premises. The Performance Report as a whole is an account of what we have used this funding for – to work on our four strategic purposes, the things we have done, the progress we have made, the outputs and impact. The Accountability Report together with the Financial Statements explain the corporate governance arrangements for my office and how I have used the available resources to meet my aims and discharge my statutory functions.

Future Generations Report

I produced the first statutory [Future Generations Report](#) in May 2020 and it continues to be the foundation of my work.

The report was designed to explain clearly what improving our collective well-being in accordance with the Act is all about. And through the [interactive online version of the Future Generations Report 2020](#), you can navigate a fictitious future Welsh community and its surroundings. This is a vision where well-being is at the centre of decision-making, including how policies are made and money is spent. It brings the Report to life.

Implementation

It is encouraging to see that others are using it too.

This year I have drawn on the Future Generations Report to:

- Inform how I monitor and assess public bodies, looking at how my recommendations are being implemented.
- Provide advice to public bodies and Public Services Boards.
- Inform the Section 20 Review that I launched in January 2022 into how the machinery of Welsh Government is carrying out sustainable development and safeguarding the ability of future generations to meet their needs. In particular drawing on [Chapter 2](#). See page 71.



“ *In developing our long-term strategy ‘Amgueddfa Cymru 2030’ we wanted to ensure that our plans addressed the requirements of the Well-being of Future Generations Act. After considering the Future Generations Report 2020 we decided to map our Outcomes 2030 (statements which describe what success will look like) to the recommendations in the Report... We identified 88 links.* **”**

Phil Evans, Strategic Planning Manager, Amgueddfa Cymru

“ *The Future Generations Report 2020 is a deep, impressive and wide-ranging document, which also recognises the many steps already taken.* **”**

Jane Hutt, Minister for Social Justice, Welsh Government



“ *The Future Generations Report and evidence presented to the Public Accounts Committee showed that the Act is changing conversations and the ways in which public bodies work.* **”**

Jane Hutt, Minister for Social Justice, Welsh Government

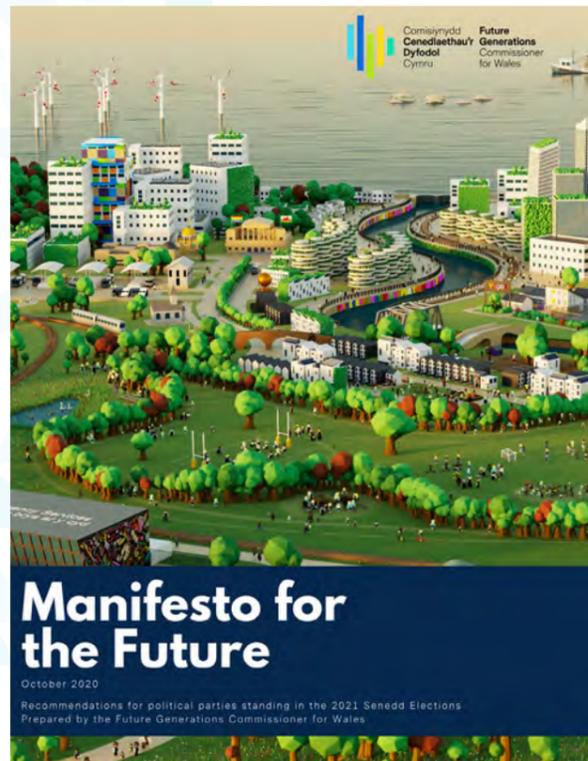
A Future Fit Programme for Government

Welsh Government should...

- 1 Invest in green jobs for the future
- 2 Take action on gender and race gaps in green industries
- 3 Support and increase the caring workforce
- 4 Set out a long term investment plan to decarbonise Welsh homes
- 5 Create a National Nature Service
- 6 Harness the power of culture to build back creatively

A Future Fit Programme for Government

Many of my recommendations were also reflected in the manifestos of political parties including Welsh Labour and Plaid Cymru ahead of the Senedd elections in May 2021. Over half of these now feature as commitments in the [Programme for Government](#), and in strategies like [Net Zero Wales](#), and [Llwybr Newydd](#) and can be tracked to advice I have given.



Manifesto for the Future

I have been very clear within my advice to Government since publishing my Future Generations Report that I am interested in both the ‘what’ and the ‘how’ in meeting their duties within the Act and that general statements about compliance are not enough. We need to see clear evidence of the decision-making process as required by the Welsh Government’s own guidance on Making Good Decisions.

Following the election, I have seen progress in the setting of Welsh Government well-being objectives and steps and I’m pleased to see that Government have continued to follow my advice (set out in [Chapter 4](#)) in publishing both the objectives and Programme for Government at the same time.

I would have expected to see more detail on the proposed implementation of the objectives and steps (specific timelines for each objective within the Senedd term and beyond and proposed allocations of resources for each or at least the main steps). I would have also liked to see how Welsh Government will be using the seven corporate areas of change (specified in the [statutory guidance](#)) to meet their well-being objectives.

In particular, I would like to further explore how the machinery of government is supporting and enabling policy development – making connections and integrating across Welsh Government.

With the transition to a new Permanent Secretary (and new Government) in 2021-22, there needs to be a renewed focus by Welsh Government on the Future Generations Report recommendations. The Future Generations Report is still relevant in 2022. I would expect it to be used.

“ While we are one of the public bodies subject to the well-being duty in the Act, we are also custodians of the legislation and have a leadership role in promoting sustainable development across Wales. ”

“ We will embed our consideration of the Future Generations Report into our existing mechanisms and ongoing policy development. ”

“ Process recommendations– I have asked the Permanent Secretary to consider these recommendations as part of the ongoing action to embed the sustainable development principle in the Civil Service. It is imperative the Civil Service, in supporting Welsh Ministers, does so in a way consistent with the sustainable development principle. ”

Mark Drakeford, MS, First Minister, October 2020

Impact - how the Future Generations Report has made a difference at the national level

I recommended that Welsh Government should:	Commitments in the Programme for Government:
Invest in nature and prioritise funding and support for large-scale habitat and wildlife restoration and creation.	<ul style="list-style-type: none"> Establish an Environmental Governance Body, a statutory duty and targets to protect and restore biodiversity. Support for communities to create 30 new woodlands and connect habitat areas. Establish a scheme to support restoration of seagrass and saltmarsh habitats along our coastline.
Invest in skills and training to support the transition to a better future, creating new greener jobs.	<ul style="list-style-type: none"> Help key areas of our economy to innovate, grow and reduce their carbon footprint. Deliver the Young Persons Guarantee, giving everyone under 25 the offer of work, education, training, or self-employment. Support the Wales TUC proposals for union members to become Green Representatives in the workplace.
Develop a food system strategy for Wales linking together all parts of the food system from farm to fork.	<ul style="list-style-type: none"> Develop a Wales Community Food Strategy to encourage the production and supply of locally sourced food in Wales.
Ensure people can access natural green space within 300 metres of their home.	<ul style="list-style-type: none"> Expand arrangements to create or significantly enhance green spaces. Develop a new major routes fund to improve the attractiveness and biodiversity of areas alongside major transport routes in Wales. Create more community green space in town centres.
Commit to greening communities by delivering 20% tree canopy cover in every town and city in Wales by 2030.	<ul style="list-style-type: none"> Create a National Forest to extend from the North of Wales to the South. Designate a new National Park to cover the Clwydian Range and Dee Valley.
Pilot a Basic Income .	<ul style="list-style-type: none"> Pilot an approach to the Basic Income.
Make housing a human right.	<ul style="list-style-type: none"> Publish a White Paper to include proposals for a right to adequate housing including fair rents and new approaches to making homes affordable for those on local incomes.
Set a national target for modal shift to enable people to adopt low carbon modes of travel.	<ul style="list-style-type: none"> Work towards our new target of 45% of journeys by sustainable modes by 2040, setting more stretching goals where possible.

I recommended that Welsh Government should:	Commitments in the Programme for Government:
Require all publicly funded housing developments to be carbon neutral .	<ul style="list-style-type: none"> ■ Decarbonise more homes through retrofit, delivering quality jobs, training and innovation using local supply chains. ■ Build 20,000 new low carbon social homes for rent.
Continue to lead the way on recycling and implement its ambition to become a zero-waste, net-zero carbon country.	<ul style="list-style-type: none"> ■ Develop community recycling facilities in town centres and promote repair and re-use facilities to encourage zero-waste shopping. ■ Support 80 re-use and repair hubs in town centres. ■ Introduce an extended producer responsibility scheme to incentivise waste reduction by businesses. ■ Legislate to abolish the use of more commonly littered, single use plastics. ■ Bring together a place-based zero waste challenge network of organisations to support cultural change in businesses and communities.
Ensure that the Welsh language is fully mainstreamed into all Welsh Government policies, guidance and strategies.	<ul style="list-style-type: none"> ■ Streamline the process for implementing Welsh Language standards. ■ Support an increase in Welsh speaking spaces, including workplaces.

Jane Hutt, MS the Minister for Social Justice (with responsibility for the Well-being of Future Generations Act within Welsh Government) said:

“The Future Generations Report 2020 is a deep, impressive and wide-ranging document, which also recognises the many steps already taken...”

“The Report and evidence presented to the Public Accounts Committee showed that the Act is changing conversations and the ways in which public bodies work.”

Impact - how the Future Generations Report has made a difference at a local level

There were also recommendations for other public bodies like local authorities, national park authorities, health boards and fire and rescue authorities.

I recommended that public bodies should:	What's changing as a result?
Undertake carbon and eco-literacy training for all politicians, elected members and senior officers of public bodies in Wales.	<ul style="list-style-type: none"> ■ Natural Resources Wales have organised two large sessions across Gwent for the regional Public Services Board partners in Carbon Literacy. ■ National Museum of Wales, Public Health Wales and others like Community Housing Cymru have also undertaken the training.
Thoroughly understand their carbon emissions .	<ul style="list-style-type: none"> ■ Three quarters of local authorities have a climate action plan and further work is now underway in public bodies, working towards our net zero targets by 2030.
Move away from traditional transport planning (such as road infrastructure) and onto a combination of alternative solutions that support the reduction of carbon emissions.	<ul style="list-style-type: none"> ■ Newport Council make bus travel free during March to prioritise active travel and public transport.
Skills should be about wider well-being, not just economic prosperity. Well-being objectives on skills should be which are shaped towards meeting all the well-being goals rather than just focusing on 'A Prosperous Wales.'	<ul style="list-style-type: none"> ■ Monmouthshire Council Employment and Skills Team are prioritising improving well-being, to then help residents get back into education and training. ■ RCT Council have started a "Women into Leadership Programme" with mentors and coaches designed to improve gender equality.

Caerphilly County Borough Council Leader Cllr. Philippa Marsden (as at 31 March 2022):

“We welcome the first Future Generations Report and accompanying letter from the Commissioner which highlights some of the excellent work that's being delivered in the county borough in respect of the Act.”

“The report reflects on the way in which Caerphilly Public Services Board has radically changed its way of working, by taking a place-based collaborative approach to focussing services in areas of high deprivation such as Lansbury Park. In addition, the report also gives credit to the way in which the council has embedded community benefits into its £260 million Welsh Housing Quality Standard programme; resulting in the provision of training opportunities, 44 work placements, 114 permanent jobs and 58 apprenticeships that have been created with the in-house service, external contractors and the council's supply partner.”

Purpose 1

Highlighting and acting upon the big issues and challenges facing future generations

In 2017, when new to the role, I identified areas of focus which could have the biggest impact towards the vision and well-being goals – the equivalent of setting my own well-being objectives.

Places and infrastructure

1. Housing
2. Transport
3. Land use planning

People and their resilience

4. Skills for the future
5. Health and wellness system
6. Prevention of adverse childhood experiences (ACEs)

Decarbonisation, procurement and budgeting have been cross-cutting themes.

As anticipated, my work on these issues has changed year-by-year depending on opportunities which are often outside my control. I regularly reflect on the impact we're having as a team and where that could be best focused.

Supporting our response and recovery from COVID

The COVID pandemic was one of those times, where I reviewed where I should best focus my advice and support.

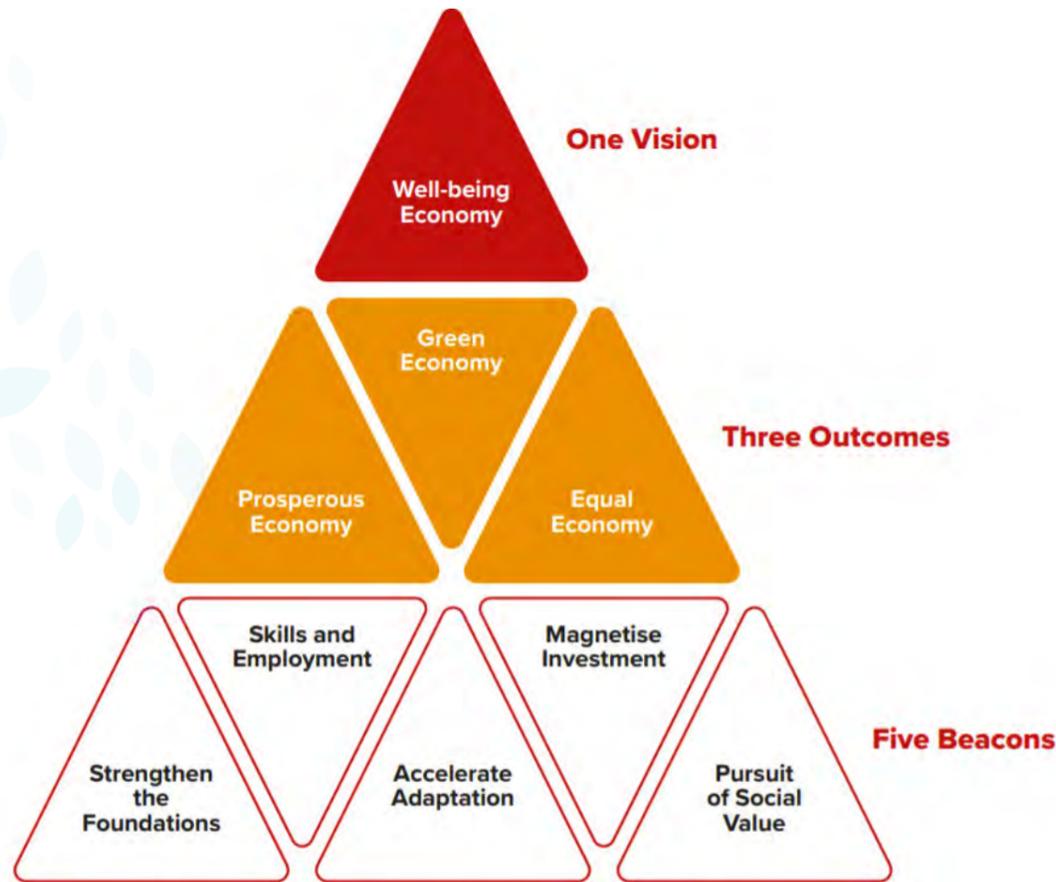
In acknowledging that we had a "once-in-a-generation opportunity" to reset Wales' economy via the investment that would be required for the recovery plan, I published a [5 point plan](#). There was strong overlap between my recommendations and the resulting [COVID-19 Reconstruction and Recovery Plan](#) which was issued in October 2020.

Quote from Recovery Plan:

“By reflecting the principles of the Well-being of Future Generations Act and by building on those existing priorities in our programme for government, we will aim to reconstruct Wales in light of the coronavirus pandemic.”

What I said in my 5 point plan	What's changing as a result?
Develop an economic stimulus package that leads to job creation and supports the decarbonisation of homes, through building new low carbon affordable housing and investing in a national programme to improve the energy efficiency of existing homes.	<ul style="list-style-type: none"> ■ The Reconstruction and Recovery Plan commits to a pilot project to reduce the carbon footprint of a major hospital and a number of new local renewable energy plans. ■ Funding for the Optimised Retrofit has increased from £19m in 2019/20 to £92m to 2024-25. Reflecting the commitment by Welsh Government to invest in low carbon housing at scale and upgrading social housing stock. ■ Commitment to the development of a decarbonisation strategy for our transport system.
Invest in better ways to connect and move people through improving digital connectivity, active travel and public transport .	<ul style="list-style-type: none"> ■ A radically new approach for mobility in Welsh Government's new Transport Strategy Llwybr Newydd. Which placed a reduced need to travel/active travel at top of sustainable transport hierarchy, as I advised, and responds to changing work and travel patterns. ■ Boosting the Superfast Broadband Programme which supports Welsh businesses to increase their digital presence, online trading and digital innovation, essential given the massive shift we have seen towards the working remotely and digitally.'
Invest in skills and training to support the transition to a better future, creating new greener jobs.	<ul style="list-style-type: none"> ■ A focus on a "green, just, equal recovery" and includes signs of investment in green industries and wider changes to life and work that will help environment, like low carbon housing retrofit, investing in the National Forest. ■ Apprenticeship incentive of up to £3,000 for business. £9M towards programmes like the redundancy initiative ReACT.
Invest in nature and prioritise funding and support for large-scale habitat and wildlife restoration, creation and connectivity throughout Wales – including for natural flood defences, to implement the new national forest, and to ensure land use management and agriculture supports secure local food chains and distribution.	<ul style="list-style-type: none"> ■ Natural Resources Wales' Green Recovery report sets out that nature-based solutions are the cornerstone of the green recovery. ■ Recommendations to move to a long-term funding approach where money is available over multiple years to encourage collaboration and partnership working.
Invest in the industries and technologies of the future , and support for businesses that will help Wales to lead the low carbon revolution and lock wealth and jobs into local areas with investment in the foundational economy.	<ul style="list-style-type: none"> ■ Remote working targets and investments in broadband infrastructure announced. ■ Support for investment in a Centre for Construction Innovation Wales, to upskill people in modern methods of housing construction. Investment now agreed in principle. ■ Ministerial advisors and taskforces (such as Ffenics and the Green Recovery Taskforce) are calling for a new economic model for Wales. ■ Funding for a pilot National Nature Service model for Wales.

As the pandemic has taken its course this year, I have continued to contribute to the First Minister's Social Partnership Council. I welcomed the new [Economic Resilience and Reconstruction Mission](#), published in February 2021 which has used the principles of the Act to underpin its approach, setting out a vision of a well-being economy which drives prosperity, is environmentally sound, and helps everyone realise their potential. This was one of my key recommendations in the [Future Generations Report](#).



In May 2021, I published [A Fit for the Future Programme for Government](#) which included recommendations around skills, culture, financing decarbonisation of housing stock and business as a force for good.

Public bodies have also used the Act and the new challenges presented by COVID to think differently. For example:

- Rather than spending £3m on a new centre, the **National Library of Wales** chose to invest in digital to make their collections more accessible.
- **Flintshire County Council** recognized that budget restrictions and COVID has helped them look at things differently. They've refurbished the old buildings for some day centers and commissioned a third sector organisation who are running the service far better - the offer to service users has far improved.

“The experience of COVID and the Act have planted a conscience in us of a higher purpose and making our services more accessible.”

National Library of Wales

“The Act emerging from COVID is more important than ever before. The goals are core principles for every country throughout the world. We've learnt a lot of lessons and that's the country we want coming out of the pandemic. The way to do it is to work together. The five Ways of Working are more important than ever post-COVID.”

Anglesey Council

My Future Generations Report, Five Point Plan and Fit for the Future Programme for Government consistently propose that action in the following policy areas is crucial to securing the well-being of future generations.

- Skills
- Housing decarbonisation
- Transport and connectivity
- Nature
- Understanding how future trends will impact on inequalities
- A universal basic income
- A shorter working week

Easy Read

Comisiynydd Cenedlaethau'r Dyfodol Cymru
Future Generations Commissioner for Wales

Working a shorter week

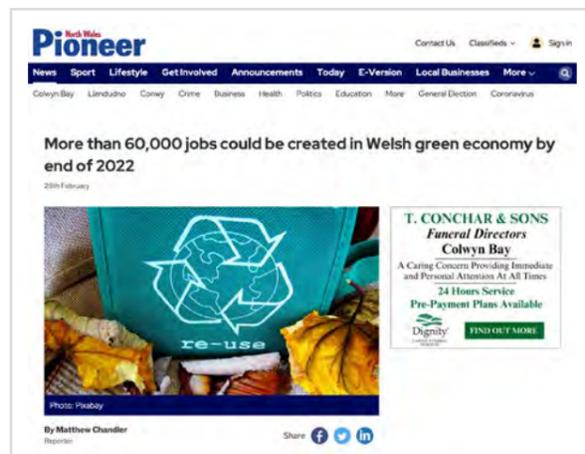
A report about what we think needs to be done

This document was written by the Future Generations Commissioner for Wales. It is an Easy Read version of 'A Future Fit for Wales: a shorter working week for all (Key findings and messages)'.
 July 2021



Skills for the Future

How we invest in skills and training is key for future generations – both from the perspective of the skills our workforce will need and our approach to education and the national curriculum.



My focus this year has been to:

- Analyse whether the current skills pipeline is prepared for growth in sectors which will help meet zero-carbon targets, increase equality and improve well-being.
- Analyse whether the planned investment in these areas within the Welsh Government budget is sufficient.
- Ensure that investment and policies in skills and employability programmes, reduces inequalities rather than unintentionally making them worse.
- Using the three steps contained in the Programme for Government relating to apprenticeships, review how the Welsh Government is acting in accordance with the sustainable development principle and take greater account of the long-term impact of the things they do.
- Track progress with recommendations that I have previously made for a radical re-think of qualifications at age 16.

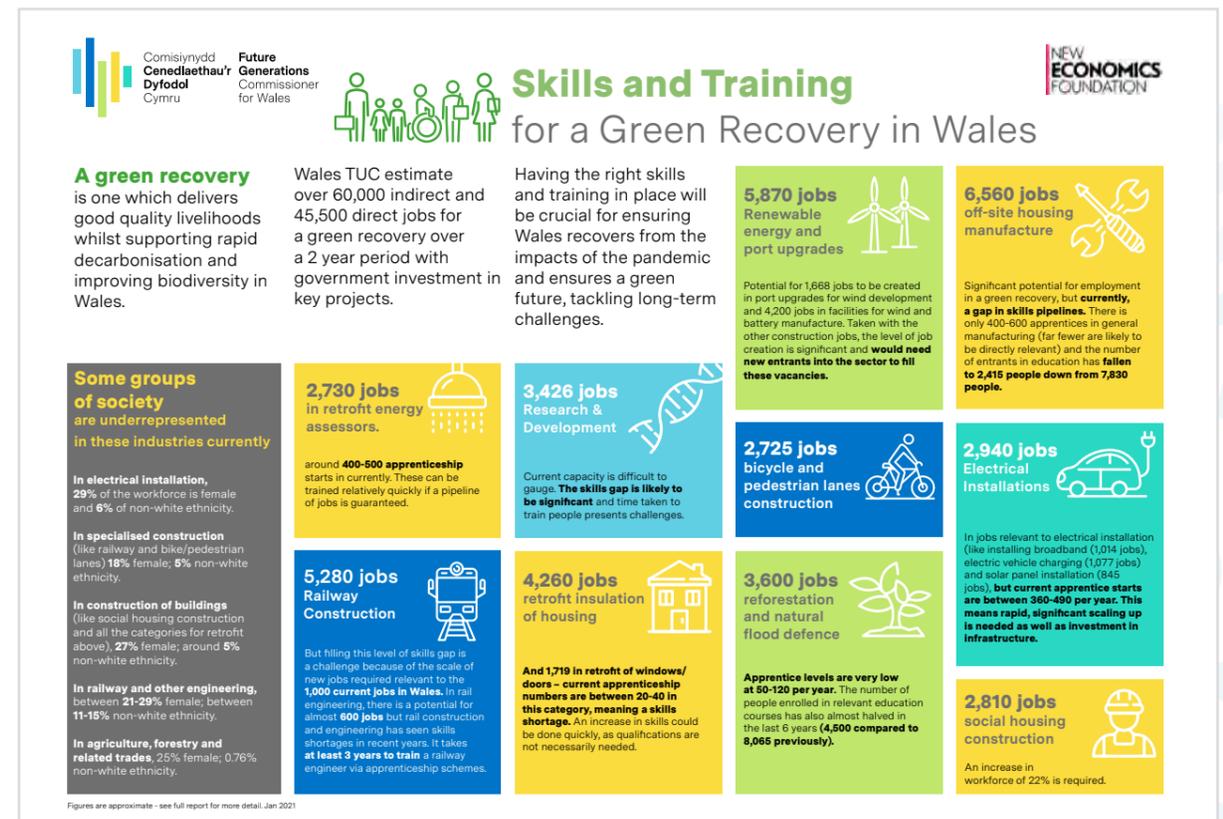
Skills Through Crisis

Building on [research undertaken by the Wales TUC](#), in May 2021 I collaborated with the New Economics Foundation and published [Skills through Crisis](#), showing the potential of investment in green jobs and skills for a prosperous, green and equal recovery from the COVID-19 pandemic.

The main findings of the report include:

- Over 60,000 jobs could be created in the green economy by 2022.
- The current skills pipeline is not prepared for this demand with my analysis suggesting low apprenticeship and training numbers in key sectors compared to potential job growth.
- There is a mismatch between levels of existing employment and potential. Put simply, there aren't enough teachers, pupils being taught, apprenticeships being secured, college and university courses being taught or learnt in the industries of the future that we need for a cleaner, greener and wealthier Wales.
- Funding to deal with this shortfall is insufficient to cope with demand and scale.
- Targeted and sustained action is needed to ensure green growth industries provide entry for Black, Asian and Minority Ethnic people; women; disabled people and those furthest from the labour market.

This visual shows the potential within industries for significant job growth and the current mismatch between numbers of people able to fulfil these roles.



“The change in industrial structure that results from the policies put in place to promote decarbonisation will result in the movement of people between “old” and “new” sectors and occupations. This process will require government support in various ways, including to assist in re-skilling. Decarbonisation is just one aspect of a much broader phenomenon that justifies active government involvement to protect the vulnerable through economic transitions.”

Chief Economist’s Report for the Welsh Government, December 2021 page 29.

Canada is spending \$1.2m on Rapid Upskilling for Green Building project, transitioning COVID-impacted workers into high-demand jobs. The employers, unions and education providers involved will engage more than 500 workers from marginalized communities most impacted by the pandemic, prioritizing groups underrepresented in the building sector, especially women and racialized youth.



Image by: Kate Bryony Jones



Impact - how the Act and my work is making a difference

I recommended Government should:	What’s changing as a result?
Invest in infrastructure projects in green industries and nature restoration .	<ul style="list-style-type: none"> Net Zero Wales (October 2022) recognised this. Skills are mentioned in every sector chapter – electricity/heat generation, transport, housing, agriculture, waste etc. Net Zero Wales says: <i>“This decade of action as a pivotal moment to develop green skills for the jobs of the future ... and how to make sure these are fairly distributed in society. We commit to learning lessons from the past and building a future for Wales that supports a well-being economy.”</i> There is now a policy commitment for Net Zero Skills Plan.
Align investment with increased opportunities for retraining, reskilling and transitioning to changing industries.	<ul style="list-style-type: none"> £65m package announced by Jeremy Miles MS Minister for Education and the Welsh Language for included new training materials for college students to learn about net zero carbon (e.g. construction students learning about renewable energy). Personal Learning Accounts are now targeting “future fit industries”, namely health and social care, logistics, green construction and renewable energy.
Ensure that investment seeks to increase underrepresented groups in key sectors of the future.	<ul style="list-style-type: none"> The Net Zero Skills Plan will trial an approach to embed the promotion of equality, well-being and a just transition at the outset. An expert panel will provide the evidence base, principles and solutions to the Welsh Government policy team to embed in the employability programmes (like ReAct Plus and Jobs Growth Wales Plus), Youth Guarantee, Apprenticeships etc. My team are part of the panel. There will be gender budgeting for: <ul style="list-style-type: none"> • Young Persons Guarantee • Active Travel • Personal Learning Accounts More investment to support people with disabilities take up apprenticeship opportunities.

Impact - how the Act and my work is making a difference

I recommended Government should:	What's changing as a result?
Increase investment for young people in particular due to impact of COVID-19.	<ul style="list-style-type: none"> Majority of the overall Welsh Government Budget increase is on the Young Persons Guarantee - additional £30m over 3 years. <p>This intends to fill current gaps in provision, increase equality and target industries of the future.</p> <p><i>“There will be specific pathways to support recruitment into growth sectors, preparing people for jobs of the future... on your point about green skills and investment choices, I do expect the guarantee to be part of this.”</i></p> <p>Vaughan Gethin MS, Minister for Economy</p> <p>My team are part of the external stakeholder group.</p>
The system around skills needs tightening and reform. Regional Skills Partnerships should be given support to develop long-term insight and move away from demand led provision. There should be collaboration between the education and business sectors.	<ul style="list-style-type: none"> The budget expands Personal Learning Accounts (as a fund for individuals) and the creation of ReACT Plus which will seek to give grants to remove barriers to learning/employment. £66m for City and Growth Deals over three years. In December 2021, each of the four regions published a Regional Economic Framework with priorities for their Growth Deal. Every strategy reflects well-being economic principles and the Act.
Embrace lifelong learning as the new norm.	<ul style="list-style-type: none"> The number of people enrolled in further education has fallen by 43% in Wales since 2012. To counter this, there is an additional £63.5m over 3 years to 2024-25 for post-16 education, includes reviewing adult education to increase learners. The package of employability support (around £90m total) includes ReAct Plus which will provide financial assistance to people to remove barriers to retraining and reskilling. This is welcomed but it would be even better if employability programmes were gearing adult learners towards sectors fit for the future / green skills and ensuring an equality of opportunity for all sectors of society. The Principle of Bridgend College has suggested more micro courses, short sharp intervention to make it easier for adults to re-engage in learning.

These remaining system challenges are some of the reasons that I am undertaking a Section 20 Review into how the machinery of Welsh Government is implementing the Act, through the lens of skills. The current system is largely employer led; demand based. This is not long term, nor does it respond well to economic challenges like qualification development, increasing participation in adult learning, transitioning to a green economy.

Encouraging this shift and doing more with less will mean all the different stakeholders (employers, city/growth deals, regional skills partnerships, the new Commission for Tertiary Education and Research) will have work with partners and maximise the funding available. Government needs to incentivise and encourage the shift.

On the National Curriculum and assessments

I recommended	What's changing as a result?
First called for a radical re-think of qualifications (age 16) in my report “ Education Fit for the Future in Wales ,” along with others. Subsequently wrote to Ministers, Qualifications Wales and Senedd Committees on this topic. Gave evidence to the Senedd calling for change.	Examinations were scrapped and an Independent Panel were established to consider the future of examinations in Wales. This year, Qualifications Wales have invited my team to be part of the Re-Imagining GCSEs Expert Stakeholder Group where new assessments are being decided for the new curriculum. Choice, flexibility, learner outcome, well-being and future skills are all principles at the centre of the review – as I called for in 2019.
Welsh Government should bring all sectors together as part of a co-ordinated national mission to deliver education fit for the future .	Welsh Govt have published a National Mission for Education and have commissioned a review into how business is involved in teaching. The implementation plan of the new curriculum states that different sectors should be more connected to the curriculum and to education – business, the public, families of pupils, wider community to support a national mission and realisation of the curriculum aims.
Prioritise mental health and well-being education in the delivery of the Curriculum for Wales to help nurture a generation of emotionally resilient children.	Learner mental health, well-being and progression is at the heart of the new curriculum. The new draft budget sets out £90.2m for well-being in education. Various pots of funding announced e.g. £2.5m for youth work support for mental health; part of the £65m recently announced for post 16 for mental health support.
Increase teaching practitioners and support teachers to access continuous professional learning, including access to properly developed content and best practice approaches across and outside Wales, to maximise the potential of the new Curriculum for Wales.	“Recruit, Recover, Raise Standards plan” to grow teaching capacity, teaching assistants and support professional learning. Over £150m in 2021/22 committed to the aim including £35.8m for the Recruit, Recover, Raise Standards retaining 1,800 staff and targeted support at vulnerable learners.

Impact - how the Act and my work is making a difference

- **Bridgend County Borough Council:** Community Renewal Fund projects.
 - Enterprise Bridgend- aims to support people, especially women by helping them develop skills and confidence for moving into self-employment.
 - The Life You Want- this project will develop a one-stop online portal for supporting people who want to develop and improve their skills or undertake new training in order to gain new work and improve their lives.
 - Transforming Young Minds for Tomorrow- encourage more pupils to consider careers in manufacturing and engineering.
 - Bridgend Elevate and Prosper- business support focussed on pop-up initiatives, start-ups and micro-business.
 - Women's focussed Incubator for Ambitious Entrepreneurs- business incubator programme for female entrepreneurs.
 - Connecting Teachers with Industry- informs teachers so they can encourage and share details about creative, digital, environment and advanced materials and manufacturing sectors, seeking to enthuse pupils.
- **Natural Resources Wales** is working with **Flintshire County Council** to increase outdoor learning opportunities. Outdoor learning is advocated by the Welsh Government as a key approach to delivering the new Curriculum for Wales.
- **Cwm Taf Morgannwg University Heath Board** is taking part in a 'kick-start scheme' which supports young people to develop transferable skills and increase their opportunities for sustained employment.



Decarbonisation of Housing

I have been working on the housing policy area for the last six years with stakeholders including [Construction Excellence in Wales](#), [Tai Pawb](#) and [Siarter Cartrefi](#).

This year, I worked with the [New Economics Foundation](#), [Dr Donal Brown](#) (academic from Surrey University with specific expertise on retrofit), [Community Housing Cymru](#) and around 30 other stakeholders to look at how we can finance the decarbonisation of homes in Wales. I produced a clear plan on how the housing retrofit challenge could be funded.



I recommended	What's changing as a result?
<p>My report sets out the investment required to retrofit all homes in Wales – with an expected contribution of £1.7bn from Welsh Government over the next decade.</p> <p>I said they should commit to a new £108m/year Social Housing Decarbonisation Grant and double fuel poverty funding to around £73m per annum.</p> 	<p>November 2021 - additional £150m to retrofit social homes with new technologies and insulation to help curb Wales' emissions.</p> <p>January 2022 - the Senedd's Climate Change, Environment and Infrastructure Committee used my report as evidence to make recommendations by Welsh Government.</p> <p>January 2022 - Ben Lake MP referred to raising this with UK Government, in his article in Sunday Times published in January 2022 about improving energy efficiency and quoted my report:</p> <p><i>“Improving household heating efficiency: at the Autumn Budget I called on the Chancellor to make a £3.6 billion investment, in conjunction with the Welsh Government and the private sector, to improve home insulation following proposals made by Wales’ Future Generations Commissioner. This investment would stimulate employment and help end fuel poverty within the decade by delivering fuel bill savings of £418 on average for Welsh residents”.</i></p> <p>See: Our cost-of-living crisis has a green solution - The Party of Wales</p> <p>Welsh Government are also working on the Welsh Housing Quality Standard 2 with a view that decarbonisation and tackling fuel poverty will be a key priority for this programme (to be launched at end of 2022).</p>

The benefits of this investment would be:

- **A Prosperous Wales** - Creating 26,500 new jobs (over the decade), £19.32bn in additional GDP, and £3.54bn of net tax benefit by 2030, helping to offset the economic impact and job losses of the recent pandemic.
- **A Resilient and Globally Responsible Wales** - Decreasing carbon emissions, help us meet climate change targets and save £8.3bn in energy bills. The Welsh Government has a legal duty to reduce harmful greenhouse gas emissions to reach net zero by 2050 – and 10% of Wales' emissions come from the residential sector, one of the slowest areas across the UK to decarbonise.
- **A Healthier Wales** – Saving £4.4bn in health benefits by 2040 helping to reduce the strain on health and social care services, particularly during the winter. Vulnerable people living in a cold home have an increased chance of serious illness or death, according to the [National Institute for Health and Care Excellence](#), and are at higher risk of heart attack, stroke, breathing problems, flu, depression and falls.
- **A More Equal Wales** – Reducing energy debt. More than 66,000 households in Wales have fallen behind on their energy bills since the start of the pandemic, says [Citizens Advice](#), and disabled people are four times more likely to be in energy debt.



It is up to both Welsh and UK governments to fund the retrofit challenge. It's the only way to pull thousands of people out of fuel poverty.

“This report makes the case for a ‘Marshall plan’ scale investment for Wales to get on track for housing decarbonisation. While we see a central role for government in reducing fuel poverty and helping those on low incomes, we also propose a major role for private investors in the form of green bonds and green mortgages. Importantly, finance alone will not solve this challenge with regulation, skills and coordination essential to deliver the vast benefits of this program over the next decade.”

Lead author of the report, Donal Brown, sustainability director at Sustainable Design Collective.



“The housing stock in Wales is some of the leakiest in the UK and needs urgent upgrading. This comes at a cost but it also brings immense benefits by creating thousands of jobs, slashing energy bills and improving public health. Our report lays out a clear roadmap for the next decade that brings public and private finance together to help bankroll Wales’s ambitious decarbonisation targets but Welsh government needs to lead the way with urgent public investment at scale.”

Chaitanya Kumar, Head of Environment and Green Transition at NEF

Impact - how the Act and my work is making a difference

- **Welsh Government** has committed to:
 - An additional £150m to retrofit social homes with new technologies and insulation to help curb Wales’ emissions.
 - Building 20,000 low carbon social homes for rent over the next five years.
 - A ban on fossil fuels to heat newly built social homes, with ambitions for the private sector to follow suit by 2025.
 - All [new school and college buildings](#), major refurbishment and extension projects will be required to meet Net Zero Carbon targets from January 1 2022.
- **Snowdonia National Park Authority** has steps to ‘Ensure that the Local Development Plan continues to provide affordable housing’.
- **Powys County Council** has steps in their well-being objectives to ‘continue to carry out improvements to the council’s housing stock, ensuring all our tenants live in fit for purpose homes’.
- **Vale of Glamorgan Council** is transforming a former healthcare centre in Barry into [a housing development](#), which will be built using sustainable methods and feature energy efficient heating, solar panels and rainwater harvesting. The Council is also planning to install LED streetlighting, plant trees and install bird boxes for local wildlife on the [Barry Housing Estate](#).
- **Swansea Council** has found long-term homes for hundreds of people during the pandemic through bringing empty properties back into use. Active listening through tenant participation groups and members of the council’s Housing team in the rollout of the [Craig Cefn retrofit project](#) has led to improved insulation in homes and renewables being added such as solar panels.



Transport - Llwybr Newydd and the Roads Review

Transport generates around 17% of all our emissions, with little change since 1990, so must play its part if we are to reach our target of net zero emissions by 2050.

Since taking up my post, I have advised and challenged government on transport policy and planning. It has been one of my key areas of focus and this advice is paying off with the publication of exciting plans and proposals to move us away from the over reliance on individual cars and unsustainable ways of moving around that are testament to the change that the Act is bringing about.



Before the Act	As a result of the Well-being of Future Generations Act
Infrastructure focussed	Looking at wider benefits from better connectivity
Road infrastructure projects: 2/3 capital spend	Road infrastructure projects: 1/3 capital spend
Below recommended funding for active travel	More funding for active travel SPECIFIC
More road building	Less road building
	Encourage more electric vehicles and low carbon travel
Heavily reliant on cars	Encourage sustainable travel through the sustainable travel hierarchy

I have advised on and influenced the new [national transport strategy](#) and [Roads Review](#) – aimed to take us towards modal shift and reducing emissions in transport.

[Llwybr Newydd](#) sets a new way of thinking that places people and climate change at the front and centre of our transport system, focussing on the sustainable transport hierarchy, modal shift and priorities which support all seven national well-being goals – good for people, communities, environment, economy, places, culture and Welsh language. It will help Wales to move away from an over-reliance on private car use and instead create more space for cycling and walking; a reliable network of bus routes; and better trains, services and stations to connect people with employment, health and leisure.

“The Welsh transport strategy is quite a radical change from where we were. I think the requirements of the Act have informed and helped to explain the approach taken in that strategy.”

Tim Peppin, Director at the Welsh Local Government Association



The road freeze is a huge step in the right direction for a healthier, prosperous, resilient and more equal Wales, showing the difference having a Well-being of Future Generations Act makes.

A member of my team, Dr Eurgain Powell, was appointed to the [independent panel](#) to carry out the Review, chaired by Dr Lynn Sloman MBE, a transport specialist based in Wales who has previously been part of the Lord Burns South-East Wales Transport Commission and involved with development of the Wales Transport Strategy. 55 road schemes are currently on pause and being reviewed.



“The climate emergency makes it imperative that we avoid any investment that increases carbon emissions, especially in the next 15 years when most cars on the road will still be petrol and diesel vehicles. But we also need to understand the problems that road schemes have been designed to address – whether safety, air quality or unreliability – and consider how those problems can be tackled without increasing carbon.”

Lynn Sloman, Chair of the Roads Review Panel



The Act is at the heart of what Transport for Wales does

- The majority of furniture at Transport for Wales' headquarters is reused, much of it sourced from other organisations. Only a small proportion (less than a fifth) is new.
- Some of this was handmade in Pentre by employees of Merthyr Institute for the Blind. All staff were paid the Real Living Wage.
- Recycled paint was used to paint the interior.
- This has saved almost 100,000 kg of Carbon dioxide. And the Merthyr Institute for the Blind has doubled in size since, and have secured new customers from the public sector such as Dwr Cymru.
- Funding from the Local Places for Nature scheme has been secured to enhance local biodiversity at and near (within 1 mile) of 22 railway stations. Enhancements include green walls, green roofs, planters, hanging baskets, trees and water butts. Bee hotels, bird houses, bat boxes, bug hotels, hedgehog houses and ladybird houses will also be introduced to boost local biodiversity.

“Creating those wider benefits from transport schemes wouldn't exist if it weren't for the Act because people would look at it solely as we're delivering this scheme to reduce carbon emissions, for example. Whereas now you'd also explore health impacts, community cohesion impact, social value impacts, looking at social enterprise like bike repair shops. You look at it in a much rounder way.”

Natalie Rees, Head of Sustainable Development & Climate Change, Transport for Wales

What happened as a result?

- 55 road schemes halted.
- Reduced spending on roads from two thirds to one third of the Welsh Government budget (analysis I commissioned from the New Economics Foundation).
- More than £115 million is being allocated to local authorities to spend on transport projects that will support the commitments in Llwybr Newydd.
- Welsh Government pushing for £8.1bn investment in green infrastructure by 2025.
- Wales notably has a commitment to ensuring that at least 45% of journeys are made using sustainable modes of transport by 2040.





Impact - how the Act and my work is making a difference

- Free [OVO bikes](#) have been made available for staff in **Cardiff and Vale University Health Board** to support well-being and encourage sustainable travel.
 - **Powys & Monmouthshire councils** are working on active travel routes – increasing better connectivity to ward off short car journeys.
 - **Blaenau Gwent's Ebbw Fawr trail** promotes active travel, immersed in green landscapes whilst appreciating of culture with unique art installations being designed across the trail.
 - **Cardiff's [nine-point strategy](#)** is designed to double the number of people who use buses in Cardiff by 2030. Plans include cheaper fares as low as £1, increasing the number of zero-carbon buses on the road, introducing a single, integrated ticket that can be used on trains and different bus companies, and creating new bus priority 'smart' corridors alongside active forms of travel. Including [36 new zero-emission electric buses](#) accounting for 24% of Cardiff's bus fleet.
 - **Newport** has added road space allocation along the A48 to prioritise active travel and public transport. Short-term measure to tackle local congestion through free bus travel for the whole of March 2022.
 - As part of the South Wales Metro, **Torfaen Council** is improving the Pontypool and New Inn Railway Station to increase opportunities for people to travel more sustainably and support residents in some of the most deprived areas where car ownership rates are low.
 - **Pembrokeshire Council** is planning a [£8 million modern public transport interchange](#) for Haverfordwest to enhance the town and enable people to access the centre more easily. The scheme will provide a modern and innovative transport hub, integrating all transport modes, including improvements to pedestrian and cycle facilities, and a more efficient and integrated bus station.
 - **Mid and West Wales Fire and Rescue Service:** have introduced hydrogen powered vehicles and electric bikes to encourage staff to walk, cycle or take public transport through incentives like 'Healthy Travel Charters'.
 - **Natural Resources Wales'** Homeworking study showed that the decarbonisation of staff commute was crucial to help reduce office working emissions through greater use of active travel and low emission vehicles.
 - As part of the **South Wales Metro**, rail stations across different councils are being revamped to encourage more citizens to use public transport especially supporting those in deprived areas whilst, integrating other sustainable modes of transport.
 - **South-West Wales Connected** is a new Community Rail Partnership established by Transport for Wales and hosted by 4theRegion. It aims to encourage greater use of rail services through increased participation of local communities in their rail line and by a range of activities at and surrounding their station to provide economic, social and environmental benefits to the region's residents and visitors.
- And where car journeys are essential:**
- **Swansea Bay City Deal** includes electric vehicle charging and air quality modelling.
 - **Vale of Glamorgan and Caerphilly Council** have begun their transition to electric vehicles.
 - **Gwynedd Council** has procured [an electric powered truck](#) for its recycling fleet.
 - **Pembrokeshire Coast National Park Authority** increased electric charging infrastructure in the national parks.
 - And there is more electric vehicle charging points in **Powys** to promote renewable energy in transport.



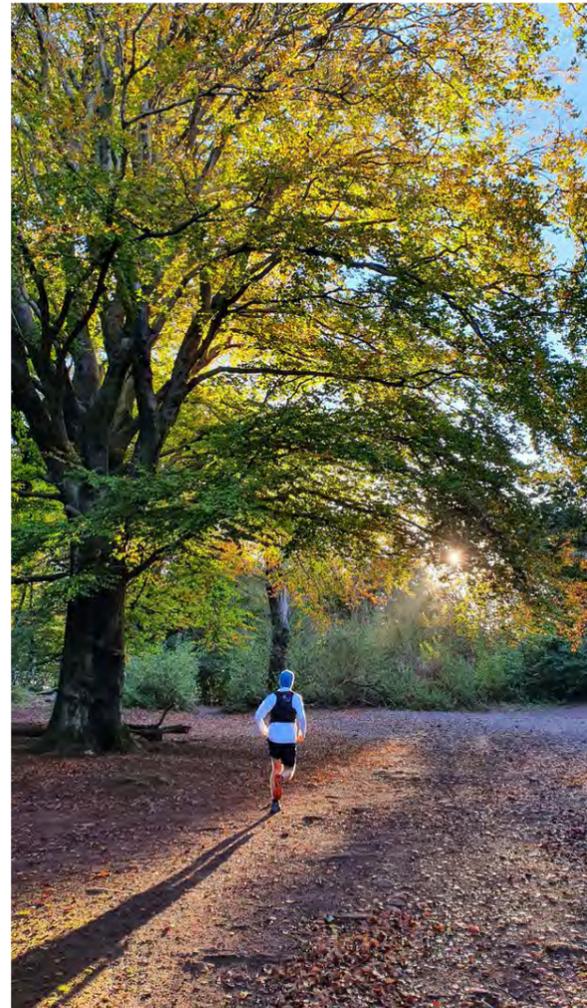
Investment in Nature – the National Nature Service

I've been leading calls for a [National Nature Service](#) for several years; it was one of the recommendations in my [Future Generations Report](#). A National Nature Service is a framework to rapidly establish new opportunities around skills, jobs and the restoration of Wales' natural environment.

Convened by Natural Resources Wales, my Office worked with the Food, Farming and Countryside Commission and Peter Davies CBE, to develop proposals to be taken forward with urgency. Change needs to happen at pace and projects and schemes like a National Nature Service can act as beacons, to show what can be achieved for others to emulate.

Following a meeting with the Deputy Minister for Climate Change, Lee Waters MS, a proposal was shared with Welsh Government in January 2022. It included costed scenarios for testing the National Nature Service as a concept in the Valleys Regional Park, as well as information submitted by [Welsh Water](#), [Snowdonia National Park](#), [RSPB Cymru](#), [the North Wales Regional Skills Partnership](#), [Natural Resources Wales](#), [the Pembrokeshire Coast National Park](#) and [Pembrokeshire County Council](#).

In Spring 2022, Welsh Government confirmed over £160,000 investment to progress a [National Nature Service in Wales](#).



A National Nature Service could contribute to the following well-being goals:

- **A Prosperous Wales** - Support volunteering, apprenticeships, placements, opportunities from social prescribing, and existing/new job opportunities.
- **A Prosperous Wales** - Create thousands of good quality jobs and provide good quality livelihoods. Provide jobs at entry and graduate level, enabling unemployed and under-employed people to find training and paid work in nature conservation.
- **A Resilient Wales** - Protect and restore of Wales' natural environment.
- **A Healthier Wales** - Transform communities that encourage healthy lifestyles, create new green spaces, and provide better opportunities for local business.
- **A Healthier Wales** - Delivering £4.4bn in health benefits by 2040 helping to reduce the strain on health and social care services, particularly during the winter. Vulnerable people living in a cold home have an increased chance of serious illness or death, according to the [National Institute for Health and Care Excellence](#), and are at higher risk of heart attack, stroke, breathing problems, flu, depression and falls.
- **A Wales of Cohesive Communities** - Support local community action, making the most of the freelancers and public bodies pledge to reimagine Wales' towns and cities.
- **A Wales of Vibrant Culture and Thriving Welsh Language** - Forge partnerships between cultural and sporting organisations to help promote exercise and engagement with the outdoors, local heritage, Welsh language, mental health and tourism.
- **Globally Responsible Wales** - Demonstrate Wales as a globally responsible nation.

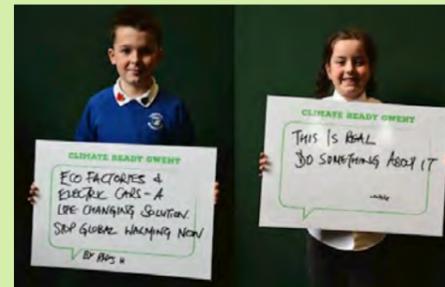


Impact - how the Act and my work is making a difference

I recommended that	What's changing as a result?
Welsh Government work with public bodies to deliver 20% tree canopy cover in every town and city in Wales by 2030.	<ul style="list-style-type: none"> ■ Welsh Government have committed to a National Forest to extend from the North to South of Wales. This will create areas of new woodland, help to restore and maintain some of our irreplaceable ancient woodlands and in time form a connected network of woodlands throughout Wales. ■ A new National Park will also be designated to cover the Clwydian Range and Dee Valley.
Make the most of natural green and blue space to support well-being.	<ul style="list-style-type: none"> ■ Welsh Government have launched plans to improve biodiversity along roads and verges. Including the Green Corridors Initiative. Many local authorities including Swansea are planting perennial wildflowers along highways to encourage pollinators.
Commit to prohibiting the use of pesticides by public bodies and set annual targets towards phasing these out.	<ul style="list-style-type: none"> ■ Mumbles Community Council have banned the use of weedkillers on their land, which can have a detrimental impact on people's health and wildlife.
Public bodies should deliver year on year increases in biodiverse green and blue infrastructure and tree canopy cover in their areas and land.	<ul style="list-style-type: none"> ■ Caerphilly Council are collaborating with the Green Spaces group, Ystrad Mynach College and Ystrad Mynach Primary School to plant 5,000 trees for Tree Planting Week in March 2022. ■ Rhondda Cynon Taf Council has allocated £50,000 to the tree planting of over 600, small, sapling, hedge row trees. These native trees will be planted in non-biodiverse parks and open spaces. ■ Snowdonia National Park Authority collaborated with the Woodland Trust on a project to plant 8,000 native trees and 1,800 metres of hedgerow. The trees will be from the National Park Authority's tree nursery at Plas Tan y Blwch.
Public bodies should use land holdings to maximise biodiversity value; increase the proportion of funding spent on nature-based solutions ; and take urgent action at a pace and scale to combat the loss of biodiversity.	<ul style="list-style-type: none"> ■ Natural Resources Wales is working with farmers, local authorities and environmental bodies to deliver sustainable land management. They have also used a 'tree catcher' to reduce the risk of flooding to 490 properties in the Ely and Fairwater areas of Cardiff. ■ Bridgend Council has replaced the lights on a popular walking route with low-level lights to protect roosting bats and avoid up-lighting spill that may disturb spawning fish in the river. They have also supported Ogmere Community Council in transforming a disused coal washery into a haven for nature and wildlife. ■ Rhondda Cynon Taf and Neath Port Talbot's collaborative project, 'Lost Peatlands' has seen positive results in the well-being of water voles who now appear to be thriving in RCT wet upland habitats.

Impact - how the Act and my work is making a difference

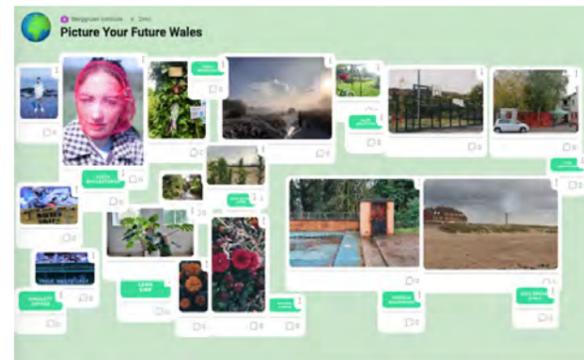
I recommended that	What's changing as a result?
Resourcing and prioritising carbon and eco-literacy training ; Promoting and incentivising individual solutions to support behaviour change.	<ul style="list-style-type: none"> ■ Newport City Council and Amgueddfa Cymru are both leading the way on carbon literacy. ■ Carmarthenshire County Council is mobilising pupils from 15 schools in support of the United Nation's Sustainable Development Goals. Pupils run events, raise awareness of climate change, lead action in their communities and share learning with decision makers, which has led to the creation of the Carmarthenshire Climate Action Manifesto. Ysgol Bro Dinefwr, Carmarthenshire is also striving to become carbon neutral. ■ Natural Resources Wales and Flintshire County Council are collaborating to increase outdoor learning opportunities as part of the Council's initiative to provide support for teachers to increase time spent learning in, about, and for the natural environment.
Public bodies should identify ways to help connect people of all ages, abilities and backgrounds with nature.	<ul style="list-style-type: none"> ■ City and County of Swansea's pension fund has cut its carbon footprint by almost 60% and aims to achieve net carbon zero by 2037. This has been achieved by reducing the amount of money invested in oil companies and other organisations with high carbon footprints and investing in green and environment-friendly initiatives. ■ Cwm Taf Morgannwg University Health Board has launched a staff working group called Green CTM to ensure that green and sustainability principles are embedded across all aspects of the Health Board's work. ■ Hywel Dda University Health Board have formed a Decarbonisation Task Force to lead their work to address the climate emergency, improve the natural environment, and support well-being of staff and the public. ■ Blaenau Gwent Council has joined the Local Climate Bond campaign - a local bond is a 'community municipal investment' that is expected to become key to local authorities financing transition to net-zero. Such investments will enable local authorities to raise capital to fund "green" initiatives like wind farms, solar panel installations, rewilding, and electric vehicle plans, through a regulated crowdfunding model.



Picture Your Future

Together with the [Berggruen Institute's](#) Future of Democracy Program, my office held a virtual assembly called [Picture Your Future](#) which brought together young people to consider the National Nature Service. Prior to the event, participants had been asked to submit photographs which were then discussed as a springboard for the development of insights for a National Nature Service:

- A National Nature Service should be accessible for everyone.
- Green spaces and opportunities to access nature have deteriorated due to neglect and lack of resource allocation. We need to encourage [and] cultivate nature in images of the spaces we want to build in future.
- There is an overall insufficiency of investment in communities and in community spaces. Community initiatives need more support and resources.
- Young people face unprecedented concerns regarding housing and the living conditions that climate change will bring — they confront the issue.



Impact - the involvement of my team in this work has helped to:

- Secure funding for a National Nature Services as a concept in the Valleys Regional Park.
- Secure procedural change in how public bodies go about things from pension divestment, sustainable land management and plans to increase biodiversity.
- Influenced practical behaviour change in public bodies and others from tree planting, conservation in urban areas outdoor learning and the Green CTM in Cwm Taf Morgannwg University Health Board.



Inequalities in a Future Wales

The COVID-19 pandemic has affected the health and well-being of individuals and communities and impacted on wider areas such as how we work and the availability of jobs. These impacts however have not been felt equally. Those who were already living in poor health, poverty or in marginalised communities have been the hardest hit.

As the world's attention turned to COP26 in October 2021 and the need to address climate change, I published new evidence outlining how future trends are affecting [inequalities](#) in Wales, undertaken in partnership with Public Health Wales and Cardiff University. It focused on the impact of three key future trends (climate change, the world of work, and demographic change) on existing inequalities in Wales.



This was published alongside [Emerging from Winter](#), a poem by members of the Llanrwst Flood Action Group, edited by my Poet in Residence Taylor Edmonds.

The research and stakeholder engagement were conducted in partnership with Public Health Wales, Dr Alison Parken and Dr Sara Macbride-Stewart, and identified specific issues and areas for action with respect to each of the three future trends.

1. Future of Work

Unless addressed, the predicted growth in science, technology and green jobs will advantage the already advantaged because of an existing lack of diversity in relevant education, training and jobs. Population groups which are currently under-represented in education and training include women, Black, Asian and Minority Ethnic communities, and disabled people.

- **Recommendation:** Preparations for a changing future of work should focus on job redesign and training, rather than addressing the consequences of mass job displacement. Job redesign decisions must involve those effected and support must be made available, so training is accessible to all.
- **Recommendation:** New policies, such as Universal Basic Income (UBI) and remote working, need to consider equality. For example, by considering the potential of an individual's additional needs and circumstances.

2. Climate Change

Whilst the poorest and most marginalised populations are least responsible for climate change, they are the most likely to be exposed to its negative effects, and have the least resources to respond, cope and recover.

- **Recommendation:** Climate change mitigation could benefit marginalised communities if done well for example by including the lived experiences of diverse communities in policy and decision making but are likely to increase inequalities if the impacts on different groups in society are not factored into all decisions on infrastructure and policy.
- **Recommendation:** Action on climate change needs to be about more than just tackling decarbonisation and should also encompass equalities perspectives by involving those most affected by climate change and decarbonisation in policy decision making and opportunities created in a low carbon economy, either through existing platforms or by trialling new ones such as creating citizens forums as part of a just transition approach. A lack of integration exists within the Draft Budget and Net Zero Wales, which do not sufficiently consider equality.

3. Demographic Change

An ageing population will alter how health and social care, employment and education, and pensions operate, these systems will need to adapt if they are to function in the long-term.

- **Recommendation:** Future challenges such as loneliness and isolation need to be tackled with the needs of all generations in mind or risk disadvantaging one at the expense of another and/or falling short of achieving ambitions.
- **Recommendation:** A 'care-led recovery' must put childcare and the care needs of older people on an equal footing with 'green jobs' in benefitting health, the environment and the economy.

The [Report](#) was one of the key resources that I sign-posted Public Services Boards Boards to, to support support the drafting of their well-being assessments.

Overall, there has been generally good consideration across the assessments with each Public Services Boards acknowledging the impact of the pandemic on existing inequalities. Approximately half of assessments go further to explore and better understand challenges in relation to protected characteristics in their areas. However, there is limited consideration of intersectionality and how it affects people, and there is inconsistent reference to some of the protected characteristics outlined in the Equality Act.

Impact - how the Act and my work is making a difference

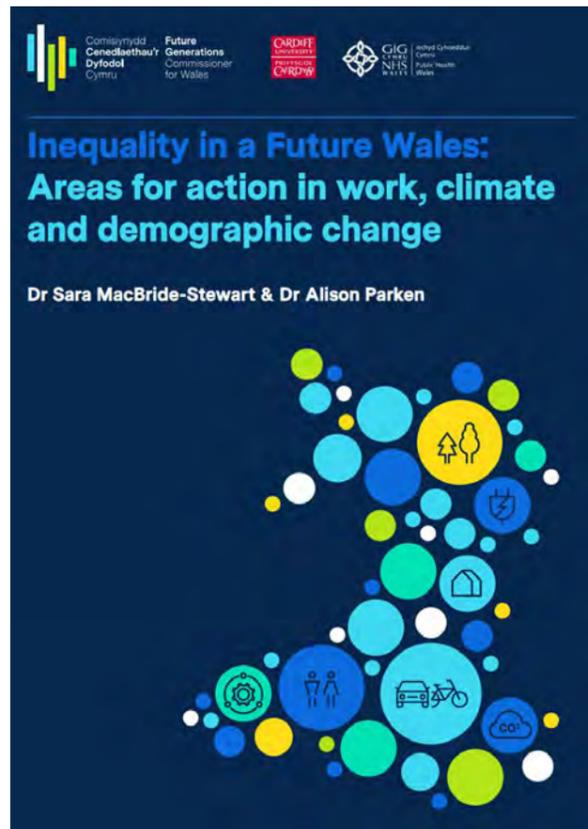
This research and stakeholder engagement helped to:

- Frame debate and get issues on the agenda in relation to equalities and future trends and highlight the issues and unintended consequences of decisions felt within some communities. The [video](#) by my Poet in Residence Taylor Edmonds and the Llanrwst Flood Action Group helped people engage with the subject matter.
- Influence practical behaviour change in public bodies and others – for example in how Public Services Boards have approached their well-being assessments. One of the positive impacts of the Report, is that it precipitated contact with my office from public bodies to talk more about inequalities.
- Effect policy content and commitments - the Report was used by Public Health Wales in their consultation response to the Health and Social Care Committee [inquiry](#) into mental health inequalities.
- Secure procedural change in how public bodies go about things, for instance the establishment of an expert panel, led by Dr Alison Parken (Cardiff University) to help Welsh Government mainstream equality and well-being into policymaking, specifically, testing this on decarbonisation and the Net Zero Skills Action Plan.



Image by: Keith Freeburn

The feedback has been positive, with the recommendations resonating with many sectors and the video and poem really bringing the issue to life in a very poignant way. I thank Taylor and the children and residents of Llanrwst for their involvement.



“ Dear Sophie, Thank-you for your ‘Inequality in a Future Wales’ report, which I read with interest. The report reflects several of the themes highlighted in our manifesto ‘Wales Can Seize the Moment’ which highlights how Wales can secure a sustainable recovery from COVID-19. CBI Wales supports the majority of the ideas proposed below, I would be happy to discuss how we can assist. ”

Ian Price, Director of CBI Wales

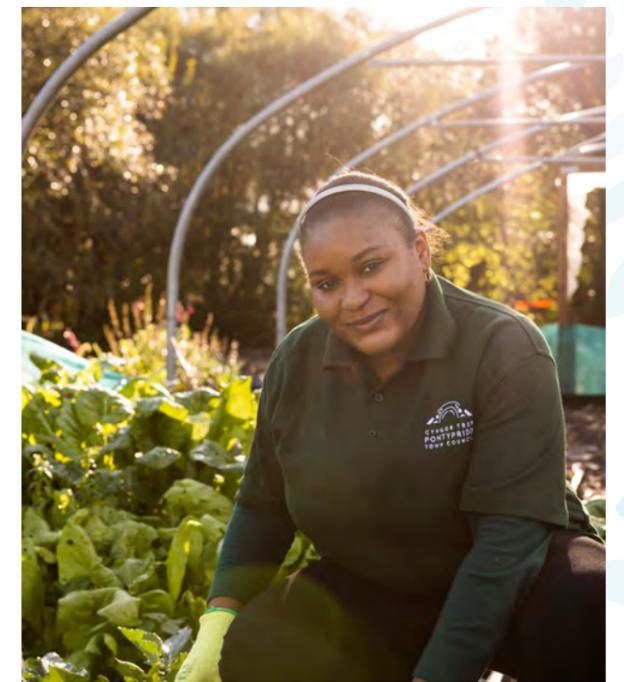


Image by: Huw John

“Annwyl Sophie, Diolch o galon for passing on this important message. Diolch also for all your efforts and representing Wales in Glasgow. We are concerned about ‘eco-ableism’ and want to make sure we are all involved in discussions as we identify ways to not only off-set our carbon footprint, but also how those at economic and other disadvantages are not left out of the conversations to make a safer, cleaner and equal future... Your recommendations are very clear – we need to get the actions that are not only achievable, but also endorsed by all. I so valued the piece by the Llanrwst Flood Action Community, especially as I live in the Conwy Valley. I will pass this around to the Trustees and the staff team of Disability Arts Cymru to see if we can assist in developing anything to support this important work.”

Ruth Fabby, Director - Disability Arts Cymru

“Really pleased to have received the report – we were happy to contribute to the research. Keen to work with you to help further develop/promote this work as I think it’ll be key post-pandemic and in a changing Wales.”

Ross Thomas, Public Affairs Manager, Tai Pawb

Practical changes within public bodies towards A More Equal Wales:

- **Rhondda Cynon Taf Council** has committed to becoming a Disability Smart Organisation.
 - It has also developed information about LGBTQ+ issues for teachers in their schools so that they are more confident to support and teach pupils on these specific topics and is setting up an LGBTQ+ working group to improve support to children and young people children who access Council services or attend their Schools.
- **Cardiff Council:** A training programme called ‘Promote Equality’ was launched to enable teachers and school leaders to better educate, navigate and handle racism in schools.
- **Vale of Glamorgan,** realising the value of training to help staff understand the issues that people with protected characteristics face, has increased the accessibility of this training (making it shorter, easier to access).
- **Sport Wales** have a new Investment Approach that aligns funding to their priority groups: Black, Asian, Minority Ethnic, disability, women and girls and social deprivation.

Universal Basic Income

Wales could be the test ground for a pioneering initiative to provide citizens with a basic income from the government and implement a shorter working week.

These two recommendations from my Future Generations Report have become particularly critical since the pandemic has exposed both vast societal inequalities and the precarious nature of modern working arrangements for so many.

In November 2021, I produced the first comprehensive [evidence base](#) in Wales for how a Universal Basic Income could eliminate poverty and help us to reach our well-being goals.

Universal Basic Income (UBI) is a government programme where every citizen receives a set amount of money on a regular basis. It is a basic, minimum payment, designed to meet basic needs, paid to everyone individually, regularly, and unconditionally.



Universal Basic Income pilot launched in Wales - How much could be paid out?

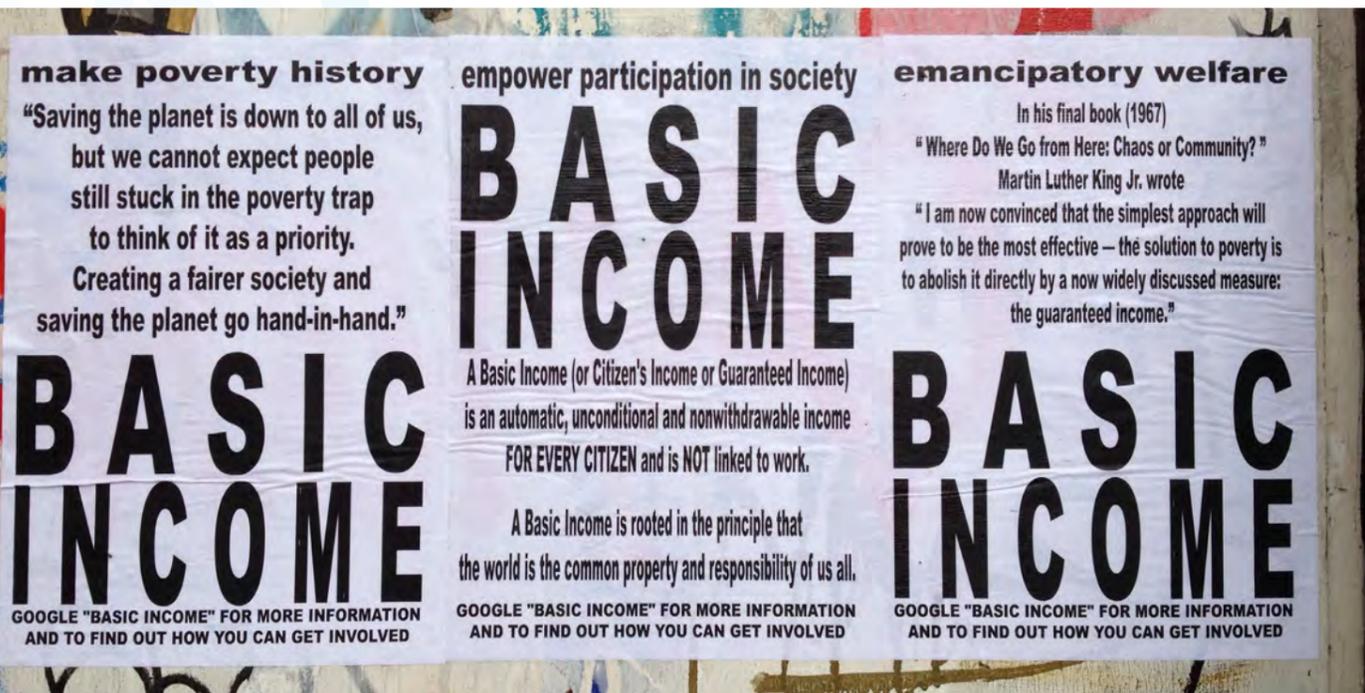
WALES is to launch a pilot scheme for Universal Basic Income, the First Minister Mark Drakeford has revealed. How much will UBI be in Wales?

By ALISS HIGHAM
PUBLISHED: 09:11, Sun, May 16, 2021 | UPDATED: 14:20, Sun, May 16, 2021

My research found that a universal basic income would decrease overall poverty rates in Wales by 50% and child poverty would decrease by 64%, bringing it to a rate of under 10% in Wales. It is currently at 28% – the worst in the UK a worrying trend that has been highlighted in the well-being assessments of Public Services Boards (outlined below on page 60).

UBI could significantly change lives across the UK at a time when people’s earnings have become increasingly unsteady through improving mental well-being, giving more freedom of choice, improving educational attainment, reducing crime and addiction rates, and relieving pressure on public services like healthcare. It has been described as ‘this generation’s NHS’.





A universal basic income, could contribute to the following well-being goals:

- **A Prosperous Wales** - it gives individuals more financial security and independence and can incentivise entrepreneurial activity and creativity. This in turn reduces costs and burden on a health system stretched by the pandemic, as well as boosting local economies and tax revenue through higher spending.
- **A Healthier Wales** - one of the most consistent results from trials internationally is the positive impact on participants physical and mental health. UBI could in fact pay for itself relatively quickly, given the huge savings and decreased burden for the NHS, as poverty costs the health service billions annually.
- **A More Equal Wales** - increases resilience in face of the changing nature of work and the economy. Automation and precarious work are set to present growing challenges to employment and having a Universal Basic Income could be a useful tool to help protect future generations from economic shocks.
- **A Wales Cohesive Communities** - participants in Universal Basic Income trials have reported feeling happier and more cooperative within their communities, with a higher rate of engagement and local volunteering. There have also been studies showing that participants become more trusting of national institutions.

What changing as a result?

Wales will now pilot a £1600 per month basic income for care leavers starting next year.

My report commissioned through leading think-tank Autonomy, includes a poll showing that 69% of people in Wales would support trialling a UBI.

The commitment to a basic income by Welsh Government is incredibly significant - it's a huge moment for the campaign, which I've been proud to be a part of.

Impact - how the Act and my work is making a difference

What I said	What's changing as a result?
<p>May 2020 – my Future Generations report recommended that</p> <p><i>“Welsh Government should explore opportunities to pilot a four-day working week, aligned with universal basic income, building on evidence gathered from pilots in other countries.”</i></p> <p>October 2020 - Manifesto for the Future Recommendation 28:</p> <p><i>“Pilot a Basic Income.”</i></p>	<p>June 2021 - Programme for Government included a commitment for a care leavers pilot.</p>
<p>July 2021 – Launched a Poem and community voices on UBI by Taylor Edmonds and published a letter to First Minister calling for a Care Leavers + pilot.</p>	
<p>November 2021 - Published a feasibility study with Autonomy - A Future Fit for Wales: Basic income for all.</p> <p>And provided evidence to the Senedd Petitions Committee on petition P-06-1224</p> <p><i>“Design a ‘Care Leavers Plus’ Universal Basic Income pilot that includes a range of people”</i></p>	<p>January 2022 - the Senedd Petitions Committee report also recommended that the pilot be expanded.</p> <p>February 2022 - Welsh Government implement a Care Leavers’ basic income trial, which will be focussed on unconditional payments to a small section of society. Whilst care leavers undoubtedly deserve more support, the pilot as I understand it to be designed will not necessarily result in the information required to determine the true impact of a basic income policy.</p> <p>It is still one of the most generous basic income schemes ever trialled in the world to its care leavers this year.</p>

Whilst I am pleased with the announcement by Welsh Government, I have called for a more ambitious pilot, including a broader range of participants in a geographical area to identify and gather data on the wider community impact, which is perhaps the most beneficial element of a Universal Basic Income.

Catherine Fookes, director, Women’s Equality Network (WEN) Wales, said:

“A Universal Basic Income could potentially have a profound impact on closing the gap on gender inequality in Wales.”

**Jonathan Williams, founder,
UBI Lab Cymru, said:**

“It's of great importance that we get this pilot design right. If we're to truly understand what impact the policy could have on society, we must include all demographics. The results of a wide-ranging pilot could be a gamechanger in terms of bringing on board people who are still unconvinced about the merits of a basic income for all.

The Welsh Government have taken a huge step in the right direction by being brave enough to announce they will run a trial. Now they must make the case to the UK Government that a substantive pilot is what the Welsh public want.”

My Poet in Residence, Taylor Edmonds, has written a powerful poem, *Reconsidering Future*, that imagines a Wales in the future where 'everyone is paid enough to truly live', in support of a full UBI pilot. You can watch it being read by Taylor and other people in support of UBI for Wales, [here](#).

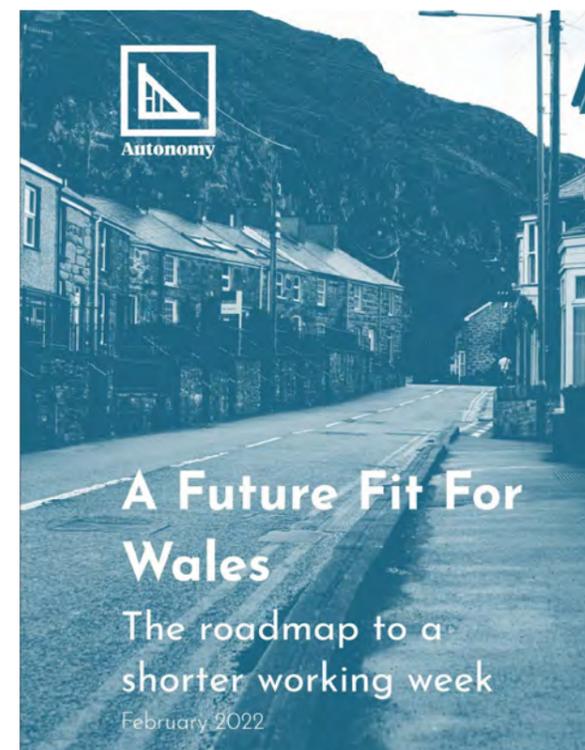


Shorter working week

The structure of the working week has barely changed in 100 years. Yet in the wake of the pandemic, many people across the World are looking for a healthier work-life balance - escalating caring responsibilities with an aging population, an increase in mental health issues exacerbated by working long hours and constant stress, and a realisation that working patterns need not be so rigid are all factors that make a shorter working week more appealing.

In February 2021, I produced [evidence](#) to show the well-being benefits of a shorter working week in collaboration with the think-tank [Autonomy](#), making a series of recommendations of how it could be trialled in Wales, and trialling it within my own office.

I gave evidence to the Senedd Petitions Committee, and the report was widely covered in the media and generated huge public interest with a number of headline articles in a number of publications. It was featured in 49 media pieces including local, national and international media and reached over 25,000 people on our social media channels. This shows there is a major appetite for a working time reduction with 76% of the Welsh public supporting the sharing out of work so that everyone can have a good work-life balance, and 57% of the Welsh public supporting the idea of the Welsh Government piloting a scheme to move towards a four-day working week.



A shorter working week can take many forms, for example a four-day week or a reduced hours throughout the week, which is why trials should be encouraged in different sectors and industries to see what might work best.

It could make a contribution to several of the well-being goals, and it is important to test the idea in a Welsh context.

- **A Prosperous Wales** - It could also potentially create 38,000 jobs in Wales. Trials across the world also show that a shorter working week can result in increased productivity as well as increased health and happiness and decreased stress. If employees can work fewer hours for the same salary, whilst also performing better and more productively for their employers, then everybody wins.
- **Resilient Wales** - It would mean significant reduction in carbon emissions – if a four-day week were rolled-out across the UK, it would be the equivalent of taking 1.3million cars off the road annually (without even factoring in reduced emissions from commuting).
- **A More Equal Wales** - A shorter working week could redistribute jobs in a fairer way and combat workplace inequality.
- **A Wales of Cohesive Communities** - Reduced stress and increased free time could lead to more time for community engagement and involvement.





A handful of organisations in Wales have already successfully introduced shorter working weeks, as well as many more across the UK:

- Technovent (Bridgend based medical equipment supplier)
- Indycube (Welsh based co-working space provider)
- Slunks (Cardiff based hair salon)
- A UK-wide pilot will commence with a wide range of businesses in June 2022



Impact - how the Act and my work is making a difference

My research on universal basic income and a shorter working week has helped to:

- Change policy - in June 2021, the Welsh Government confirmed it's commitment to a pilot that would provide a basic income to care leavers. Wales will now pilot a £1600 per month basic income for care leavers starting next year.
- Encourage organisations to trial a shorter working week and helped to connect interested parties.

Latest statistics show job posts advertising roles offering a 4-day week have risen by 90% in the UK.



Image by: Matt Horwood

“ [A Future Fit For Wales: the roadmap to a shorter working week] is a useful contribution to the growing interest in a shorter working week and its relationship to productivity and well-being... We want to encourage more employers to provide workers with greater choice over where and when they work. We are committed to examining progress and the evidence emerging from pilots in other countries and to drawing out lessons Wales can learn. Your report adds to that evidence gathering and provides interesting ideas on how further progress can be encouraged. We look forward to discussing the report and its findings with social partners and others. I have asked officials to keep in touch with your office as our thinking on these issues develops. ”

**Response from Jane Hutt MS,
Minister for Social Justice**

Welsh Government Budget

I have scrutinised the national budget over the last few years because it is the single biggest set of decisions that is taken by a public body in Wales each year which significantly affects well-being across Wales. As well as determining how public services are funded, the budget process and decisions send important signals about priorities across our public services, and it needs to show how those priorities are shifting to realise the aspirations of the Well-being of Future Generations Act.

The Welsh Government budget of £24 billion was published in December 2021 commits to creating a “stronger, fairer and greener Wales” and outlines the Welsh government’s spending plans for the next three years including spending to deliver commitments that are part of the recent Labour/ Plaid Cymru Cooperation Agreement.

This budget is particularly important as it is:

- The first budget since the new Programme for Government and the new well-being objectives adopted in June 2021.
- The first budget following the Welsh Government’s commitments at COP26.
- The first budget since the launch of the Net Zero Wales plan for 2021-25. As such, the need to put the well-being of future generations at the centre of this budget has never been more important.

“ We will invest in a stronger Wales investing in people, services, infrastructure and businesses. A fairer Wales celebrating diversity, rebalancing wealth and finding our identity. And a greener Wales, creating behaviours that support biodiversity and tackling climate change, and encouraging all our partners to do the same. ”

Excerpt from the Budget

I collaborated with the [New Economics Foundation](#) to analyse the budget, alongside my team of Change Makers who brought expertise in skills for the future, decarbonisation, equalities, transport, housing and nature. I provided written evidence to the Senedd’s Finance Committee and gave evidence in person in January 2022.

Key messages:

- I welcomed increased capital spending on climate and nature emergencies, but Welsh Government still need to undertake a comprehensive assessment of the carbon impact of their budget decisions.
- I want to see clearer alignment between commitments in Net Zero Wales and budget commitments.
- I welcomed the establishment of a new Budget Improvement and Impact Advisory Group but there needs to be more advice, support and scrutiny on progress being made in certain areas – for example prevention. Involvement is also an area for improvement.
- The Strategic Integrated Impact Assessments process was weak and needs improving – it included little analysis of how spending decisions will impact different communities within Wales. Demographics are considered but in silo, overlooking intersectionality, and lacking integration.
- Other areas for example skills planning and investment, procurement, economic contract - all need more work to enable system change, and this has to go hand-in-hand with budget priorities.
- Transparency is still a problem and it’s difficult to track whether spending lines have changed/ increased compared to previous budgets.



What happened as a result?

My call for more action on climate change contributed to the declaration of a nature emergency in Wales, new decarbonisation targets, the establishment of a new Climate Ministry, and a plan for £1.8bn targeted investment including for decarbonisation of housing stock, flooding, deforestation, biodiversity, active travel and renewable energy.

There are now commitments on decarbonising homes (£580m), £1bn to support 20,000 new low carbon social homes for rent and £900m to develop net-zero carbon schools and colleges etc (which alone takes us over £2bn). The prominence of decarbonisation spend in the Welsh Government budget continues to show good progress.

Purpose 2

Supporting Public Bodies to use the Well-being of Future Generations Act

During my time as Commissioner, I have worked closely with public bodies across Wales, providing advice, guidance, and support to them in their application of the Well-being of Future Generations Act.

There are now **48** Public Bodies under the Act as Corporate Joint Committees were added in December 2021.

In the past year, I have used my powers to:

1. Contribute evidence to Senedd Committees.
2. Pilot a new model of support for the 48 public bodies covered by the Act.
3. Respond to 252 requests for support on implementing the Act, 89 of which were from public bodies.
4. Discharge statutory duties in relation to advising all 15 Public Services Boards on their well-being assessments.
5. Work closely with the Auditor General for Wales on our respective statutory duties.
6. Follow-up on my first Section 20 Review into procurement practices.
7. Commence a second Section 20 Review into how the machinery of Welsh Government is carrying out sustainable development and safeguarding the ability of future generations to meet their needs.

“Sport Wales has found the support, resources and advice from the team to be invaluable. How this is made available consistently for all public bodies is a challenge.”

Sport Wales

Impact - how the Act and my work is making a difference

I recommended that	What's changing as a result?
Welsh Government should increase its spending directed at decarbonising the Welsh economy.	Commitment to spend £1.8bn (capital) on climate & nature over three years – in 2020/21 budget this was £140m capital, and £220m in 2021/22, so it's a significant increase since then. It is good to see Welsh Government putting this front and centre. With an annual increased investment of around £380m.
Welsh Government should move away from investments in road infrastructure and similar high carbon projects.	Capital spending has moved significantly away from major road projects. This is a positive shift. Road infrastructure projects used to make up around 2/3 of capital spend on transport, they now constitute only around 1/3.
Spending commitments should support and be aligned to the Net Zero Wales plan.	There are a few mentions of Net Zero Wales in the budget narrative, but it is not particularly central to it. There are more references to zero carbon commitments but no clear mapping across. This could be better.

I am pleased that many recognise that this support is useful. It's almost an impossible challenge to support 48 public bodies across all policy areas while also ensuring that new legislation and guidance which comes from Welsh Government does not undermine the Act and the ability of public bodies to implement it. It does not surprise that those we have been able to help find that support valuable and others want more of our time.

“Our relationship with the Commissioner’s office is excellent. I think they’re hugely knowledgeable, very enthusiastic, supportive, and similar for Wales Audit Office, not just on the Act, but on our broader business where they’re able to actually give us a view on how we’re doing, how we’re spending public money, but more importantly, pointing us to good practice and other areas we may wish to explore.”

Velindre NHS Trust

“We had a lot of involvement with FGCW and had lots of practical support... The support we have had from FGCW has been very useful. They were willing to travel up to North Wales to give us additional information, presentations, support on how to embed the tools. I think that’s seen as a very supportive offer for all authorities across North Wales.”

Anglesey Council

“We have used the Commissioner’s tools, resources and information to make resources available across the organisation... Support and input from Commissioner very, very helpful.”

Aneurin Bevan University Health Board

A Dedicated Point of Contact

The 2021 Public Accounts Committee Report [‘Delivering for Future Generations: The story for Far’](#) recognised that the work of my team is highly valued but also, that I am under-resourced.

“We heard many specific examples of when the Commissioner’s office’s expertise and guidance had shaped public services for the better or had helped to embed the culture change that is so central to the successful implementation of this legislation.”

“Overwhelmingly, we were told by public bodies that the Commissioner’s office did not have the resources to be able to provide public bodies with the levels of support they wanted.”

Several public bodies told the Committee that they wished to have more contact with my office.

“...what I want more from the Commissioner’s office: I want more time. I think they’re excellent. There are too few of them, and they’re trying to do an awful lot with a very small resource... Excellent relationship would like more of the Commissioner’s team’s time. Excellent but finite resource.”

Velindre NHS Trust

“...I don’t know what the Commissioner’s resources are but certainly having a direct contact (would be helpful), if she had the resources.”

Powys County Council

“Having a rep from the Commissioner’s office in every region to give us access to them. More convenient for them to be present in every region (not county because they don’t have enough staff).”

Anglesey Council

The Committee made the following recommendations relating to my work:

Recommendation 3: The Future Generations Commissioner and Welsh public bodies should ensure that they develop constructive relationships. The inconsistency in their relationships has limited the impact of the Commissioner’s work.

Recommendation 4: The Future Generations Commissioner should prioritise supporting public bodies and Public Services Boards to deliver this legislation.

I implemented these recommendations by establishing points of contact for every public body covered by the Act. Over a period of six months, the Points of Contact:

- Built consistent and constructive relationships
- Improved communication
- Provided advice and support
- Showcased good practice
- Signposted to useful resources and examples of good practice

I evaluated the impacts of this model, and considered how to respond to the strategic and operational needs of public bodies, which they have summarised as:

- **Tailored, sector-specific advice and support**, for example being a critical friend on large pieces of work like setting well-being objectives, [integrated impact assessments and the seven corporate areas of change](#).
- **Support on an ongoing basis** throughout the full length of these projects - not just assessment at the end.
- Ongoing **help in applying our tools and resources**, and to help them remove organisational barriers.
- Help with **creating an organisational approach** where staff at all levels automatically consider the Act in all areas of work, asking us to reach beyond corporate leads across the organisation.
- Ongoing **attendance of relevant meetings** to offer real time support and input as a critical friend. They would like more workshops and conversations to build relationships.
- The need for consistent **support on implementation and networking**.

Going forward?

Having a consistent and dedicated point of contact will continue to be a feature of my office, if I can secure the necessary funding for it. See the section on Purpose 4 for my budget.

Impact - how the Act and my work is making a difference

The impact from this work can be demonstrated via these testimonials where public bodies have told me how they welcome this approach:

“ [We] welcome the Future Generations Commissioner decision to support Health Board implementation of the Well-being of Future Generations (Wales) Act through the allocation of a dedicated point of contact within the Future Generations team. ”

Letter from a Health Board

“ I really welcome this way of working together. It’s great to have a consistent and frequent point of contact. ”

Denbighshire Council

“ This is a welcome initiative to have that point of contact with the Commissioner and the Commissioner’s office. ”

Meeting with a local council leader

“ I am definitely in support of this initiative, before this we didn’t have too much interaction with the Office and now it feels like we have a two-way conversation. ”

Meeting with Cabinet Member within a local council

“ The relationship is working really well with having the regular liaison and us getting to know each other and having that contact. ”

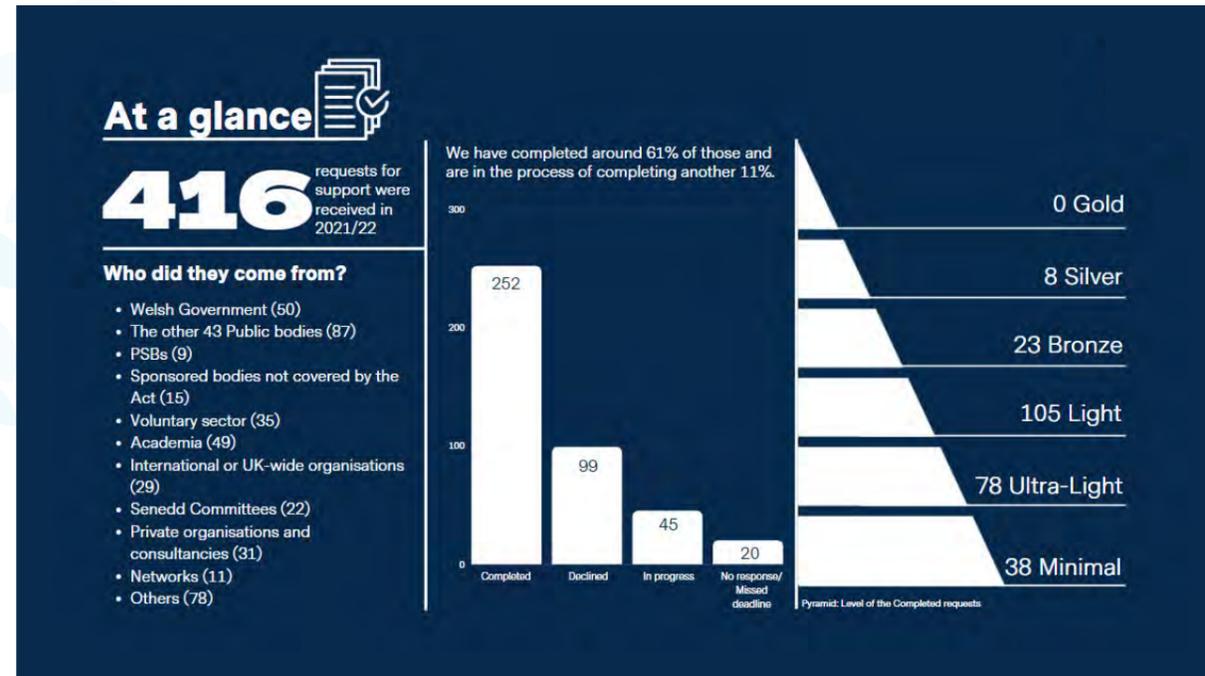
Vale of Glamorgan Council

“ It’s made the world of difference (having a point to contact). ”

National Library

Providing advice and support to public bodies and Public Services Boards

In 2021-22, I responded to over 138 requests from public bodies, 9 requests from Public Services Boards and another 270 requests from various other organisations like academia, voluntary sector, community groups, businesses, etc. I have received 1,183 requests since May 2018 when I started recording them.

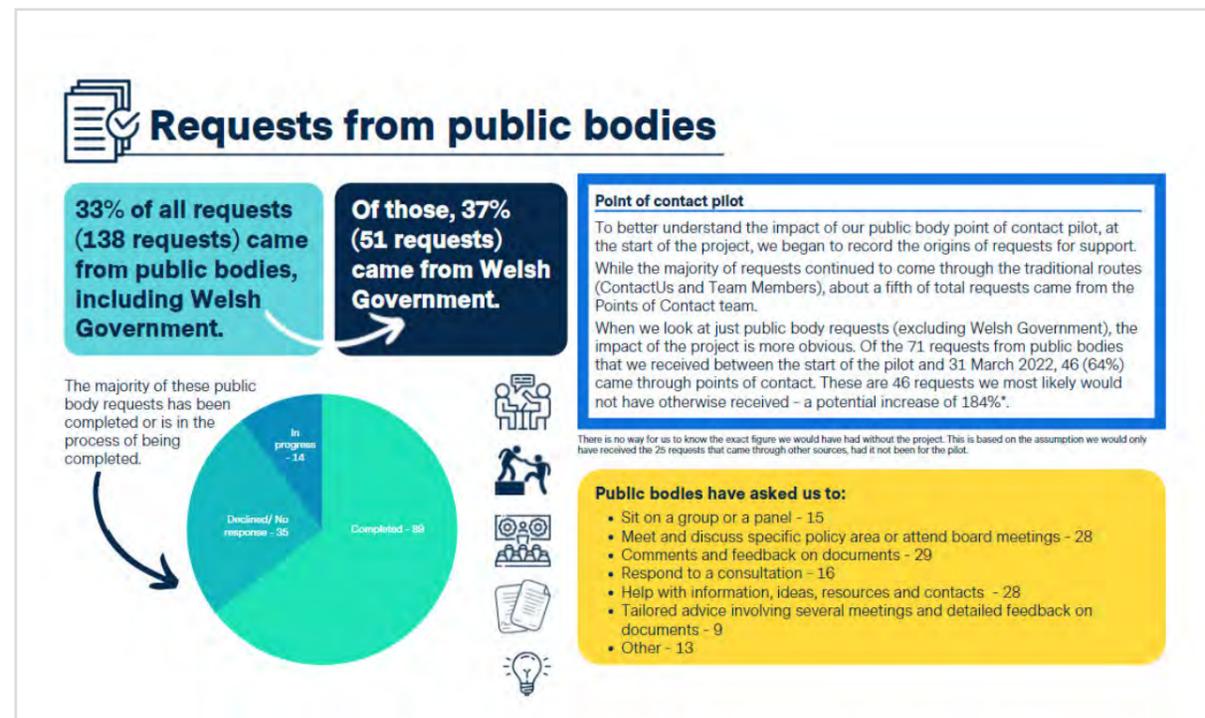
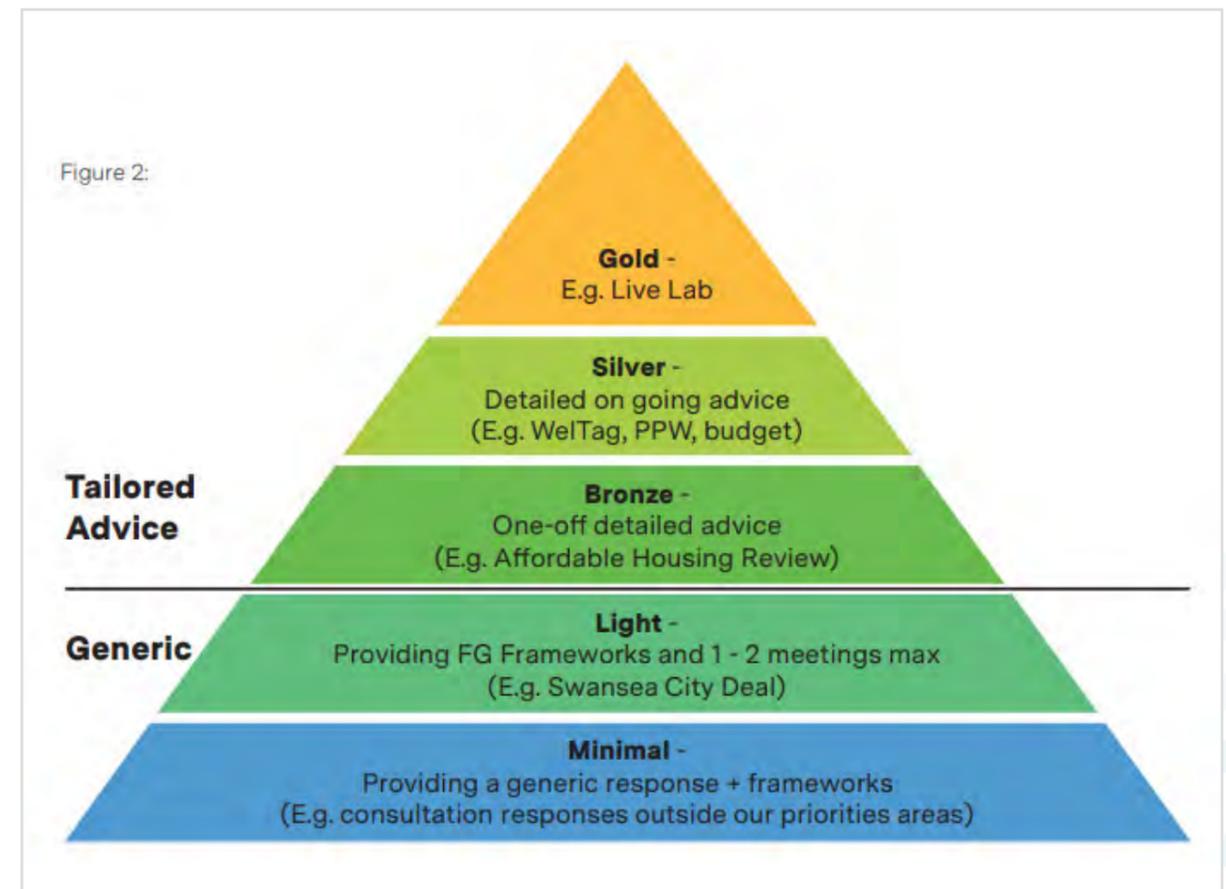


The work of my new dedicated team has led to an increase of 184% of public body requests.

I have criteria to help me select who to advise within my limited resources to ensure I have:

- Maximum impact
- Stay within the boundaries of my statutory powers
- Drive most efficiently the change that I want to see

My priority is to support the 19 Public Services Boards and 48 public bodies that come under the Act and in particular Welsh Government who set national policies that impact on everyone.



Examples of support I have provided this year include:

- Advised **Hywel Dda University Health Board** on the potential environmental and community benefits of their estates and a new hospital.
- Commented on **Rhondda Cynon Taf Council's** Corporate Performance Report.
- Advised the Chief Fire Officer and **North Wales Fire and Rescue Service** in relation to the implementation of the Act.
- Commented on **Sport Wales'** annual reporting on well-being objectives.
- Supported **Welsh Government, Public Health Wales and Natural Resources Wales** to prepare clearer steps and guidance to Public Services Boards on how they can embed futures and long-term into their well-being assessments and plans.
- Collaborated with **Co-Production Network Wales** on how Public Services Boards could involve of people in well-being assessments and planning.
- Fed back on the new **Wales Transport Strategy**. Highlighted the need for long-term thinking, modal shift, consideration of all dimensions of well-being and integration across goals.
- Held multiple meetings with Welsh Government to discuss how the **Corporate Joint Committees** will take forward their duties under the Act without further burdening the over-complicated landscape. Suggested several options for integration between public body, Corporate Joint Committees and local well-being objectives, as well as some change of language to ensure this is fully aligned with the Well-being of Future Generations Act.
- Provided detailed advice to Welsh Government on the **Cultural Contract** and support and guidance to **Conwy** and **Newport Councils** in relation to their City of Culture Bids.
- Supported **Denbighshire Council** on various policy areas like procurement and decarbonisation.
- Supported **Natural Resources Wales** on their Well-being plan draft framework, which then helped inform their input into well-being assessments.
- Contributed into a range of networks to advise on specific topics such as **procurement**: North Wales Research and insight Partnership; Construction Excellence in Wales Procurement Forum; National Procurement Network; and National Social Value Taskforce.

I have also supported public bodies by:

- Personally, carrying out hundreds of engagements where I provided direct advice to leaders and front-line staff and individuals from across Wales and beyond. I have built understanding of the Act through many events, training sessions, workshops, conferences and focused sessions with boards.

“Inspiring morning at Board development session – focus on improving population health, personalised medicine, digital healthcare and a valid challenge from Sophie Howe on how we really challenge ourselves to put well-being of our communities at the centre of all we do.”

Paul Mears, Chief Executive Officer at Cwm Taf Morgannwg University Health Board

- Publishing **'bite-size versions' of the Future Generations Report** which are tailored at specific sectors and departments in public bodies. My team has run sessions with different sectoral bodies for example North Wales Planning Officers Group (NWPOG) and Young Planners Cymru to upskill them on using these resources. You can find these resources [here](#).
- Continuously adding to a pool of **case-studies** showing what's changing as a result of the Act. Sharing good practice will inspire and promote further activity.



- Delivering support through the second cohort of the **Future Generations Leadership Academy** where senior leaders across the public sector will be able to access reverse mentoring from 32 future leaders and opportunities to test policy development with the Academy. This programme is fully funded by partner organisations across the public, private and third sector.
- Contributing to quarterly meetings of the **Sustainable Development Co-ordinators Cymru** ± a professional network of policymakers and practitioners embedding sustainable development in the 44 public bodies covered by the Act.
- Working with Welsh Government to run and participate in the Public Services Boards' Coordinator network meetings, held 3-4 times a year. It's been positive to see the energy and active participation from the co-ordinators in these. We're also using the network meetings, quarterly bulletins, online webinars and other means to share good/best practice with PSBs - this is particularly powerful when hearing from PSBs who feel they're delivering aspects of the Acts well in their areas.

Cefnogaeth / Support

1 Cynnal y prif cysylltiadau
Maintain named contacts

2 Hyfforddi
Provide training

3 Ymateb i geisiadau
Respond to requests

4 Monitro ac asesu cyflawniad
Monitor and assess progress

5 Dylanwadu ar arweinwyr
Influence leadership

6 Cynnull pobl
Convene people

7 Casglu a rhannu arfer
Gather & share practice

8 Cyngori BGC
Advise PSBs

“We really like the simple, attractive, user-friendly format of the document. We think that the Stats and Trends lays out very clearly what the problems are and gives equal weight to the joint crises of global warming and biodiversity loss. The Oxfam donut model demonstrates how we in Wales are living beyond our fair share of the world's resources. We welcome the steer that the document provides as a very clear vision of what Wales should be aiming for.”

Feedback from a National Public Body

“This is good – I like this. A great way to illustrate and explain the role and importance of housing in regards to the opportunities and the wider benefits etc. A really helpful way of presenting the link between Housing and Future Generations – particularly for lay people.”

Feedback from a Local Authority

Looking ahead - 2022 and beyond

The future presents an even greater need for this kind of support as the demand for services looks set to increase:

- **Recovery from COVID-19:** Increasingly, I am receiving requests to help public bodies 'learn the lessons' and keep the positives from the pandemic. Public bodies have also said that post-covid, there is demand for re-invigorating messaging around the Act.
- **Local Authority elections:** Public bodies have flagged an increased need for assistance and support following the May 2022 elections. This will signal likely changes to corporate plans, well-being objectives and long-term planning, plus a need to strengthen Act messaging and promotion.
- **Welsh Government Context:** Delivery of the new Programme for Government is already creating demand and external factors, like a change in Welsh Government leadership, could also impact on need for advice.

In addition, there has been a lot of demand for my advice from the private sector, voluntary sector, professional institutions, schools and universities. The requests vary widely in scope but means I can help people where and when they need it.

This year, I have:

- Provided support and information for Carnegie Trust UK's Cross-national research on outcome-based well-being approaches.
- Supported [Wales Centre for Public Policy](#) with their briefings for Public Services Boards on equalities, culture impacts of Brexit and COVID-19.
- Provided information and resources to multiple academics in relation to various research.
- Gave a lecture about the Act to Cardiff University MSc students.
- Met with and provided information and resources about the Act to multiple international organisations interested in the Welsh approach.

“The Act has had a bigger impact than we originally envisaged... What we've actually seen, it's become embedded in the way that public bodies do their works. And as far as local authorities are concerned, it has provided a framework that pretty much everything goes through. So, in that sense, it has helped to encourage more upstream thinking of the elements of the Act, which is a positive.”

Tim Peppin, Welsh Local Government Association

Impact - how the Act and my work is making a difference

- Increased engagement and advice from my team has helped secure procedural changes in how public bodies tackle procurement, health, housing, food systems, decarbonisation, social value, community engagement and measurement frameworks.
- My advice to Public Services Boards has helped them to embed futures and long-term considerations into their well-being assessments.
- Raised awareness of the [seven corporate areas for change](#) under the Act. For example, on estates planning and management, my advice to Hywel Dda Health Board led to commitments around the potential benefits that a new hospital could have on a Resilient Wales and a Wales of Cohesive Communities.
- Achieved discursive commitments from Ministers and Government on how Corporate Joint Committees will take forward their duties under the Act without further burdening the over-complicated landscape. Suggested several options for integration between public body, Corporate Joint Committees and local well-being objectives, as well as some change of language to ensure this is fully aligned with the Well-being of Future Generations Act.
- Affected policy content and commitments in areas including transport planning. My detailed feedback on the new Wales Transport Strategy highlighted the need for long-term thinking, modal shift, consideration of all dimensions of well-being and integration across goals). This has been an ongoing area of advice over several years.

Discharging my statutory duties

It's been an important time for Public Services Boards as from Autumn 2021, they started to publish their second well-being assessments.

Under the Act, I am a statutory consultee on the draft assessments. My office worked with the Welsh Government's Partnership Division to share joint expectations for the upcoming well-being assessments. This guidance set out what we expected to see during the second round of well-being planning from Public Services Boards, and we would do to support them as best we could in this process.

Over six months in 2021-22, I provided 14 sets of detailed and individualised advice to Public Services Boards on their well-being assessments.

The big challenges that came through were:

1. The **cost of living** remains a significant challenge that is likely to get worse.
2. Public Services Boards do not always make **connections** to levers they have to improve well-being, such as the circular economy, local procurement, and land use planning; alongside key sectors such as tourism, food and agriculture.
3. There are substantial gaps in evidence from **'seldom heard voices'** such as those who are LGBTQ+, and very limited consideration of intersectionality.
4. **Demographic shifts** mean Wales is likely to face a crisis in the provision of paid care, while unpaid carers have increased in numbers.
5. COVID-19, cost-of-living, changing demographics, the future of work and climate change are all likely to exacerbate existing **inequalities** in Wales if steps aren't taken to harness opportunities and limit harm.

The stand-out strengths were:

1. The **climate and nature emergencies** are better understood by Public Services Boards than ever before.
2. There were strong examples of **collaborative working**.
3. Good evidence of more **joined-up thinking** and connections made.
4. There are some strong examples of **involvement**. Most Public Services Boards have worked hard to engage local residents and embed their views in their assessments.
5. There was a good level of **honest reflection** so far, on both the process and the impact of Covid.
6. In most cases the Public Services Boards have done well to consider the **wider determinants of social outcomes**, such as by linking health to access to green space, income inequality, and quality of housing etc.
7. Overall, public bodies are demonstrating they are considering **future trends** information.

This is a clear improvement on the first round.

Well-being planning: summary of timescales for Public Services Boards

Preparation of well-being assessments

- Consulted between November 2021 to March 2022 and provided advice on the draft well-being assessments.
- Public Services Boards must publish their Well-being Assessments by the 6 of May 2022.

Preparation of local well-being plans: Commissioner's advice

- I will give Public Services Boards advice on how to take steps to meet local objectives to be included in their well-being plans, in accordance with the sustainable development principle. May 2022 - September 2023 (14-week statutory consultation).

Preparation of local well-being plans: further consultation and approval

- Further advice and guidance on Public Services Boards well-being plans, between Autumn 2022 and February 2023.

“ I want to convey our thanks to you and your colleagues for your feedback on our well-being assessment. The level of engagement with the assessment and constructive nature of the feedback was really appreciated our end. ”

Cardiff Council

Impact - how the Act and my work is making a difference

- Secured practical changes in how Public Services Boards use futures techniques to explore long-term trends, involve communities, collaborate with neighbouring authorities, and make connections between different issues.
- Built positive relationships with the public bodies involved, which will help us continue to work together in an open and constructive way on their well-being plans.



Trends, Indicators and Milestones

It has never been more important to understand the World around us and the projected world of tomorrow.

In 2021, Welsh Government met its duties under the Act by publishing [Shaping Wales' Future](#). This included:

1. The first wave of Wales' **national milestones** under the seven well-being goals
2. The second edition of the [Future Trends Report](#)
3. Updating the existing suite of **national indicators** (where progress is reported via the annual '[Well-being of Wales](#)' report)



The national indicators and milestones help tell the story of progress against Wales' well-being goals.

The second Future Trends Report highlights many of the same issues which are highlighted in my '[Inequality in a Future Wales](#)' report.

- 1 in 5 people still live in poverty in Wales, and income inequality and inter-generational inequality are currently still on the rise.
- Ethnic minorities are also more likely to live in relative income poverty in Wales.
- Our planet is getting hotter, and 17 per cent of species found in Wales are in danger of becoming extinct.

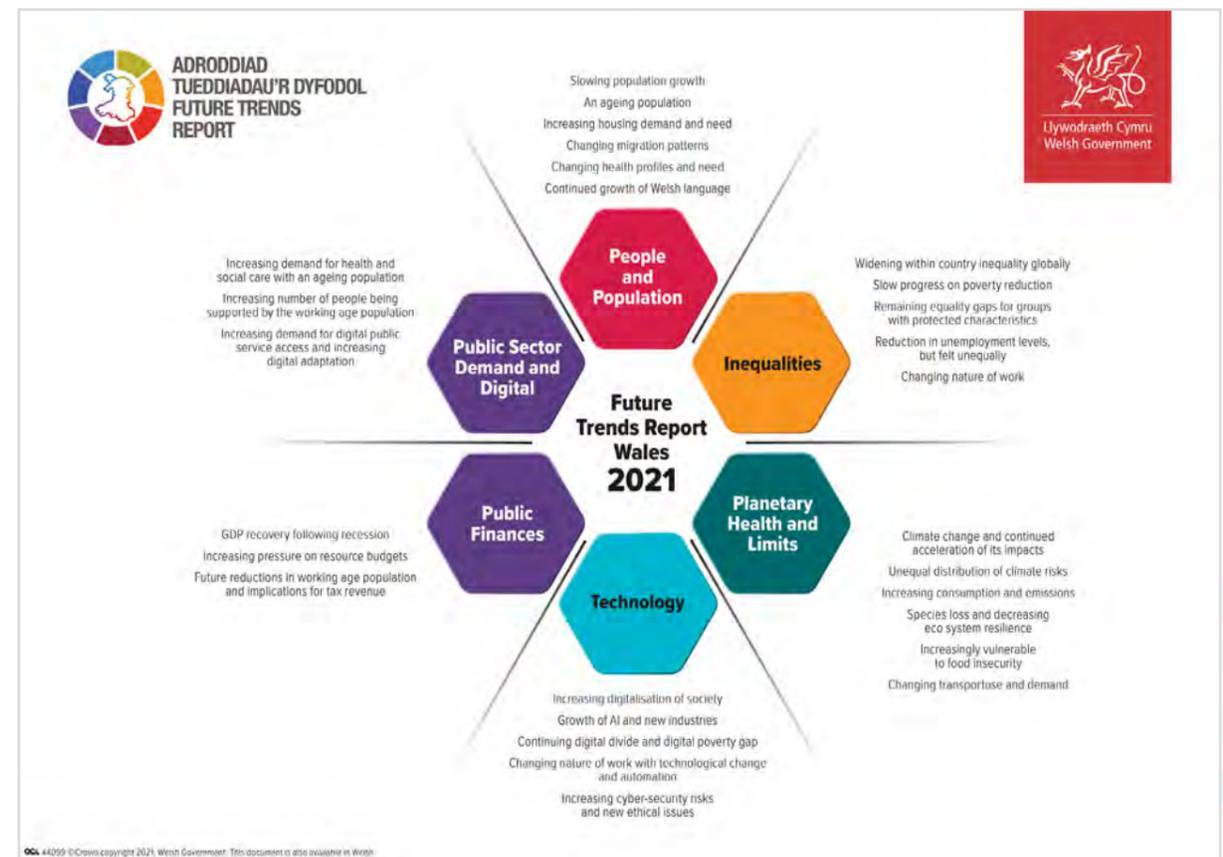
We must use the **Future Trends Report** as an official source of reliable futures data to guide decision-making.

In my [response](#) as a statutory consultee, I was pleased that the scope of the indicators and milestones covers all of the well-being goals.

- I want government to be more ambitious in setting their milestones - for example, the elimination of the pay gap for gender, ethnicity and disability should be achieved before 2050.
- I want to see a commitment from the Government to go beyond Wales using its fair share of the world's resources by 2050.
- It is positive that skills and employment have been included in the Government's first wave of milestones. However, upskilling our communities in areas which will help them thrive in industries of the future must be a priority and should also support our ability to meet climate change targets by ensuring we're prioritising skills in green industries.
- Data has not been made available or broken down for ethnicity and other population groups in terms of young people in education or work, as we understand data is currently only available by gender which does not reflect the Government's own Race Action Plan or commitments on disability.

- I had hoped to see interim milestones included to measure progress and ensure Wales is on target for meaningful and effective change. While the long-term ambition is very important, interim markers would help focus policy action and delivery.
- It would be welcomed to see a narrative and ambition beyond 2050 to explain and set out what happens when we arrive at 2050, whether the milestones are achieved or not.

I am looking forward to the second wave of milestones which will follow in 2022. I would like a commitment made to setting a milestone in relation to people's happiness and well-being in efforts to incorporate cohesive communities and a sense of community, as the current set are predominantly framed through an individualistic lens.



In 2020-21, I undertook my first Section 20 Review into the procurement practices of nine public bodies and published Procuring Well-being in Wales' with recommendations for how procurement must be a driver for positive change.

My findings were that:

- Welsh Government has failed to show clear, joined-up leadership on the role of procurement.
- There is poor communication and integration between different Welsh Government priorities, alongside lack of support available for public bodies to ensure these are implemented effectively on the ground.
- Opportunities for making spend work harder are being missed due to lack of support for the procurement profession and lack of accountability at a leadership level.
- There is no ongoing monitoring of procurement approaches or outcomes either for the purposes of spotting where things are going wrong, and opportunities are being missed, or for identifying and sharing best practice.

The nine public bodies that I reviewed had a duty to publish an initial response within three months (and they did).

Following-up progress in 2022 - a focus on procurement and carbon emissions

The recommendations were designed to promote and sustain positive change, but to have maximum effect they need to be considered expeditiously – within 12 months.

My focus this year has been to understand how public bodies, including Welsh Government, have implemented the recommendations over this period.

Given that procurement decisions account for 50-70% of carbon emissions, and that of the nine public bodies subject to the Review, only three had responded with information about how they would implement my recommendation focused on the carbon impact of their procurement decisions, procurement and decarbonisation is where I decided to focus my analysis this year.

“In order to meet carbon emission targets, every public body should set out how they have considered the carbon impact of their procurement decisions and in the case of construction or infrastructure contracts should require schemes to be net zero carbon over their lifetime.”

A recommendation from my Section 20 Review into procurement practices



There are other drivers requiring public bodies to factor decarbonisation targets into the goods and services that they buy. The “Welsh Procurement Policy Note 12/21: Decarbonisation through procurement - Addressing CO2e in Supply Chains” says:

“The importance of addressing the purchased goods and services element of Scope 3 (procurement and the supply chain) is underlined by research that shows that these can account for around 60% of an organisations total CO2e footprint (59% Natural Resources Wales Carbon Positive Project 2017; 62% NHS Wales Decarbonisation Strategic Delivery Plan 2021-2030 March 2021; 58% Denbighshire County Council in 2019/20).”

- This is important in the context of responding to the climate emergency and assessing carbon impact of current spend. It's also important because of the commitment for the public sector to be carbon neutral by 2030; all public bodies had to report on this target (and submit data to Welsh Government) for the first time at the end of 2021.
- As this is the first year of reporting it was “primarily aimed at engaging all the public bodies, getting baseline data and carrying out a learning period to begin refining collection processes and action planning”.
- Organisations that are providing support to public bodies on measuring and reducing carbon emissions include WRAP Sustainable procurement maturity reviews and Welsh Local Government Association's decarbonisation support for local authorities.

I analysed 65 Sell 2 Wales contracts from 20 public bodies from the perspective of how the carbon impact of procurement decisions are being made. The results of my analysis of these 65 contracts this year, is that based on the information that was publicly available, there doesn't appear to be any requirements on reducing carbon emissions!

These findings are shocking and disappointing. Although Welsh Government are providing Procurement Policy Notes (PPNs), I am concerned that they are not implemented within public contract information or documentation.

Support on procurement has been requested by 12 public bodies over the past year including from Cardiff Council, the Vale of Glamorgan, Cwm Taf Morgannwg Health Board and Pembrokeshire Coast National Park. Many of these requests highlight the need for more support on decarbonisation specifically.

I have already contributed into a range of networks to offer help and advice, including the [North Wales Research and insight Partnership](#), [Construction Excellence in Wales](#) Procurement Forum, the [National Procurement Network](#), and [National Social Value Taskforce](#).

I am also considering the delivery of further learning and development on procurement as the next phase of my work with public bodies, helping them to meet (or take steps to meet) their well-being objectives.



Impact - how the Act and my work is making a difference

- The Welsh Procurement Policy Statement now reflects the five ways of working and Welsh Government's Action Plan references the seven well-being goals. Full impact will be seen in the implementation as there needs to be additional support for the public bodies.
- The Welsh Government's Net Zero Wales strategy mandates the use of carbon reduction plans for government contracts valued at £5m or more from April 2022. Bidders must include carbon reduction plans as part of their tenders.
- NHS Wales Decarbonisation Strategic Delivery Plan 2022 – 2026 states that reducing emissions will be mandated within new procurement contracts for major suppliers, and that NHS Wales will have reduced carbon emissions by 16% in line with the 2025 interim target.
- Ministers have committed to align the Procurement Reform and Social Partnership and Public Procurement Bill to the Well-being of Future Generations Act. There has been a focus on the 'Fair Work' aspect of the new Bill, as well as monitoring and assessing.
- Secured a commitment for a Procurement Centre of Excellence to provide better coordination and support to public bodies. I participated in the interviews for Welsh Government's Discovery Phase and the Centre is now being progressed to a phase where the approach will soon be trialled in one service area.
- My advice and challenge to public bodies is leading to practical changes including:
 - a) A solar farm has been established at Morryston hospital which will meet around 26% of Morryston's power (as an average across the year). The 4MW farm will supply about a quarter of Morryston's power, cutting the electricity bill by approximately £500,000 a year and reducing emissions.
 - b) Denbighshire County Council has committed to becoming a net carbon zero and ecologically positive council by 2030, partly through reducing carbon emissions from the goods and services bought.
 - c) National Library of Wales is aiming to achieve plans to be carbon net zero by 2025, with a focus on changes becoming part "business as usual".
 - d) Transport for Wales use upcycled, reused and bought local furniture to furnish their new headquarters in Llys Cadwyn.

Section 20 Review into how the Welsh Government is implementing the Act

In January 2022, I commenced another Section 20 Review, this time into how the machinery of Welsh Government is carrying out sustainable development and safeguarding the ability of future generations to meet their needs. The Terms of Reference are [here](#).

How decisions are made (the processes behind the scenes) are as important as the policies themselves and it is important that there is a good understanding of how legislation, policies, guidance and direction from Government will be delivered and resourced.

The cultural change that the Welsh public sector needs to undergo cannot be achieved unless the internal workings of public bodies – processes (policy development and delivery) and the workforce – are promoting and enabling sustainable development.

The Welsh Government has a particularly important role to play, as the leader of public bodies and because they set national policies for everyone in Wales. I've drawn on a range of evidence to determine that a Review at this time is needed, including:

- My own [Future Generations Report \(2020\)](#)
- The Auditor General's report '[Implementing the Well-being of Future Generations Act](#)' (2019)
- The Public Accounts Committee report '[Delivering for Future Generations: The Story so Far](#)' (2021)

All highlighted barriers and areas for improvement associated with implementation of the Act within Welsh Government.

Through this review, I am exploring how the Welsh Government is ensuring their (a) processes; (b) working culture; and (c) public sector leadership act in accordance with the sustainable development principle and take greater account of the long-term impact of the things they do, with a view to identifying good practice and to making potential recommendations on how the machinery could be improved going forward.

The review is focusing mainly on three steps contained in the Programme for Government relating to apprenticeships as the main case study. The review is also drawing on a limited number of other policy areas to understand processes for integration across government and to enable me to make potential recommendations relevant to Welsh Government as a whole.

While I will be publishing my findings in November 2022, I aim to provide advice as I go along to influence Welsh Government policy and processes as they are developed, instead of at the end when they are already in place.

Collaboration and involvement

The Welsh Government and I are jointly committed to continuous learning and making improvement in how the Act is implemented, identifying good practice and sharing learning with the wider public sector. The review is being guided by a [Steering Group](#) drawn from a range of backgrounds including academics, those with experience of skills and apprenticeships policy, and those with experience of working within Welsh and UK Government. We are engaging widely with stakeholders and involving those with relevant lived experience to inform the review.

I have commissioned two pieces of research.

- The first involved apprenticeship providers, employers and apprentices to understand the current system and processes and to inform our conversations with Welsh Government's Skills and Apprenticeships teams. This research was planned as an internal informative piece not for publication.
- The second piece of research was to understand future trends that would most impact governance systems, and what other countries are doing to address these, as useful comparisons.

Impact - how the Act and my work is making a difference

- It is early days, but I'm seeing some signs that this Review is already helping to raise awareness, and secure procedural and practical behaviour change within Welsh Government that is helping to safeguard the ability of future generations to meet their needs.

Purpose 3

A Movement for Change

Nation-wide change needs to be a collective effort and cross-sectoral, where a whole range of organisations and communities work together towards the vision in the Act.

Raising awareness

This year has seen an increase in media work, with a number of my reports making international headlines. My team has secured more than 200 pieces of coverage on local, national and international platforms. These included print via the Guardian, Independent, Big Issue, Positive News, several podcasts including Radio 4's Positive Thinking and 39 Ways to Save the Planet, regular commentary on BBC Politics Wales and ITV Sharp End. Global media coverage included Malaysia, Portugal and Australia.

I've worked with individuals to highlight issues via lived experience, to profiling stories to accompany our reports, including on housing and inequalities. In April 2021, I announced the recruitment of our new [Poet in Residence](#), Taylor Edmonds. This included a two-page spread in the Western Mail, and lead pieces in Nation Cymru, Bro Radio, Literature Wales, Penarth Times and Wales Arts Review amongst others. Our introduction video to Taylor was also viewed 3,000 times on social media.



In November 2021, the Guardian led on my [Inequality in a Future Wales report](#). This included the stories of people who had experienced life in flood-hit communities. To accompany the report, my office released a [video](#) of school children reading a poem, Emerging From Winter, by the Llanrwst Flood Action Group and edited by our Poet in Residence, Taylor Edmonds - it has now amassed more than 1,000 views. The story also appeared in the Western Mail as a double-page spread, on Nation Cymru and across BBC Wales TV and radio on launch day.

Later that month, my [report](#) into a Universal Basic Income scheme attracted national coverage. I published a report which showed poverty would be halved in Wales if a Universal Basic Income was launched. The Daily Mirror covered the report together with a host of other publications both in print and online. As I released the report, I gave evidence to the Senedd Petitions Committee, and I am pleased that the Welsh Government have since decided to go ahead with a Basic Income pilot.

Ahead of the major climate conference, COP26, my team engaged with media, creating a media pack detailing the legislation, its achievements, my appearances and asks, with our top news line being that other countries and institutions should follow Wales' lead and legislate to protect future generations. I appeared on BBC's Jeremy Vine on the Llanbedr bypass and also on LBC News on the final day of COP. An article was also published on the Institute of Welsh Affairs blog where I warned voices were still missing at the table of climate negotiations. Additionally, I took part in a Radio 4 podcast: Political Time Zones on political short-termism.

In February 2022, I published a report with the think-tank Autonomy, calling on the Welsh Government to launch a shorter working week trial. The report was covered in national newspapers, with it being the most popular story on The Guardian website on day of publication. Other national newspapers who published articles included The Independent, Metro, The Sun and the Evening Standard. Internationally I appeared on Euronews and RTE One, while articles were published in Deutsche Welle and the Polish Express.

I was invited onto BBC Wales Today live to discuss the report and I told the media:

“A shorter working week can result in increased productivity which will be of huge benefit to employers for a happier, healthier workforce. The working week has not changed for more than 100 years, and now seems the perfect opportunity for the Welsh Government to commit to a pioneering trial and build evidence for greater change across Wales.”

Over 3,000 people subscribe to my monthly newsletter. In the past year it has featured articles on the launch of our [Homes Fit for the Future: The Retrofit Challenge](#) report, [COP26](#) and calls for a [Universal Basic Income](#). We also recently introduced a Meet the Team section to our newsletter where a team member talks about their time with their office and share some of their insights.

We continue to have a strong social media presence, which helps provide us insight into the views of our stakeholders with our main channels – Twitter and Instagram – increasing month by month in followers and engagement. If you have any new ideas or ways of communicating, we'd love to hear from you. Please get in touch with us on [@futuregenerationsmru](#).

Numbers of followers on:

 12.7k

 1.5k

 2.3k

The Public Accounts Committee have concluded that:

“The Commissioner and her office have developed a positive public profile and have effectively promoted and raised awareness of the Act. They have considerable expertise in sustainable development, which underpins the support and advice they provide to public bodies and the Welsh Government.”

Poet in Residence Taylor Edmonds

My poet in Residence Taylor Edmonds (taken forward in collaboration with Wales Arts International and Literature Wales) has found new ways to communicate the goals of the Act, one of which is a Wales with a vibrant culture and thriving Welsh language, and some of its work. The theme for this year is 'Wales to the World' – highlighting the importance of the Well-being of Future Generations Act's vision and Wales' role in the world.

Over 30 pieces of coverage were achieved, reaching more than 187,000 people on socials (via impressions).

One of the poems that Taylor wrote was to commemorate Betty Campbell, at the unveiling of the magnificent bronze statue in Cardiff's Central Square. 'When I Speak of Bravery' tells of the life and legacy of the inspirational educator who has become the first named, non-fictionalised woman in Wales to be memorialised with a statue. The monument was created by sculptor Eve Shepherd and was commissioned following the Hidden Heroines campaign organised by Monumental Welsh Women.



'When I Speak of Bravery'

*Born in Tiger Bay, never left,
 I hear she was a force to be reckoned with.
 Called herself a trailblazer, path curator,
 constructed schoolbooks from scraps
 to tell the full version of history.
 Showed her children something true:
 They'd always been here, rooted in the soil
 through wars and riots, carnivals and industry.
 That they stood powerful, worthy
 of greatness, never out on their own
 with Mrs Campbell fighting their corner.
 When Betty was told she couldn't, her dreams
 out of reach for a Black girl from Butetown
 who should never want too much,
 never take space, never shake things up —
 she only wanted harder.
 A life of determinations, woman of firsts,
 all the while people waited to watch her fail.
 So she learnt to nod her head,
 say the right things, butter them up
 to beat them at their own game.
 Listen close — I hear the streets
 still call her name after dark,
 her school stands, flourishing,
 in testament to her story.
 And if you kick away the patches
 of loose gravel from pavements,
 you'll find locketts of her memories.
 A mother, teacher, mentor,
 wife, activist, advocator,
 I'll tell my future daughters about Betty
 when I speak of bravery.
 Her legacy goes on, immortalised
 in clay and stone. Let them come
 from far and wide, to see
 how just one woman can touch
 so many lives.*

“ A fantastic poem about my grandmother #BettyCampbell. It brought us all to tears. Fab! ”



Involvement

Involvement is at the heart of the Well-being of Future Generations Act. It 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 decision-making, such as through helping to identify issues and potential solutions.

Last year, I brought in additional involvement and equalities resource to my team with the appointment for an Involvement Artist and a Change Analyst (Equalities). This enabled me to strengthen my relationship with a wide range of third sector and community organisations, seldom heard groups, businesses and international stakeholders.

I have:

- Worked with more people, networks and organisations to highlight different views perspectives and experiences within our work – supporting the movement for change across Wales to build the Wales we want. For example, [WeALL Cymru](#), [Third Sector Partnership Council](#), [Siarter Catrefi](#), [Wales Environment Link](#), [UBILabs Cymru](#), [Climate Cymru](#), [Race Alliance Wales](#), [Disability Wales](#), [Chwarae Teg](#) and [WEN Wales](#).
- Increased the impact of my work on housing, decarbonisation, universal basic income, future trends and inequalities, by including lived experience.
- Collaborated with stakeholders on our A Fit for the Future Programme for Government which strengthened the movement behind key recommendations. Commitments in the Programme for Government can be aligned to 48% of the recommendations in my A Fit for the Future Programme for Government.
- As part of our collaboration on the [6 Principles](#) with XR, the Centre for Alternative Technology and Coed Cadw, 27 of Senedd members elected, had pledged support.
- Piloted the Points of Contact model for managing our public body relationships (see page 57) which has further strengthened our involvement approach.



- Increased the impact of our [manifesto](#) work by working with [Wellbeing Alliance Wales](#), embedding well-being policies in their voting app ahead of the Senedd elections.
- Involved stakeholders in co-producing our newsletter has increased our audience reach by over 100% with views increasing from 900 to 1,970.
- Held Lunch and Learn sessions with [Give Your Best](#), [Welsh Women's Aid](#), and the [Co-production Network](#).



I have also worked with young people to amplify their voices and encourage public bodies including Welsh Government to involve future generations in their decision-making:

- The Future Generations Leaders Academy is a group of 18–30-year-olds putting the Act into action in Welsh Society – via creating future generations plans for their workplaces and communities, mentoring Welsh leaders and informing my own work.
- Partnered with youth organisations such as [Wales Young Farmers Clubs](#), [Urdd](#), [Scouts](#), [the Welsh Youth Parliament](#), [Black Mountains College](#), [NUS Wales](#), [Atlantic College](#), [Uprising](#) and [One Young World](#).
- Collaborated with the Children's Commissioner of Wales, meeting regularly to align our work and understand the priorities of the young people that the Commissioner has engaged with.
- Worked with schools, including Ysgol Bro Gwydir's involvement in our '[Inequality in a Future Wales](#)' launch, Roath Primary School, connecting with 15 schools via our involvement in the [Creative Cascade](#) initiative and presenting to schools involved in the Eco Warriors project.
- Chaired Mock COP along with youth climate activists.
- Collaborated with Royal College of Psychologists and members of the Senedd to set up a Cross-Party Group (CPG) to give a platform for the voice of young people on the issue of Climate, Nature and Well-being. Have linked the CPG to our Academy and also Democracy Box partnership by extending our own membership on the group to include young people from both projects.
- And finally, I worked with the [Berggruen Institute's Future of Democracy Programme](#) and the [Food, Farming and Countryside Commission Wales](#) on a photography project on their relationships with nature.

My partnership with Democracy Box

To promote sustainable development (my Duty) and to reach new audiences, in particular young people, I entered into partnership with [The Democracy Box](#) project (led by [Omidaze Productions](#)) in November 2021.



Our shared purpose was to increase awareness and participation amongst young people in democracy and sustainable development. This would be through culture and the arts; and by developing a shared platform for young people to take an active role in communicating the purpose and content of the Act to other young people.

The Democracy Box project involves young people aged 16–26 from all around Wales as paid co-creators to explore and develop new ways to explain the basics of our democracy and inform and engage other young people and everyone in our Welsh & UK democracy.





What happened as a result?

30 young co-creators have created videos, songs, poems that explain why the Act matters to them. These have been developed by the young people who have been paid for their time and supported by my team and The Democracy Box, which is a very different model to traditional commercial commissions.

We have also participated in the Democracy Box Creative Cascade, piloting the cascade of information on our democracy and the Well-being of Future Generations Act to schools.

“Our voices as young people are so important because we are the future, so we should speak up about issues in order to shape the best future for us to inherit.**”**

Eva Franklin,
The Democracy Box contributor.

“I just wanted to let you know that the children in Thornhill Primary have spent this week focusing on each of the areas from the Future Generations Act. Julie Morgan (AM) visited us to find out about the work of the children in our Reception class who have been working on cohesive communities. There has been so much going on...**”**

Elizabeth Berry,
Headteacher Thornhill Primary School, participant in the Creative Cascade

Impact - how the Act and my work is making a difference

- Raised the profile of Wales and the Act at hundreds of conferences and events including at COP26, and World Expo Summit. From Finland to India, the Well-being of Future Generations Act is now influencing global discussions.
- Achieved 200 pieces of media coverage from all over the world and significantly increased our social media profile.
- As a consequence of appearing before six Senedd committees, have secured commitments relating to the implementation of the Act and the work of my office. I've seen my evidence reflected in their recommendations, particularly the Public Accounts Committee inquiry into the implementation of the Well-being of Future Generations Act.
- Found creative ways to communicate my message, through poetry, film and including putting lived experience and community voice at the heart of what I do.
- Involved more people, networks and organisations to highlight different views perspectives and experiences within our work – supporting the movement for change across Wales to build the Wales we want. For example, [WeALL Cymru](#), [Third Sector Partnership Council](#), [Starter Cafrefi](#), [Wales Environment Link](#), [UBILabs Cymru](#), [Climate Cymru](#), [Race Alliance Wales](#), [Disability Wales](#), [Chwarae Teg](#), and [WEN Wales](#).
- Joined with others, including with Omidaze Productions, Public Health Wales, Literature Wales, Wales Arts International, Natural Resources Wales, Eisteddfod Genedlaethol Cymru and Ynys Blastig to name a few! These partnerships enable us to amplify our joint objectives, communicate the Well-being of Future Generations and issues facing future generations, and to value external expertise and skills.



Listening to people

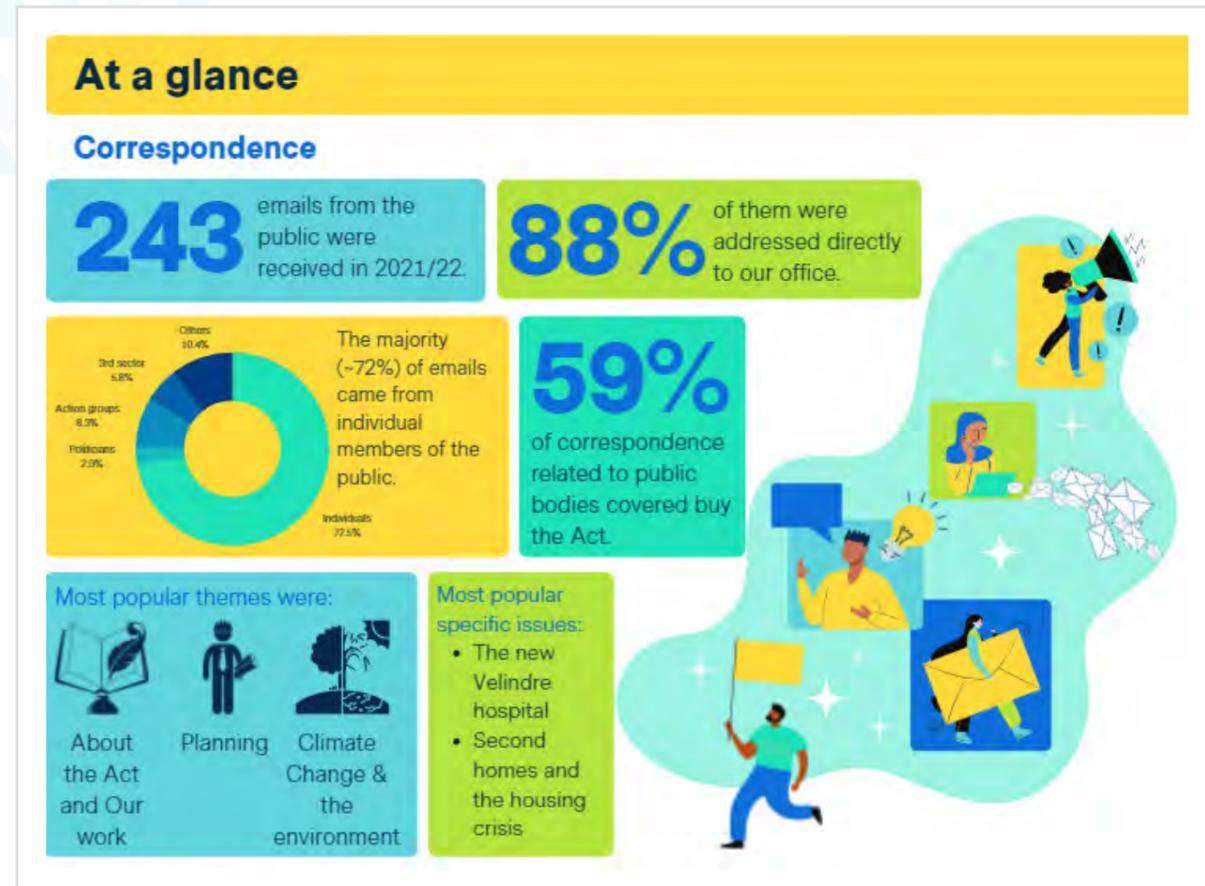
I have pledged to listen to all those who can contribute to the realisation of the Act. Whilst I do not have a case-work function, I seek to empower community groups and individuals to use the Act in their interactions with public bodies to encourage better involvement and to detect systemic issues which affect people's lives.

In 2021/22, I had 243 letters covering a range of issues with the main themes being about the Act and our Work, concerns related to land use planning, climate change and the environment, and transport planning.

“ I am so proud that Wales has a Commissioner for the Well-being of Future Generations.... It's brilliant what you are doing. ”

“ Along with my pupils, I attended the 'Connecting Wales, Youth Voice and COP26' event on Wed 10th Nov in the CoP26 Green Zone. I was very impressed by all the panel and particularly interested in the role of the Future Commissioner. This would be great for Scotland. ”

“ We are grateful for your prompt reply of 24 December 2021 and for your advice, guidance and frankness. We note the limitations, budget constraints and capacity issues you set out for your organisation. There is certainly, in our view, a strong case for your organisation to be equipped with much greater resources to act proactively to research and intervene where local authorities are failing to deliver on Welsh Government guidance and policies relating to sustainable development. ”



People were interested in various questions related to the legislation and many wanted to share views on my most recent reports and on my areas of work. Many people also wanted to express their support for my work and for Wales' approach to well-being.



I also continue to receive concerns about planning decisions that people feel are not aligned with the aspirations of the Well-being of Future Generations Act. Loss of green space and Involvement are prominent secondary themes when it comes to correspondence about planning, indicating that efforts in policy are still not bearing fruit on the ground in terms of protecting greenfield sites and moving from consultation to involvement.

“ I write to you having just read through the planning section of the Future Generations Commissioner report and would first like to thank you for the hard work and research that has been put into the report and show my appreciation for the work that is being done to help ensure a happy and healthy future for my children, their generation and those that follow. ”

In the past, I have taken action on systemic issues in relation to planning, transport, the childcare offer for Wales and intensive poultry farming. This year, I have continued this practice and have written to Ministers in relation to:

- **The mining license for the Aberpergwm coal mine** – I have written to the Welsh Government to ask clarifications around the legal authority to cancel the mining license. I am currently awaiting a response from Welsh Government.

“ Involvement needs to be devolved down to a much more granular level so that people have a say in planning issues more at their town and community council level. Input into Local Development Plans at a regional level isn't enough. ”

- **Second homes and affordable housing** – I have listened to campaign organisations and those with lived experience of the crisis and have written to the Welsh Government to set out the links between the housing crisis and the well-being of future generations. I have worked in collaboration with the Welsh Language Commissioner and helped connect community campaign organisations to third sector stakeholders to build a movement around this issue. At the time of writing, I have secured a meeting between community groups and the Welsh Government to explore the scope for more meaningful involvement of communities in designing solutions to the housing crisis. Which is a recommendation from my 2020 Report.
- **Review of Welsh Transport Appraisal Guidance (WelTAG)** – I have shared the various concerns with the application of WelTAG17 that people have raised with me over the years, with colleagues from Welsh Government's Transport team to inform their review of WelTAG.



How I work with elected members

There are various ways in which I engage with the Senedd. They include:

Senedd Committee Evidence Sessions and Consultations

I am regularly asked to appear in front of Senedd Committees as a witness to offer advice on a range of topics. In 2021-22, I gave evidence to the:

- Climate Change, Environment and Infrastructure Committee (September 2021)
- Petitions Committee (November 2021)
- Finance Committee (January 2022)
- Equality and Social Justice Committee on my annual scrutiny (February 2022)
- Independent Commission on the Constitutional Future of Wales (February 2022)
- Equality and Social Justice Committee on fuel poverty and the warm homes programme (March 2022)

Meetings and Correspondence

I often meet with Members of the Senedd to discuss my work, and while I am unable to take on individual cases, I often provide advice on the application of the Well-being of Future Generations Act on decisions within a members' constituency or area of interest.

“ The training was excellent.. Thanks for a very helpful and interesting presentation. ”

Senedd Commission staff

Sharing resources and learning

I share my reports and research with elected members. Resources produced by my office are regularly referenced in committees and plenary, and of particular use to elected members have been the Future Generations Framework for Scrutiny and the Future Generations Report 2020, providing practical advice, guidance and tools for public bodies to make the aspirations set out in the Act a reality for people in Wales.

I have consulted on resources relating to the Well-being of Future Generations Act, for example, working with the Welsh Local Government Association (WLGA) to develop their recent new training module on the Act which is being distributed to all new Councillors across Wales.

I also published the [Manifesto for the Future: our local elections](#) (March 2022), with a series of recommendations and ideas for local governments on what they can do to create the local authorities that address the needs of today, as well as be fit for the future.

Advice and training

In advance of publications or statements, I meet with Members of the Senedd and party spokespeople. My team has also delivered training sessions to Senedd Committees and the member research service, which have been well received. And I prepared individualised briefings for new Members of the Senedd following the elections with information about the Act relevant to their constituency.

Impact - how the Act and my work is making a difference

- Raised awareness of the Well-being of Future Generations Act to members of the public, communities and elected representatives, including the nature of my duties which will be included in future Senedd briefings.
- Got issues on the agenda in relation to fossil fuel extraction, poultry farming, land use planning and post legislative scrutiny.
- Encouraged discursive commitments from Ministers, government and public bodies on issues such as affordable housing and divestment of pensions from fossil fuels.
- Provided training on the Act to the Equality and Social Justice Committee and to the Members Research which is recorded and now shared within the Senedd. And secured increased use of my [Future Generations Framework for Scrutiny](#).
- Affected policy content and commitments such as transport, planning and the protection of green space, and divestment of pensions from fossil fuels.
- Influenced practical behaviour change in others, including empowering communities and actions groups to challenge and hold public bodies to account, and the overlap between what I and the Senedd do – encouraging increased collaboration.

Working with others on shared ground

How I work with elected members

I have prioritised increased involvement of third sector organisations and community practitioners. This year I have been able to deepen my involvement work in particular in:

- Skills
- Inequalities
- Our Section 20 Review
- Equality and Social Justice Committee my annual scrutiny (February 2022)
- Independent Commission on the Constitutional Future of Wales (February 2022)
- The youth involvement side of our Movement for Change work, including involving young co-creators in shaping the recommendations for our Local Election Manifesto

Key to this work is collaboration with networks across Wales, both sector specific and regional including:

- The Third Sector Partnership Council - co-producing agendas for our roundtable events with the sector has led to much more open and productive discussions.
- [Third Sector Support Network](#) building a stronger relationship with County Voluntary Councils across Wales who are an important link into the diverse ecosystem of community practitioners.
- Contributing to a review of the milestone and national indicator on volunteering through my membership of the National Volunteering Leadership Group.

Examples of community practitioners we have met with to better understand their work, local priorities and to explore future closer working include: [Valleys Kids](#), [Partneriaeth Ogwen](#), [Awel Aman Tawe](#), [Grange Pavilion](#), [Llais y Goedwig](#), [Siarter Catrefi](#) and others.



Through this listening work we have heard about the concerns of local communities in rural Wales in particular around affordable housing. In response to this we have collaborated with the Welsh Language Commissioner's office and convened meetings with Welsh Government to bring community voices on the topic closer to decision makers.

Our 'Movement for Change' feature in our monthly newsletter, features organisations from the community / voluntary sector in order to highlight their work and how they embed the Act. This year, we have featured, amongst others: [Pembrokeshire Coastal Forum](#), [Aber Food Surplus](#), [GwyrddNj](#), [Carbon Community](#), [The Marine Conservation Society](#) and the [2025 Movement](#).

In 2021-22, we continued to meet and collaborated with the [Well-being Economy Alliance](#), a network of over 80 well-being organisations across Wales, getting input to our work and collaborating on the development of their Wellbeing voting App in the run up to the Senedd election.

Building the case for business to align to the Well-being of Future Generations Act

Business plays a vital role in the transition to a well-being and sustainable economy. Businesses are innovators, employers, suppliers, purchasers, and community members. And they have the potential to be one of the most effective advocates for change in Wales.

Last year I called on leading business networks and their members to align their well-being and sustainability plans to the Well-being of Future Generations Act – achieving the Act depends on businesses acting and investing in the goals.

This year, I've built on this by:

- Designing tools for business on the Act and working with partners to promote the Act to business.
- Produced [recommendations](#) for Welsh Government around the need for it to align business and economic policies to the Well-being of Future Generations Act, including Business Wales, the Economic Contract and Development Bank Wales.
- The Senedd Public Accounts Committee 2021 called for public bodies to leverage the expertise of, and engagement with, business to achieve their well-being objectives.
- Collaborated with Business Wales on the development of its Future Proofing Toolkit for Small and Medium Enterprises (SMEs) and both myself and Bank Wales have committed to work together in Financial Year 2022/23 on dissemination.
- Commissioned [Sustain Wales](#) to produce a tool to support large companies in Wales to identify and report how they are currently supporting the Well-being of Future Generations Act, and to identify how else they can do. Ten large companies in Wales have expressed their interest in using the tool – which I hope to roll out in the next Financial Year.
- Continued my strategic partnership with [Business in The Community Cymru](#) to support their members to further align their actions and investments to the Well-being of Future Generations Act.
- Engaged with the [Confederation of British Industry \(CBI\) Wales](#), [Federation of Small Business \(FSB\) Wales](#) and [Business Council Wales](#) to identify how I can work with business networks to promote the Act – all of whom agreed there needs to be a regular convening of business networks around the Well-being of Future Generations Act to share and promote good practice.
- Amongst this work, there are useful findings to support public bodies, in particular my Section 20 Review into how Welsh Government are implementing the Act.

Construction Excellent Wales (CEW) is a leading business association which have committed to the Act in their strategies. I have worked with CEW for more than five years on construction and housing related matters. This year, I have continued my partnership with them to take forward a Future Generations Directory to support the construction sector (including public bodies) to implement the Act.

My team have also judged CEW's Future Leader category for their awards, where there were some promising leadership examples:

- **Tahra van Schalkwy (Encon Construction):** talked about being a role model to get more Black, Asian and minority ethnic women into the construction industry. She is leading Encon Construction's net zero strategy, who already do a lot of work on the foundational economy in south Wales, she works for an SME so has done all their net zero work from scratch.
- **Ben Pullen (Atkins):** passionate and proven advocate for using the Well-being of Future Generations Act as criteria for assessing transport construction – his work on carbon reduction and a whole of life approach is being turned into a technical paper for Welsh Government.
- **Nick Hamersley (Kier Construction):** the lead on the redevelopment of Fitzalan High where he has involved students in carbon reduction projects on-site and then trained and recruited them to join his company – which also helps him with the skills shortage his company generally faces.

Examples of businesses, which do not have to report on the Act, taking action to align to the well-being goals include:

Bluestone - Bluestone National Park Resort has been using the Business in the Community Cymru's responsible business framework and working on the adoption of a sustainability plan which aligns with the seven well-being goals within the Act. They have recently completed an audit of their business operations against the well-being goals.

Dŵr Cymru - Published a 30-year strategy and vision for 2050 - aligning itself with the well-being goals - the first large business in Wales to make that commitment. On the ground, Dŵr Cymru's £23m investment in pipe replacement and improvement works were led through the Rhondda Fach Resilient Community pilot project to maximise the benefit of its investment and presence in the area which was aligned with three key objectives taken from the Cwm Taf Public Service Board's well-being plan.

Arup - All of Arup's projects in Wales are mapped against the the Well-being of Future Generations Act at a project level. Arup's clients include public sector bodies who have their own objectives under the Act which are written into project delivery plans. On the ground, Arup's worked with Welsh Government to develop the EV charging strategy for Wales. Equality of access and inclusivity were key social objectives.

Mott MacDonald - Created their own, award-winning tool called the Well-being Impact Evaluation (WELLIE) tool which, "examines the impact of infrastructure and the built environment upon community and individual wellbeing."

“WELLIE was set up to help us comply with the Well-being of Future Generations Act, but also to improve the way we do our projects in general and help us achieve tangible outcomes in terms of social, economic, and environmental well-being. It's really all based on sustainable development principles: ensuring that the needs of the present are met without compromising the ability to meet those of future generations... The Act not only gives us permission but gives us a strong tool to achieve those social outcomes.”

Alexandre Egge, Senior Town Planner, Mott MacDonald

“Transport for Wales is built around the Act.”

Natalie Rees, Sustainability Manager, Transport for Wales

Impact - how the Act and my work is making a difference

- Listened to issues raised by the voluntary and business sectors in relation to the implementation of the Well-being of Future Generations Act. This ‘lived experience’ makes my own policy and advocacy work more effective, including the support I provide to public bodies.
- Understood how to further mobilise business to align their actions to the Act from engaging with key stakeholders from the private sector, including all the main business networks, plus Business Wales. I have captured key gaps in the Welsh Government’s approach to business on the Act and have sought commitments on how business support schemes can better reflect the Act.
- Raised awareness of the Act amongst young people. Through my partnership with Democracy Box and the Creative Cascade, provided opportunities for young people to put the Act into their own words (or music) and to take this out to other young people.
- Provided support and encouragement to future generations champions from across Wales, providing them with a platform to share their ideas.
- Raised awareness of good things happening, a movement, that brings people together and is creating a palpable sense of change.



**Future Generations
Leadership Academy**

After the success of the 2020 pilot academy, the Future Generations Leadership Academy has returned in 2021 to train and inspire the next generation of Welsh leaders.

What is the Academy?

I created the Future Generations Leadership Academy to support young people aged between 18 – 30 years of age, who will be our future leaders and offer them opportunities to learn and enhance their leadership skills in Wales today and in the future.

Now in its second year, this ambitious and innovative leadership programme has attracted partners from across Wales’ public, private and voluntary sector to collaborate to train over young people from across Wales in leadership development and in the Well-being for Future Generations Act.

Our 8-month programme (November 2021 – June 2022) includes a series of interactive and practical workshops and projects that will focus on building the skills needed to implement the vision of the Future Generations Act. These sessions have been supplemented by guest speakers and include an opportunity to become a reverse mentor with one of Wales’ top leaders.

Engineers, feminists, marine biologists, artists, students, graduates, retail workers, environmentalists, civil servants, lawyers and many more, make up the latest brilliant cohort of 32 diverse Welsh participants. Each participant brings something different to the table and they have been so excited to learn from and challenge each other to do better for our people and our planet.

I have again partnered with UpRising to deliver the programme this year. Participants have been introduced to a range of inspirational speakers in Welsh public life and met with Welsh Ministers to discuss the Act. A reverse mentoring programme has facilitated the exchange of advice on young leaders’ perspectives on the Act to leaders of Welsh public bodies.





We recruited this year's cohort through different streams:

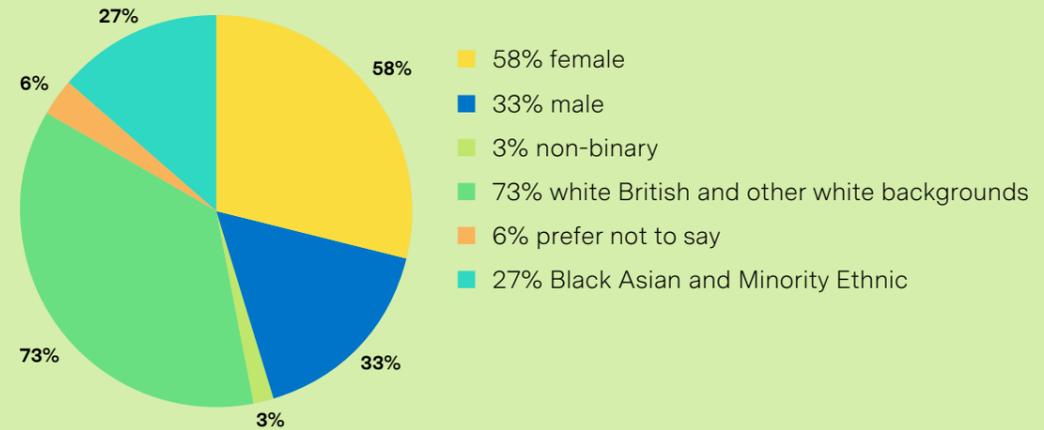
- 17 of the participants came from **sponsorship organisations**, who are funding the Academy, and have each sent one participant from their organisation.
- 4 of the participants have come from **partner organisations** – spaces which were 'reserved' to ensure we had representation from organisations which support minority groups: Disability Wales, the Urdd, and Race Alliance Wales.
- 11 participants were selected from an **open recruitment** scheme – the applications were open to anyone who lives, works, or studies in Wales.

A big thank you also to all our sponsors and partners, without whose unwavering support the Leadership Academy would not be possible.

“It makes you look at policies in multiple new dimensions”... “I found it really useful for expanding beyond the policy bubble to how people use it within their workplace. As well as how people are trying to change different attitudes in the workplace.”

Megan Thomas, Disability Wales. Participant in the Academy

Profile of the cohort:



From all over Wales:

- Cardiff
- Rhondda Cynon Taf
- Swansea
- Conwy
- Gwynedd
- Vale of Glamorgan
- Powys
- Wrexham
- Anglesey
- Carmarthenshire

Cross-sector:

- 16 participants come from household where neither parent went to university
- 13 participants come from the public sector
- 7 participants from the private sector and media organisations
- 11 participants from the voluntary sector
- 2 representatives from the Office of the Future Generations Commissioner for Wales
- 5 people have caring responsibilities
- 1 is a care leaver
- 8 of the participants have identified as having a disability, vulnerability, or additional needs.

Support we've given so far includes purchasing a laptop for a participant who only had access to a mobile phone to partake in the programme and supporting one participant to access a note-taking app as they needed additional support during the online sessions.

32 public, private and voluntary sector chief executives signed up to be reversed mentored by our young leaders, including:

- Noel Mooney - Chief Executive of Football Association of Wales
- Dr Andrew Goodall - Welsh Government Permanent Secretary
- Jo Whitehead - CEO of Betsi Cadwaladr University Health Board
- Peter Perry - Chief Executive Officer of Dŵr Cymru
- Iain Mansfield - Chief Operating Officer of Principality Building Society
- Sarah Rees - Head of Oxfam Cymru
- Dafydd Gruffydd - Managing Director of Menter Môn
- Ruth Marks - Chief Executive of WCVA
- Shavanah Taj - General Secretary of Wales TUC
- Uzo Iwobi - Founder of Race Council Cymru

The programme encourages the cohort to put into practice the skills that they are learning, within their own organisation, sector or community, via a Well-being of Future Generations Action Plan, supported by my own team of Change Makers.

Academy participants Ffron Mitchell, 25, of Wrexham, and Nirushan Sudarsan, 22, of Cardiff, said they learnt an incredible amount from the North Wales sessions.

Nirushan Sudarsan, 22 of Cardiff said:

“The Academy has been a great opportunity to connect with other future leaders across Wales to learn and champion the Well-being of Future Generations Act. Being the World’s first nation to introduce this legislation, we have the unique opportunity to not only think about future generations but make an active and practical difference now so we can build a better future for all. I hope to continue building relationships with others in the cohort and using the principles of the Act in Reverse Mentoring sessions and learn more about the mechanisms of the legislation to apply within spaces that I’m a part of.”

Class of 2020

The Academy is most definitely not the sort of programme where you get your certificate and say goodbye. Our participants are invited to join our Alumni network – to shape the movement of change for future generations and continue to work with us to drive the change that Wales needs to transform itself into a well-being nation.

Since graduating from the 2020 Academy, our alumni have been busy making change, including speaking at COP 26, sitting on Welsh Government advisory boards, speaking at the Wales-Ireland inter-ministerial forum, becoming elected officials, speaking at the UN Youth Environment Assembly and making waves by representing Wales on the UK Future Generations Commission.



Impact - how the Act and my Future Generations Leadership Academy is making a difference

- Recruited a diverse cohort of 32 brilliant young future leaders to be champions across Wales and a key part of the movement for change.
- Raised awareness of the Well-being of Future Generations Act via the eight-month programme and given the participants the confidence to be the change they want to see in others.
- Through the reverse mentoring element, inspired and challenged current leaders in Wales on future generations thinking.
- Helped participants to put into practice the skills that they are learning, within their own organisation, sector or community, through the action plan element of the programme, supported by my own team of Change Makers.
- Increased the number of young people (Academy graduates) join public body advisory boards or public speaking engagements to promote future generations in Wales and at global level, including at Welsh Government Future Generations Stakeholder Forum, Ireland-Wales Inter-ministerial forum, COP26, UN Youth Environment Assembly. Four public bodies have requested that engagement with the academy be used to inform their own outreach initiatives for young people in Wales.





A proud ambassador for Wales in the World

Wales boldly and unapologetically strives to be a Globally Responsible Nation – as per one of the Well-being of Future Generations Act's well-being goals. There is huge interest in and appetite for the Well-being of Future Generations Act overseas, and while there's a lot we can share with other countries about our approach, there is also a lot that we can learn from them about similar challenges and opportunities facing Wales. I work closely with Welsh Ministers and the Welsh Government's International Relations team to achieve this, to promote sustainable development globally, and to secure partnerships with international stakeholders.

Impact - how is the Well-being of Future Generations Act inspiring other countries?

- Succeeded in my advocacy to the United Nations Secretary-General to adopt a future generations approach including a UN declaration for Future Generations, the creation of a [UN special Envoy for Future Generations](#) and a UN Summit for the Future.
- Raised the profile of Wales and the Act including at COP26, One Young World and the World Expo Summit, and shared learning across the World including in Germany, the European Parliament and at the UN.
- Ensured the voices of young people in Wales were heard at the COP26 Climate Summit. Three members of my Academy participated in COP26 events, raising Wales' profile in the world around our action on climate – and the need for even further action to get to net zero.
- Supported the development and progress of future generations legislation in the UK Parliament, the Scottish Government's programme for government commitment to a Scottish Future Generations Commissioner and worked with governments and civic society in Ireland amongst others, to make the case for legislation in their countries.

“The whole concept of future leaders and indeed legislating to ensure the well-being of future generations is something I would like to transfer directly across the Irish Sea”

Simon Coveney, Irish Foreign Minister

- The Scottish government confirmed a new commission is on the way in their Programme for Government. First minister Nicola Sturgeon said in the annual plan ministers will

“consider a new approach to ensuring the interests of future generations are taken into account in decisions made today, through a future generations commission”

- I have advised national, regional and city governments, and civil society groups on creating future generations governance systems in France, Italy, the Netherlands and Australia. This has led to the development of a range of national coalitions and government commitments to institutions for future generations governance, including:
 - 517 pledges from local councillors in the Netherlands to act in the interest of Future Generations: [Promise councillors - Ministry of the future \(ministerievandetoekomst.nl\)](https://www.ministerievandetoekomst.nl)
 - The development of a civil society and trade union campaign for a Future Generations Act in Italy
 - The United Nations Foundation and the Foundation for Tomorrow to support youth leaders from across the world to learn about and promote future generations governance

Over 800 young leaders applied to the training programme through UN partners, 80% were from the global south. Youth leaders taking part in the training provided input into a message called the 'Contract for the Future' to be presented at the [UN Stockholm+50 Earth Summit](#).

- Convened the [Network of Institutions of Future Generations](#) and this year reviewed its mission and action plan. Members agreed to support UN organisations seeking to promote future generations governance in the UN system – and to reach out to more countries in the global south to promote future generations governance

From Finland to India, the Well-being of Future Generations Act is influencing global discussions.

“ Dear Sophie, Thank-you so much for joining us at FinnSight 2020 event and your presentation. It was great and the most commented part of the day, You were the star of the day ”

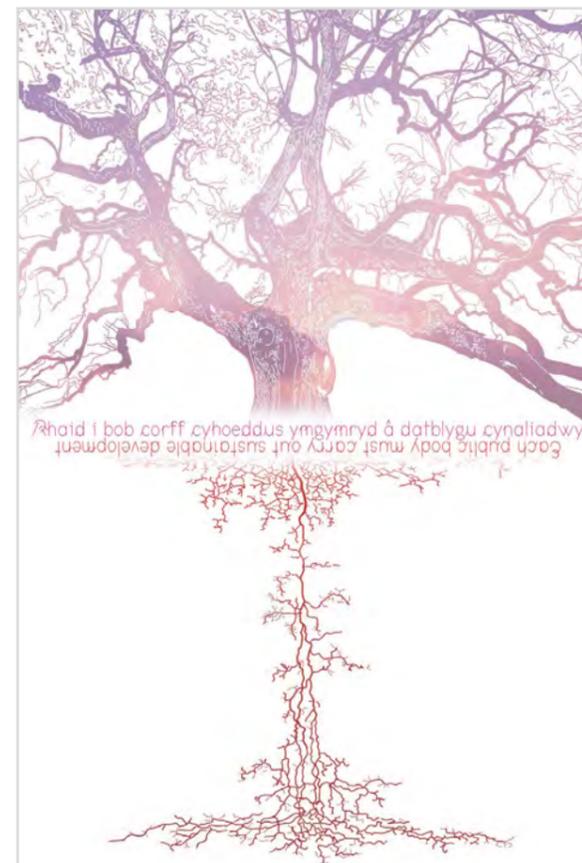
Jaana Tapanainen-Thiess, Secretary General, Government Report on the Future and Government Foresight Group

“ It’s no wonder that this ambitious and wide-reaching Act was credited as the envy of the world by the Government and many others at the time. That’s why our Future Generations Commissioner, Sophie Howe, was called by the United Nations to help them in their planning for a similar Commissioner modelled on Wales...

That’s why, when Lord John Bird, co-founder of the Big Issue, brought forth a Bill in the House of Lords, he praised the Welsh-model for “leading the way”. That’s why when the Irish Foreign Minister visited us last month, he said the Act was inspirational

It’s evident that Wales isn’t just making ripples in the world, we’re making waves. ”

Rhys ab Owen MS, South Wales Central



United Nations Declaration for Future Generations

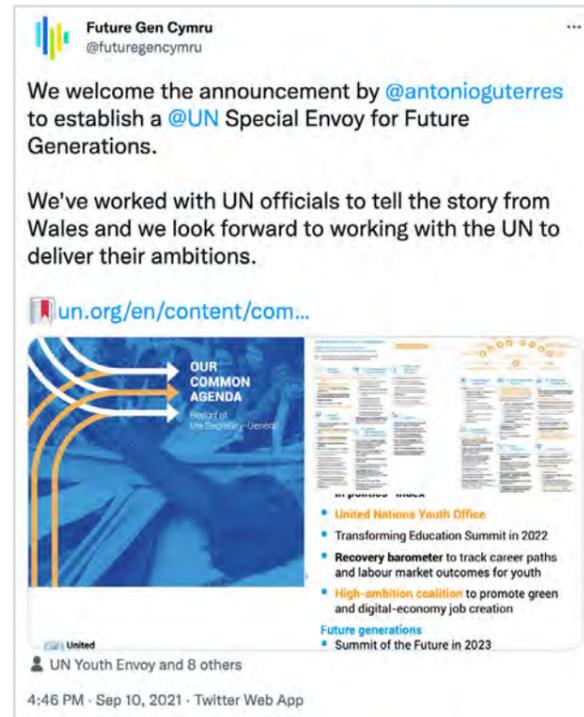
The announcement from Antonio Guterres, UN Secretary-General in September 2021 on the establishment of a UN Special Envoy for Future Generations, a Futures Summit in 2023 and a UN Declaration for Future Generations is a significant step towards the rest of the world adopting this 'made in Wales' approach to protecting the interests of future generations.

I have advocated for the UN system and governments across the UK on the need to establish future generations governance throughout the UN institutions for several years. I have engaged with UN senior officials and departments, including the UN Climate Change Envoy, UN Environment Programme, UN Women and the Office of the UN Secretary General's Envoy for Youth.

The UN Youth Envoy, Jayathma Wickramanayake, has attributed this development to learning from Wales and shows that as a small nation we really can provide leadership to the rest of the world.

“The UN Secretary General's landmark report 'Our Common Agenda' recognises that young people must be at the heart of political processes at national and global level in order to achieve the Sustainable Development Goals...”

Our vision for a UN Special Envoy for Future Generations is inspired by the progress being made in some countries around the world, including Wales, which demonstrates that it is possible to legislate and take action to put the interest of future generations at the heart of government.”



My international engagements are constantly reviewed. Where possible, I request virtual or digital attendance and I have successfully participated in a range of conferences and events this way. I also explore sustainable transport and accommodation options when I travel. My carbon emissions are offset annually. In terms of the impact of the UK's withdrawal from the EU, whilst the direct impact on my own activity and outcomes is unlikely to be significant, our work aligns with Welsh Government Strategy to define and promote and take what Wales does to the World.

COP26 Climate Summit

Wales had a huge story to tell at COP26, (the Climate Change Summit which took place in Glasgow in October 2022) with our Well-being of Future Generations Act.

The climate and nature crisis is here, it's now – that's why every country in the world needs a Future Generations Act to limit the impact. We all have a duty to protect people not born yet, from the harm they'll suffer without serious climate action.

I went to Glasgow with clear asks, influenced by conversations with communities, young people, businesses, public bodies and decision makers. Some of these included that governments should:

1. Invest in key infrastructure projects in green industries and nature restoration to create jobs
2. Put in place a longer-term plan for funding the decarbonisation of homes
3. Assess the carbon impact of government spend, especially capital spend, and publish details on the overall carbon impact of their budget and major investment/ infrastructure decisions
4. Ensure that all climate change/decarbonisation strategies progressed also reduce inequalities by considering how they may impact on different groups and communities before decisions are made
5. Involve those affected by climate change

Furthermore, I called on governments across the world to adopt future generations legislation to ensure decisions taken today meet the needs of the present without compromising the ability of future generations to meet their own needs.





I was involved with many events and conversations at the Summit including:

- Hosting an official side event on 12th November, showcasing the role culture and arts can play in addressing the climate and nature crisis. Diolch to [Wales Arts International](#), [Taylor Edmonds](#) (my Poet in Residence), [IDEO](#), [Eisteddfod Genedlaethol Cymru](#), [Size of Wales](#), [Ynys Blastig](#) and [Literature Wales](#) for their support.
- Facilitated Future Leaders to speak at COP26 and the Wales-Ireland inter-ministerial forum and Foreign, Commonwealth and Development Office Germany COP26 panel discussion.
- I participated at over 10 speaking events highlighting the role Wales is playing to combat the climate and nature emergencies; and our need to go even further to involve communities, collaborate with voluntary anchor organisations and to take global action alongside international partners.
- Arranged Youth leadership event with Welsh Government Climate Change team for Wales Climate Week (Nov 22-26).



Impact - how the Act and my work is making a difference

- Succeeded in our advocacy to the United Nations Secretary-General to adopt a future generations approach within the UN System, including the potential creation of a UN special Envoy for Future Generations and a UN Summit on Future Generations.
- Raised awareness of the implementation gap in relation to climate change action in Wales – and secured commitments from Ministers and Government.
- Held conversations with international stakeholders and governments on the Welsh approach and influenced the actions of others including Ireland, Scotland and Italy. Advised public institutions and others on the practical steps it can take to achieve global responsibility and protect future generations.
- Affected policy commitments including the Welsh Government's International Strategy being aligned to the Act.
- Influenced practical behaviour change in others. We are at the fore of the movement to encourage countries to think in a long-term, integrated and globally responsible way.

Purpose 4

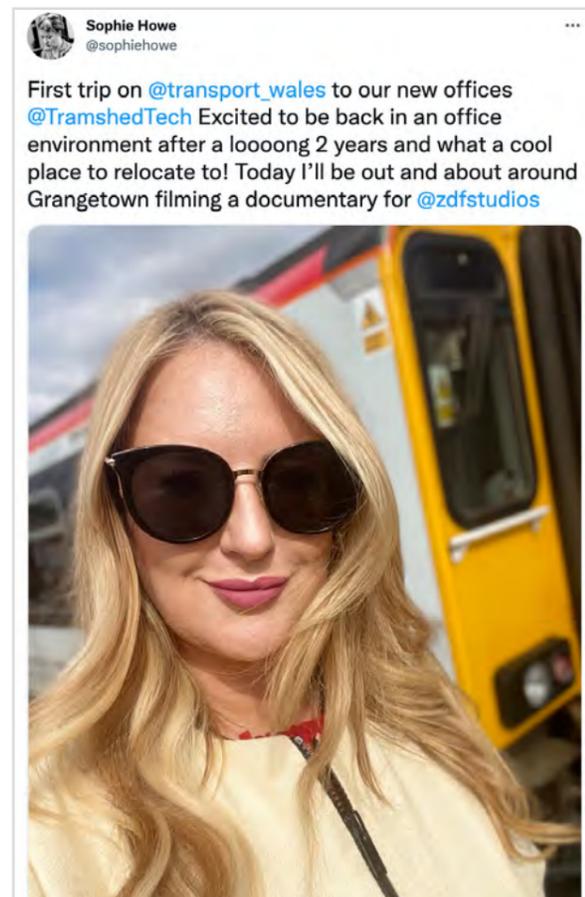
Walking the talk and being the change that I want to see in others

I am determined to maximise my own contribution to the well-being goals to provide inspiration and develop understanding of the practical steps that organisations can take.

Here are some examples of how I've promoted the sustainable development principle in my own work.

I have:

- Introduced a guaranteed interview scheme whereby Black, Asian and Minority Ethnic candidates and disabled people applying for any posts in my office would be guaranteed an interview if they met the essential job criteria.
- Increased the diversity of my workforce, from 15% to 24%, employing 16% of colleagues from Black, Asian and Minority Ethnic backgrounds and launched our own Race Equality Action Plan. A total of 12 languages are spoken by my team and two team members are in the process of learning a new language, including British Sign Language.
- Continued to strengthen my relationships with a wide range of third sector and community organisations, seldom heard groups, businesses and international stakeholders.
- Developed my own comprehensive Race Equality Action Plan, have taken active steps to advertise our vacancies on specialist websites such as BYP (Black Young Professionals), and have rolled out an internal programme of race equality training in partnership with The Krystal Alliance. This programme has focussed upon privilege, allyship, assumptions, bias and systemic disparities and we have plans to further enhance our learning with continuing cultural intelligence education into 2022/23.
- In 2022-23, I will be appointing a Inclusion, Diversity, and Anti-racism team member.
- Joined with others, including with Omidaze Productions, Public Health Wales, Literature Wales, Wales Arts International, Natural Resources Wales, the United Nations Foundation, Cardiff University, Eisteddfod Genedlaethol Cymru and Ynys Blastig to name a few! These partnerships enable us to amplify our joint objectives, communicate the issues facing future generations, and to value external expertise and skills. I am grateful for the support and partnership from organisations across Wales and beyond.
- Supported the Campaigners from the [People's Vaccine Alliance](#) (which has over 80 members including the African Alliance, Oxfam and UNAIDS), who are calling pharmaceutical companies to openly share their vaccine science and technology. I am pleased that the Welsh First Minister adopted the campaign's advocacy asks calling on the UK Government to support vaccines for the global south.
- Promoted the use of Welsh at work. I have taken a variety of steps to encourage Welsh to be spoken without inhibition in our team. I have paid for Welsh lessons for staff and a third of our team are proficient in the Welsh language.
- Trialled reduced working hours. I instigated reduction to the standard working day to six hours, initially to respond to the challenges of children being home-schooled during lockdown and long hours at the computer screen.
- By downsizing to [Tramshed Tech](#), I have reduced my carbon footprint by using a smaller space with less energy consumption.





What is Walking the Talk? It's our organisational culture; who we are and how we live and breathe the Well-being of Future Generations Act; supporting well-being in and out of the workplace; and practising what we preach.

We can only achieve our ambitious goals if others get on board too. We've pulled together some examples of what we've been doing ourselves to 'walk the talk' in the hope that it will inspire more organisations also to make positive changes.

“ The Actions we take as an Office are demonstrations of our values and encapsulate the Well-being of Future Generations Act. We are a great place to work, where staff are inspired, enabled and supported to thrive both in and out of work.

Our way of working inspires others to explore opportunities to Walk the Talk themselves. ”

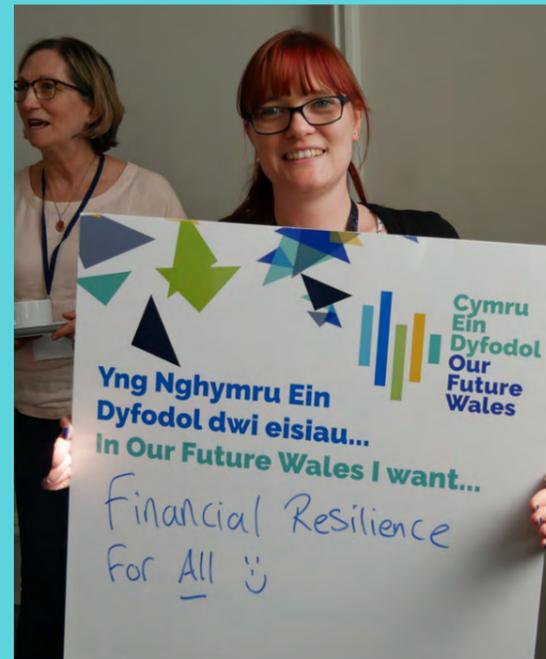
Maximising my contribution to the seven well-being goals

To walk the talk on a Prosperous Wales, I have:

- Committed to fair pay for all. We're one of the UK's 7,000 [real Living Wage](#) employers.
- Thanks to a series of inward and outward secondments, fifty percent of our team have become Individual Learning Module (ILM) accredited coaches and have been able to share and learn new skills.
- When sourcing goods and services, we look for ethical supply chains and try to support the use of local businesses, for example, encourage staff to use local cafes and community hubs for working space and meetings.
- We've altered our procurement policy to take account of contribution to the goals in addition to looking at the price and we look for sustainable suppliers wherever possible and use local companies and charities such as [Bigmoose](#) as venues for events and meetings.
- Championed workplace learning and development and ensure our culture is one that supports individuals to flourish and grow, actively encouraging the development of new skills. Further learning has taken place this year with enhanced Office 365 training, I-ACT Mental Health and Wellbeing accreditation for all and 'Let's Talk About Race' equality and inclusion education. New joiners have also received the benefit of the Institute of Welsh Affairs (IWA) professional training on Political Decision Making in Wales.
- Encouraged staff to use public transport and active travel. My office is deliberately located near a train station, and we have a pool bike that anyone can use to get to meetings. We have secured a discount for Cardiff Bus monthly cards.
- Regularly survey our teams using a quarterly 'Petite Pulse' mechanism to ensure we listen and continuously build on our great people-first culture.



- Refreshed our 'Anytime Anywhere working' policy which has been in place since day 1. This reduces team need to travel unnecessarily and supports work life balance – it put us in a strong position when adapting to home working as a result of the COVID-19 crisis and has since been reviewed to incorporate hybrid working guidance as we transition to a new working model which is very much centred on choice-based working.



Maximising well-being through spending

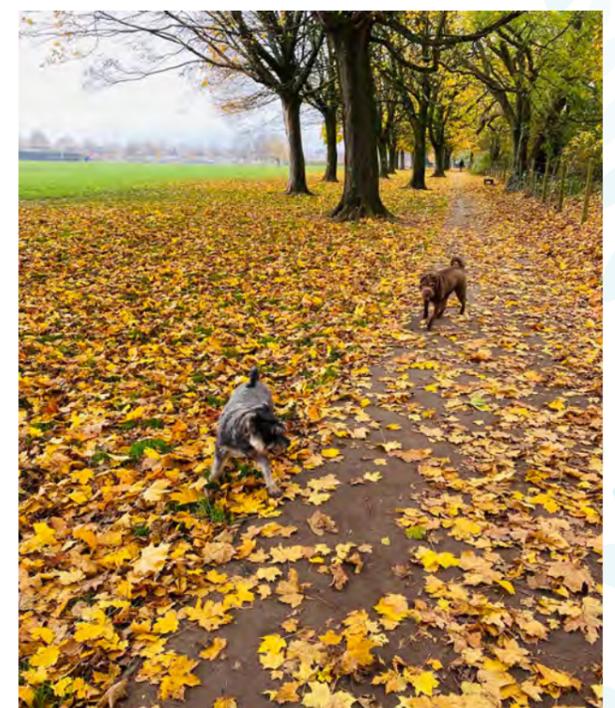
We need a better way of measuring how procurement is delivering the outcomes of the Well-being of Future Generations Act. The National Themes, Outcomes, and Measures (TOMs) Wales are an agreed set of measurements to include in procurement contracts that incorporates the existing Community Benefits toolkit measures, but also provides additional opportunities to deliver on the requirements of the Well-being of Future Generations Act. The TOMs tool considers the whole procurement cycle, including commissioning, contract management and supply chain relationships. The well-being goals are used for the 7 themes of the toolkit and the 35 Outcomes are based on the headings within the Future Generations Commissioner's Journeys to the goals. There is also space for organisations to consider how procurement outcomes can contribute to their well-being objectives.

To walk the talk on a Resilient Wales, I have:

The summary below includes my reporting on biodiversity and ecosystems under the Environment (Wales) 2016, Section 6.

- Increased my team's understanding of the natural environment. We can all do more to embed biodiversity throughout decision-making at all levels. You can get ideas on how your organisation can contribute in my [Future Generations Report](#) and the [Art of the Possible Journey](#) to a Resilient Wales. These will give you some ideas for simple changes to start with and take you all the way through to much more ambitious initiatives.
- Worked with the Government on its COVID recovery plans ensuring that any investment should maximise its contribution to the 'A Resilient Wales' well-being goal.
- Re-used or repaired wherever possible. Lots of our office furniture is recycled from The Ministry of Furniture and we've introduced a one-off home working allowance, supporting team members to purchase office furniture and equipment in a way that maximises contribution to the goals - buying local, recycling or reusing, and limiting environmental impact.

- As well as influencing national policy on decarbonisation and transport planning, I have also taken small actions to reduce my Office's impact on the environment, from being a paperless office and single use plastic free zone, signing up to the Healthy Travel charter to downsizing my office. We regularly trees though Size of Wales contributions to off-set air miles, I have created a green wall at my new office location and introduced sustainable 'Teracube' mobile phones.
- I created a salary sacrifice scheme in place to support staff to buy a bike or an ultra-low emission vehicle. My office premises have secure bike storage and showers for staff and visitors, as well as a pool bike that staff can use to get in and around Cardiff.





To walk the talk on a Healthier Wales, I have:

- I offer a staff well-being fund for employees to access a set amount per year to support their well-being. This is paid for through a voluntary sacrifice of salary increases by senior members of the team.
- I have a 'Well-being Promise', which identifies well-being initiatives that are important to us and empowers the team to implement them. Examples of current and previous team activities are weekly online yoga classes, running clubs and office choir rehearsals, which have been particularly popular with the team. We try to encourage healthy eating too.
- Celebrated individuals' achievements. I've created a cheerleader structure where members of staff regularly liaise with allocated colleagues to check on their welfare and personal development.

- I instigated reduction to the standard working day to six hours, initially to respond to the challenges of children being home-schooled during lockdown and long hours at the computer screen.
- Even before the pandemic began, I'd introduced walking meetings among our team, and these are still happening now. It's a great way of getting fresh air and exercise while at work! We also have a staff running club which is very popular and encourages us all to be more active.

To walk the talk on a More Equal Wales, I have:

- I benchmark our workforce diversity profile against national statistics. Whilst 76% of my current staff team describe themselves as White Welsh or White British, as at 31st March 2022 the remaining 24% represent four other distinct ethnicities including Black Asian and minority ethnic and other European Union countries.
- When recruiting new staff, I guarantee interviews for any applicant from a group that is under-represented within our workforce and meet the essential criteria for the role. All members of my team have had training to improve their awareness and understanding of different races and faiths. In addition, I run out of hours webinars as a way of being able to talk about the role and answer questions from potential applicants.
- Created an accessibility fund for our Future Generations Leadership Academy to encourage participation from a wide range of backgrounds including those with disabilities or caring responsibilities.
- I offer an enhanced package for maternity, paternity and adoption leave including six months full pay for maternity and adoption leave, three months full pay for paternity leave to be taken at any time during the first year and 50% reduction of hours for full pay during the first month back.
- I have made sure that women are paid fairly, are adequately represented in senior roles and that their rights are protected.
- We work closely with [Learning Disability Wales](#), [the Royal National Institute for the Deaf](#) and [Royal National Institute of Blind People](#) to improve how we communicate our work. We have produced British Sign Language and Easy Read versions of our last three annual reports and have also implemented new software to ensure our website is fully accessible for a range of impairments.

- Put in place support for those suffering from abuse. Financial issues are reported to be one of the biggest barriers to leaving an abusive relationship, so we've launched a new policy to allow any staff who are suffering domestic abuse access to 10 days of special leave plus a cash grant of up to £500, a salary advance or interest-free loan of up to £5,000 to help pay for anything from relocation costs including rent or a deposit on a home, to essential supplies. They can also access support to develop a safety plan, call screening to protect them from abuse, and 24-hour support from trained counsellors. Neath Port Talbot Council and the Children's Commissioner for Wales have now followed our lead.

'Awkward questions could save a life'



Future Generations Commissioner Sophie Howe announced that any of her staff who suffer abuse would get financial support and time off work if they need it

Last year, Future Generations Commissioner Sophie Howe announced financial support for any of her staff needing to escape an abusive relationship, as well as paid leave to deal with emergencies arising from domestic abuse.

She's now calling on other public sector employers to do the same.

Supporting people in the workplace experiencing domestic abuse

Policy last reviewed November 2020



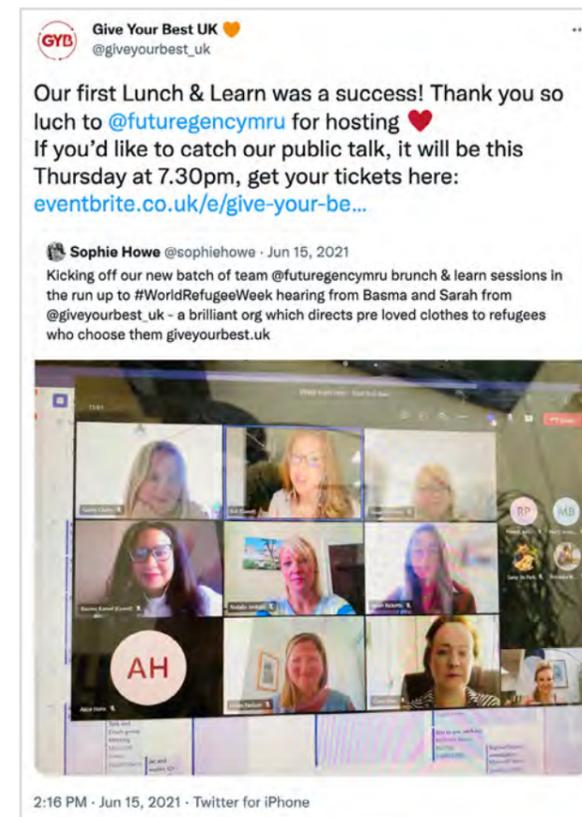
Source: Ysbyty Gwynedd Green Group

Making connections to improve environmental sustainability at Ysbyty Gwynedd

Climate change is the biggest global health threat of this century. If the global healthcare sector were a country it would be the fifth largest emitter of greenhouse gases. In 2019, doctors, nurses and health professionals at Ysbyty Gwynedd joined together to form a Green Group, seeking to relocate their oath to 'do no harm' within the context of planetary health - the well-being of human beings together with the natural systems on which they depend. They set out to create a supportive platform for discussion and action around sustainability; where members could share and develop knowledge, cultivate skills, and envision local sustainability projects at the hospital and beyond.

To walk the talk on a Wales Cohesive Communities, I have:

- Committed to diversifying representation on our Advisory Panel to make sure it is informed by the wide variety of communities that exist across Wales. Disability Wales, EYST and Stonewall Cymru have all accepted my invitation.
- I've supported charities who share our values, including [bigmoose](#), a social enterprise whose mission is to "leave the world better than we found it".
- I value and actively look for people to talk to us about their lived experiences to help inform our views and our work and have held lunchtime sessions that are always very popular with our team, for example with [Give Your Best](#), [Women's Aid](#), and [Co-production Network](#).



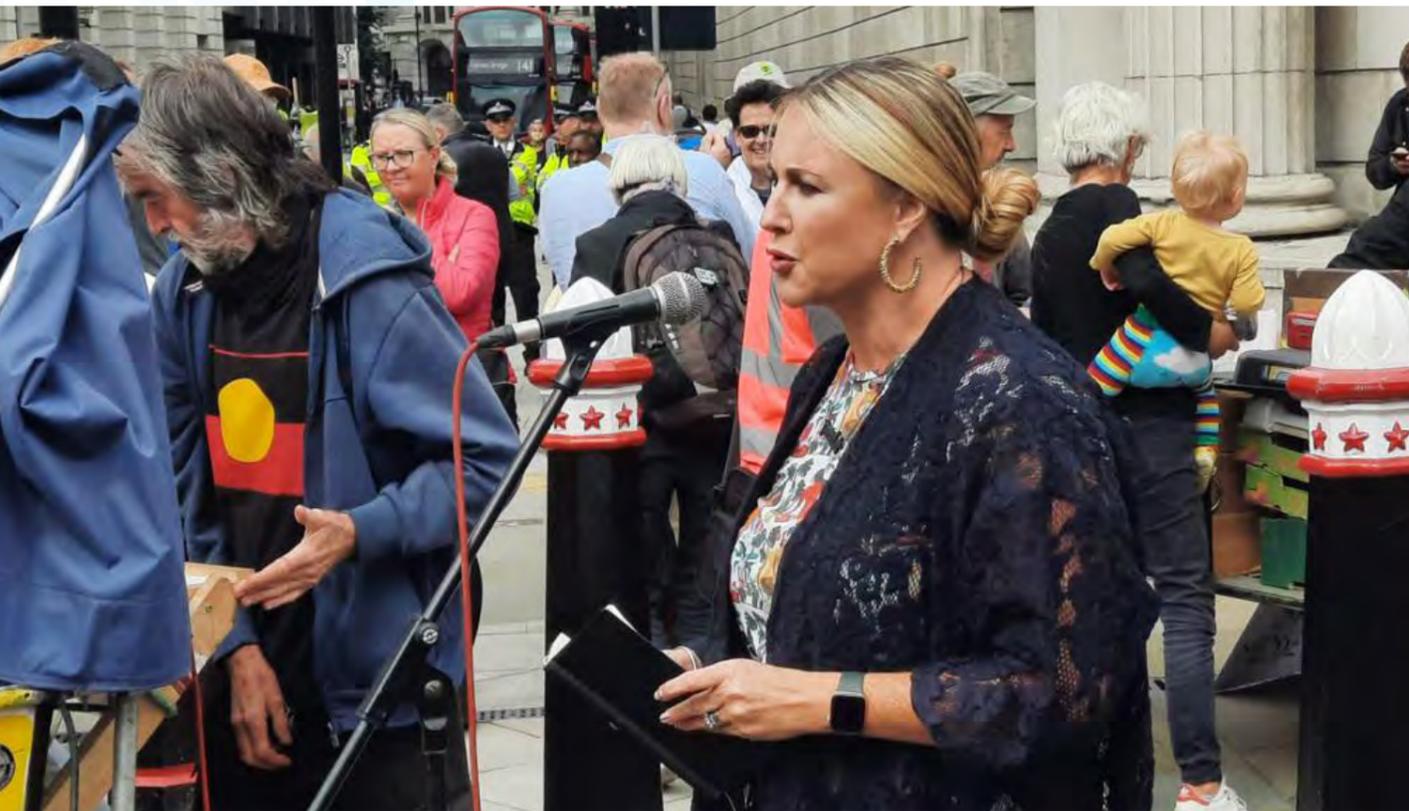
- My office has made a conscious decision to be a key-note listener rather than a key-note speaker to listen to the experiences of others and learn from them.
- Continued to offer the 'anytime anywhere' approach to working hours. Flexible working means that members of my team are able to volunteer - up to eight paid volunteering days are available to everyone who works for the Office, more if a particular benefit to the Office's work is identified.

To walk the talk on a Wales of Vibrant culture and thriving Welsh language, I have:

- In partnership with Literature Wales and Wales Arts International, I appointed [Taylor Edmonds](#) as my second Poet in Residence. The 26-year-old poet and creative facilitator whose work explores themes including womanhood, queerness, empowerment, connection, magic and folktales, and nature. Her year-long collaboration with my team will help find new ways to communicate the goals of the Act.



Image by: Matt Horwood



- Taken a variety of steps to encourage Welsh to be spoken without inhibition in our team. I have paid for Welsh lessons for staff and a third of our team are proficient in the Welsh language.
- Promoted Welsh culture and language on the global stage. For example, in 2019, I was the first person to speak Welsh at the United Nations High Level Political Forum, bringing the language to the attention of some of the most senior political figures in the world.
- Worked in partnership with [Eisteddfod Genedlaethol Cymru](#), [Wales Arts International](#), [IDEO](#), [Ynys Blastig](#) and others to facilitate a Culture themed event at COP26. This moment highlighted the importance of using culture as a means of communicating the climate crisis, but also to value the importance of culture in our societies, which can be at threat from the climate crisis. Outputs from the event included an Eisteddfod themed chair and a commissioned video – influenced by the story of Branwen.

To walk the talk on a Globally Responsible Wales, I have:

- Focused my international work with the Welsh Government's International Relations team on promoting Wales as a globally responsible nation. I have contributed to the [United Nation's Sustainable Development Goals](#) and have worked with United Nations agencies and senior officials to promote Wales' unique approach, including through global youth leadership networks such as [One Young World](#) in June 2021.
- Worked with the [United Nations Foundation](#) and the [Foundation for Tomorrow](#) to design an advocacy toolkit for youth leaders from across the world to learn about and promote future generations governance. Over 800 young leaders applied to the training programme through UN partners, 80% were from the global south. Youth leaders taking part in the toolkit training provided input into a message called the 'Contract for the Future' to be presented at the [UN Stockholm+50 Earth Summit](#).

- Supported the campaigners from the [People's Vaccine Alliance](#) (which has over 80 members including the African Alliance, Oxfam and UNAIDS), who are calling pharmaceutical companies to openly share their vaccine science and technology.
- Following the tragic situation in Ukraine, I have echoed the call by Filippo Grandi, the United Nation's High Commissioner for Refugees, for access to safety for all, regardless of their legal status, nationality and race, as well as access to asylum for those who want to seek asylum. As a Nation of Sanctuary, public bodies in Wales can and must demonstrate our commitment.
- In December 2021, we left our previous offices at Market Chambers Cardiff, to downsize to smaller co-working space at [Tramshed Tech](#), saving around £101,412 over the three years. By downsizing, we have also reduced our carbon footprint by using a smaller space with less energy consumption. It also offers my team sufficient bike storage enabling greener and better for physical health transportation to the office. We are also very close the train station and major bus routes. By embedding these ways of working and the Act within a multi-organisation building which focuses on start-ups, I am able to engage with businesses who are starting out and helping them embrace the Act as they develop and grow. The building is owned by Cardiff Council, which is leased to the Tramshed group and the funding stays in Wales, when our previous landlords were an international investment group based in London. Tramshed has onsite [Coaltown Coffee](#), which is a certified B corporation, supporting wider communities in the Ammanford area of Carmarthenshire.



What will we do in the next 12 months

2022/23 will be my final year as the Future Generations Commissioner for Wales. It has been an honour and privilege to be appointed to this seven-year role; the first in Wales.

My over-riding aim is to secure the position of the Well-being of Future Generations Act, future generations thinking and acting in Wales and all over the world, and to ensure the Act is well embedded in Wales. I will do this by:

Highlighting and acting upon the key policy issues and challenges facing future generations - in particular supporting the COVID-19 recovery in Wales

The Future Generations Report will continue to underpin and be the foundation of my work. The recommendations made in [Chapter 2](#) are of particular importance as I undertake a [Section 20 Review](#) into how Welsh Government implements the Act. Working with Cardiff University, we are taking a 'live time' approach with this Review to advise as we go along in a way that is helpful, rather than leaving it all to a report at the end. There will be a final set of findings to be published in November 2022.

Procurement, decarbonisation and the Welsh Government's strategic budget will be the most important areas of my policy work and we will continue to advocate for a green, equal and just COVID recovery.

Public affairs (including with the Senedd, Ministers and other elected bodies) will be key to helping to get our messages out, listening and understanding the political context. I will keep a watching brief on the [independent UK Inquiry into the COVID pandemic](#).

Supporting and challenging public bodies to use the Well-being of Future Generations Act

I will take forward the new model for how we support public bodies implement the Act. All 44 of the public bodies want some form of ongoing support – strategic and operational. The detail of how this is being scoped out and I will be seeking to work closely with others in this space such as [Audit Wales](#), [Academi Wales](#), the [Welsh Local Government Association](#) and Welsh Government. In May, we will share our findings and co-create next steps with the public bodies and partners.

In 2022/23, I have statutory duties relating to [Public Services Boards](#) (PSBs). In 2021/22, I provided individualised advice to the draft well-being assessments. Public Services Boards now have to prepare well-being objectives and plans. I anticipate being consulted between April 2022 and January 2023. Advice must be in writing and within a period of 14 weeks. I will take forward our monitoring and assessing duties in collaboration with Audit Wales.

Being part of a Movement for Change

An important part of the strategy to secure the position of the Act, is being part of a movement for change which includes all sectors in Wales and the public, but also which reaches further than Wales. This is because nation-wide change needs to be cross-sectoral, where a whole range of organisations and communities work together.

To do this, I will continue to increase my media profile, deliver on the creative work, build new relationships with press and change makers outside of the office, and focus on communications and social media channels to reach new audiences. I will focus on turning words and reports into exciting visuals and videos and showing the change that's happening through case-studies and good examples.

We will maximise the capacity of the Leadership Academy alumni and young people across Wales to advocate on behalf of the Act and hold current leaders to account, including through our work with [The Democracy Box](#).

I will continue to work with Welsh Government's International Relations team to build awareness and support for future generations thinking across other parts of the UK and the World. This will include identifying opportunities to promote Wales' global responsibility and working with young leaders and youth organisations to showcase the Welsh approach to sustainability.

Walking the Talk – be the change that I want to see in others

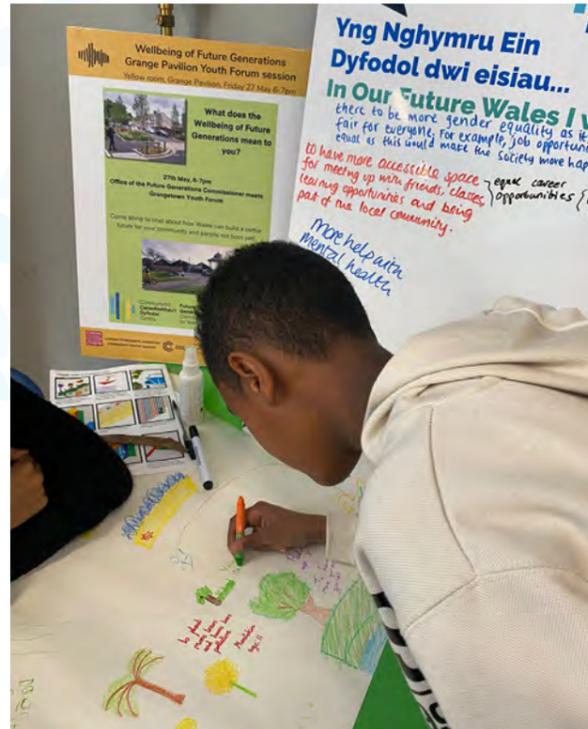
Over the last six years, I have established a solid foundation for progressive policies and supporting staff well-being in a fast-paced environment. Relocating my office to [Tramshed Tech](#), gives me an opportunity to review and reinvigorate internal policies to ensure that they reflect current practice, do not contain outdated information and maximise my own contribution to the well-being goals.

My proposed focus for 2022-23 will include:

- Continuing to prioritise diversity, inclusion and anti-racism – increasing our internal capacity in this area as part of our Race Action Plan.
- Considering a social mobility pledge.
- A charity partner review.
- Community involvement linked to our new home in Grangetown/Riverside.
- Increase the use of co-production as an approach in my work.
- Increased use of the Welsh language in our interactions both internally and externally, including additional support for staff who want to learn Welsh language.
- Prioritising digital inclusion and well-being in our new hybrid world.
- Measuring our own footprint and exploring Personal Carbon allowances.
- Sharing the ways of working we are most proud of so others can follow. This links to my work on supporting public bodies to drive change.

Advocating for adequate resourcing of my office

Public bodies have indicated that they need more support to implement the Act, including from my office. The Senedd's Public Accounts Committee and public bodies have recognised that the Commissioner is under resourced and current budget levels have not enabled me to provide the level of support public bodies want and need. The Welsh Government have also recognised the huge level of demand and pressures on my Office and stated their willingness to work with my office to remedy this, and I look forward to a resolution before the next Commissioner comes in post.



Want to get involved?

I'd love to hear from and work with groups and individuals who have insight, expertise, ideas, concerns or lived experience on any of the above issues.

Get in touch by email, [Twitter](#), letter, phone or via contactus@futuregenerations.wales.

If you want to find out more visit my [website](#), or sign-up for my regular newsletter.

Accountability report

Accountability Report 2021-22

In this section, I report on key accountability requirements to Welsh Ministers along the lines of a Directors' report that is prepared by a private company.

These reporting requirements have been adapted to fit the public sector context. My accountability report includes a Corporate Governance report and a Remuneration and Staff Report. The Auditor General for Wales is responsible for reviewing my accountability report for consistency with other information in my financial statements and providing an opinion on the following disclosures within this report:

- Regularity of income and expenditure
- Disclosures on parliamentary accountability
- Remuneration and CETV disclosures for me and members of my senior management team
- Payments to past Directors, if relevant
- Payments for loss of office, if relevant
- Exit packages, if relevant and
- Fair pay disclosures
- Analysis of staff numbers and costs

Corporate Governance Report

Information on my governance structure and who is responsible for and influences what happens in my Office is set out on [my website](#) and in my Governance Statement below. I am also required to disclose any significant interests which may conflict with our management responsibilities held by me and my management board. I have decided to include this information for all the members of my extended Senior Management Team (SMT). A summary register of interests for me and SMT is available to view here. Any potential or actual conflicts of interest arising during the year were managed in accordance with my [conflicts of interest policy](#).

Format of the accounts

My financial statements have been prepared in accordance with Paragraph 20 to Schedule 2 of the Well-being of Future Generations (Wales) Act 2015 and any Accounts Direction issued by Welsh Ministers.

The Office of Future Generations Commissioner for Wales came into existence on 1 February 2016 with my appointment as the first Commissioner. These accounts cover the period from 1 April 2021 to 31 March 2022 and reflect the assets, liabilities and resource outturn of my Office. The financial statements that follow this report have been prepared in accordance with the Government's Financial Reporting Manual (FRoM) issued by HM Treasury. The accounting policies contained in the FRoM apply International Accounting Standards (IFRS) as adopted or interpreted for the public-sector context.

Funding

The Office of the Future Generations Commissioner for Wales is independent of but funded by the Welsh Government. In 2021-22, £1.802 million was received to fund activities. With the agreement of the Minister for Social Justice, this included £210k in addition to the original allocation of £1,592k to enable the Commissioner to carry over into 2022-23 a level of useable reserves not exceeding £300,000. This additional funding is pending further discussions on an appropriate level of future funding. The grant-in-aid funding for 2020-21 was £1.509 million. I also received income mainly from partnership activity to fund the Future Generations Leadership Academy, collaborative research projects, and honorarium for speaking at international events. Full details are in Note 8 to my Financial Statements.

Results for the period

The Statement of Comprehensive Net Expenditure shows expenditure for the year of £1.857 million (£1.382 million for 2020-21). The general fund balance as at the year-end decreased to £329,000 (£384,000 at 31.3.21). The Resource budget authorised by the Welsh Ministers for 2021-22 was £1,902k comprising £1,592k baseline plus an agreed roll-over of previous year underspends of £310k. The outturn for the year was £1,860k comprising the net revenue expenditure of £1,857k and capital expenditure of £3k. Therefore, there was an underspend against the budget of £42k.

Complaints

My Office has received two complaints this year.

One related to the publication of my annual report for 2020/21 and the fact that it was published in English only first on the Senedd's website, followed by the Welsh version at a later stage. The complaint was not receivable as this was outside of our control. Audit Wales lay our accounts before the Senedd. We had raised the issue with them and asked if both versions could be published at the same time. We discussed this complaint with Audit Wales at the time, and this year (2021/22) we are delighted that Audit Wales have accepted to now lay both versions of the reports together.

Another complaint was raised after one of our employees misspelled someone's name on two occasions. Our Director of Finance and Corporate Governance reviewed and investigated the complaint and accepted that we fell short of our expected standards of communication on these occasions. Our employee wrote back to explain the reason behind the errors and apologised. This apology was accepted and the complaint was closed.

Disclosure of information to the auditors

So far as I am aware, there is no audit information of which the auditors are unaware, and my team have taken all the steps that it ought to have taken to make itself aware of any relevant audit information and to establish that the auditors are aware of that information.

During the period no remuneration was paid to my auditors for non-audit work.

Statement of Accounting Officer's responsibilities

Under Schedule 2 of the Well-being of Future Generations (Wales) Act 2015, Welsh Ministers have directed the Future Generations Commissioner for Wales to prepare for each financial year a statement of accounts in the form and on the basis set out in the Accounts Direction. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of the Future Generations Commissioner for Wales and of its income and expenditure, Statement of Financial Position and cash flows for the financial year.

In preparing the accounts, the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual and in particular to:

- Observe the Accounts Direction issued by Welsh Ministers, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the financial statements;
- prepare the financial statements on a going concern basis; and
- confirm that the annual report and accounts as a whole is fair, balanced and understandable and take personal responsibility for the annual report and accounts and the judgements required for determining that it is fair, balanced and understandable.

The Commissioner is the Accounting Officer for her office by virtue of paragraph 18 of Schedule 2 to the Well-being of Future Generations (Wales) Act 2015. The responsibilities of the Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the Future Generations Commissioner for Wales' assets, are set out in Managing Welsh Public Money published by Welsh Government.

As Accounting Officer, I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that Future Generations Commissioner auditors are aware of that information. So far as I am aware, there is no relevant audit information of which the auditors are unaware.

Sophie Howe

Future Generations Commissioner for Wales
13 July 2022

Annual Governance Statement

Purpose

As Accounting Officer, I have responsibility for maintaining effective governance and a sound system of internal control that supports the achievement of my policies, aims and objectives, while safeguarding the public funds and assets for which I am personally responsible.

This Governance Statement follows HM Treasury Guidance. It sets out the governance structures for my office, and the internal control and risk management procedures that have been in place during the year ended 31 March 2022 and up to the date of approval of the Annual Report and Accounts.

The systems in place as outlined in this statement are designed to manage risk to an acceptable level rather than to eliminate all risks of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. Given the ground-breaking nature of the work of my office, I concluded that it is necessary to adopt a "hungry" risk appetite for much of my outward facing work as a more traditional minimalist or cautious approach would, in my view, not succeed in bringing about the beneficial change that my office was set up to achieve. This is explained further to the right.

Nature of my office and accountability

The Well-being of Future Generations (Wales) Act 2015 established the office of Future Generations Commissioner for Wales as a corporation sole. This means that all the functions (powers and duties) are vested in the office holder and there is no traditional "board" that is corporately responsible for the performance and governance of the organisation. I am independent of Ministers and subject to the 2015 Act, responsible for setting the strategic direction of my office. I am accountable to the Welsh Parliament for the actions of my office, and to its Public Accounts Committee in particular for matters such as the arrangements for governance, financial management and internal control.



Advisory panel

The 2015 Act established a panel to provide me with advice on the exercise of my functions. Within the reporting period, the members of the advisory panel were:

(a) Sally Holland

The Children's Commissioner for Wales

(b) Aled Roberts

Welsh Language Commissioner
(until his sad passing in February 2022)

(c) Heléna Herklots CBE

Older People's Commissioner for Wales

(d) Dr Frank Atherton

Chief Medical Officer for Wales

(e) Sir David Henshaw

Chair of Natural Resources Wales

(f) Shavanah Taj

representing Wales TUC

(g) Andy Jones

Chief Executive of the Milford Haven Port Authority representing persons carrying on business in Wales

(h) Ruth Marks

Chief Executive Officer of the Wales Council for Voluntary Action (falling under 'such other person as the Welsh Ministers may appoint').

(i) Rhian Davies

Representing Disability Wales (falling under 'such other person as the Welsh Ministers may appoint').

(j) Davinia Louise Green

Representing Stonewall Cymru (falling under 'such other person as the Welsh Ministers may appoint').

(k) Rocío Cifuentes

Representing the Ethnic Minorities and Youth Support Team (falling under 'such other person as the Welsh Ministers may appoint').

The Panel meets on a six-monthly basis. This year they met on 8th June and 16th November 2021. I drew on individual members' experience to inform my organisation's work programme and advise on my statutory functions throughout the year.

Audit and Risk Assurance Committee

I have appointed an Audit and Risk Assurance Committee (ARAC) to provide constructive advice and challenge on matters of governance, financial management and audit, and the arrangements for internal control – including risk identification and management. The Committee comprises:

- **Alan Morris**, retired Auditor and committed sustainable development champion who chairs the Committee.
- **Jocelyn Davies**, member of Advisory Panel to Children's Commissioner and Chair of her ARAC; non-executive member of Welsh Revenue Authority Board and ARAC chair; member of Plaid Cymru; member of Plaid Cymru Membership, Standards and Disciplinary Panel; Chair of Plaid Cymru Audit, Risk and Compliance Committee; ambassador of Welsh Women's Aid.
- **John Dwight**, a retired Auditor, trustee and honorary treasurer of City Hospice Cardiff and member of CIPFA Cymru-Wales Branch Executive.
- **Gareth Madge**, a former Chief Officer and Chief Legal Adviser with South Wales Police, vice chair of South Wales Police Heritage Board, trustee of Calfarfa Baptist Chapel.
- **Jonathan Morgan**, trustee of the Whitchurch Community Association, sole owner and director of Insight Wales Consulting Ltd., employed by Practice Solutions Ltd to manage the Association of Directors of Social Services Business Unit.
- **Fran Targett OBE**, Vice Chair of the Wales Council for Voluntary Action; independent Chair of the Welsh Government's National Advice Network and member of the Bevan Commission, advising Welsh Ministers on health and social care.

All are independent and do not work for the Commissioner in any executive capacity.

The Chair of the Committee has provided me with an annual report in which he concludes “As a result of its work during the year and the findings of internal and external audit, the Committee can provide the Commissioner with assurance that the governance, financial management and risk management arrangements in place are appropriate and have operated effectively during the 2021-22 financial year.”

Governance framework

My corporate governance structure has changed quite significantly as a result of the COVID-19 pandemic and homeworking in the past 2 years:

- We have two whole-team check-ins which I chair on Monday and Thursday to improve internal communications, project management and to look after staff well-being.
- We have continued with our Cheerleader structure whereby senior members of staff liaise weekly with allocated colleagues to check on their well-being, welfare and personal development, as a response to the pandemic and the increased risk for staff well-being deteriorating. This ensures that everyone has increased one to one pastoral care and support on a regular basis.
- The effectiveness of SMT has improved with the addition of fortnightly ‘pre-management team’ meetings. These have monitored progress with the work overall and facilitated operations across the organisation, including identifying issues and preparing reports to be considered and decisions taken at SMT.
- ARAC members were assigned to key strategic projects as a ‘critical friend’ to bring their independent challenge and comment into the mix on a timelier basis. This arrangement has proven successful and also helped the Committee to have a better collective understanding of the work of my Office. It has been adopted on an ongoing basis.
- My ARAC meets quarterly. My Corporate Hero has taken on the role of planning and supporting their work, which has improved the timeliness and quality of communication between my team and the needs of the Committee. This year, they met on 19th April 2021, 5th July, 15th November and 25th January 2022.

- Following the departure of my Director of Finance and Governance in June 2021, I decided to no longer have directors. My Director for Policy, Legislation and Innovation became my Chief Operating Officer and Deputy Commissioner following on from the model set by the Older People’s Commissioner. I also welcomed on my SMT, my new People and Culture Change Maker Lead.

- SMT comprises Sophie Howe – Future Generations Commissioner for Wales; Marie Brousseau-Navarro – Chief Operating Officer and Deputy Commissioner; Heledd Morgan - Change Maker Lead; Jacob Ellis - Change Maker Lead; Louisa Neale – Changemaker Lead; Helen Nelson - Corporate Hero; and Susan Crutcher – Solutions Architect (Minutes).

I continue to take key decisions after discussion with SMT and wider team members. I have also delegated authority to certain staff to incur financial expenditure on my behalf. Deputy Commissioner, Corporate Hero, Lead Changemaker People & Culture, Solutions Architect and Finance & Corporate Governance Officer have varying limits of delegated authority to commit to expenditure, depending on their roles and the tasks they are undertaking. In addition to this, some members have delegated authority to review and authorise payment for supplier invoices; these are Change Makers, Involvement Artist and staff members who deal with media and communication.

Internal Audit has been in place throughout the year and has delivered a full programme of work and the Audit Risk and Assurance Committee has been fully operational.

My Strategic Plan, which I published in 2017, sets out what I hope to deliver by way of beneficial change for the people of Wales and how I intend to go about doing it in collaboration with other public bodies in Wales. It is an ambitious document that requires public bodies to challenge the ways in which they work and adapt long-standing practices to achieve what was envisaged by the Welsh Government when it decided to bring forward what is now the 2015 Act. Building on my Strategic Plan, each year, I prepare an annual Roadmap (my corporate plan) which sets out a programme of work for the year ahead. This is dynamic and is reviewed throughout the year and adapted as necessary in response to changing circumstances. Members of my team complete individual ‘Personal Roadmaps’ to detail their own contribution to the work and professional development aspirations.

Approach to risk management

My approach to risk management is consistent with my Strategic Plan and is in line with the 2015 Act and what it is intended to achieve. My risk management policy, which has been endorsed by the Audit Risk and Assurance Committee, makes it clear that I want to create and maintain an environment that will allow the effective management of risk to flourish. This will include ensuring that staff are kept fully in the loop about our plans and the approach that I and risk owners will take to managing the associated risks.

The policy makes it clear that I am not averse to taking risks. On the contrary, to achieve the objectives in my strategic plan and deliver what is expected will often necessitate an open or hungry risk approach which is not the norm for most other public bodies. I have concluded that adopting such an approach for my outward facing work with other public bodies is the only realistic way of securing the change needed across the Welsh public sector. To do otherwise might well mean failing to capitalise on opportunities when they occur and will run a high risk of failure to achieve the challenging objectives that I have set in the strategic plan and what is expected of me by my stakeholders. Similarly, I have decided that my organisation needs to ‘walk the talk’ of the Act and be open and innovative and try new approaches to the way we work. However, such risks are not taken recklessly but managed appropriately, reviewed regularly and carefully with the aim of maximising successful delivery.

I have taken a more traditional and cautious approach to my internal processes concerned with financial management, compliance with laws and regulations and security of information.

My strategic risk register identified appropriate risks relating to my statutory duties and the role my organisation will play in helping public bodies deliver the aims of the Act. Actions to address these risks continue to be embedded within my operations.

During 2021-22, I have started a review of my strategic risk register and the information to be supplied to our ARAC so that it is easier to use and communicate. Eight new strategic risks were agreed. The new strategic risk register, and reporting arrangements will be completed and approved by my ARAC in the next financial year.

Internal audit

The work of internal audit is one of the key assurances that I require as Accounting Officer. TIAA act as my internal auditors and they have produced the following reports during the year:

Six internal audits were conducted in 2021-22 on:

- Corporate Governance – Strategic Control
- Key Financial Controls
- Risk Management
- Procurement
- Stakeholder Engagement
- Follow-Up

Of the six reviews, five were designed to ascertain the extent to which the internal controls in the system are adequate to ensure that activities and procedures are operating to achieve Future Generations Commissioner for Wales’s objectives. TIAA’s overall conclusion for 2021-22 is that, for the areas reviewed during the year, the Future Generations Commissioner for Wales has reasonable and effective risk management, control and governance processes in place.

Information Assurance

An information governance framework is in place with a suite of underpinning policies that set out the security arrangements and principals of good information governance together with the responsibilities and behaviours I expect of all those that work for me.

There have been no data breaches during the year. No personal data related incidents were formally reported to the Information Commissioner’s Office during the period.

Summary of effectiveness

From the assurances provided by my team, my knowledge of the work of my office, and the reports provided by internal and external audit, I am able to report that the system of internal control in place during the year and up to the date of approval of the Annual Report and Accounts did not contain any significant weaknesses.

Looking forward

For 2022-23, I will monitor, maintain and enhance the governance and internal control arrangements to ensure they continue to meet my assurance needs and fit with a modern, agile workplace, and are appropriate in a climate and biodiversity emergency context. Where necessary I will continue to update my team structure to ensure I have the most efficient and effective arrangements to deliver the wide range of functions.

Like most organisations, the COVID pandemic has dominated the work of my Office for a second year. I have had to adapt my work practices, but our work was not significantly affected, given our approach to long term planning for working arrangements which include paper free, flexible and remote working practices. Going forward, I will consider the post-COVID needs of public bodies and of my office as we move back into a new office to see how I can best influence Wales' recovery and rebuilding of our society and to improve well-being for my team and for the population of Wales.

Sophie Howe

Future Generations Commissioner for Wales
13 July 2022

Remuneration and staff report

This part of my Accountability report provides information on my remuneration policy for me and my Senior Management Team.

I was appointed on 1 February 2016. Moving to a flatter structure for my office, now without directors but with a Chief Operating Officer, my SMT now includes 7 members of my team. Involvement is an important way of working and I wanted my team to feel involved in my decision making. My SMT includes myself, Marie Brousseau-Navarro – Chief Operating Officer and Deputy Commissioner; Heledd Morgan - Change Maker Lead; Jacob Ellis - Change Maker Lead; Louisa Neale – Changemaker Lead; Helen Nelson - Corporate Hero; and Susan Crutcher – Solutions Architect (Minutes).

The Welsh Ministers determine the remuneration of the Future Generations Commissioner for Wales in accordance with Schedule 2 paragraph 5 to the Well-being of Future Generations (Wales) Act 2015.

The following sections, which have been subjected to audit, provide details of the remuneration and pension benefits of the most senior officials within my office:

Number and analysis of senior staff costs by band (audited)

	Salary £000		Benefits in Kind (to nearest £100)		Home Working Allowance (to nearest £100)		Pension Benefits (to nearest £1000)		Total £000	
	1.4.21 to 31.3.22	1.4.20 to 31.3.21	1.4.21 to 31.3.22	1.4.20 to 31.3.21	1.4.21 to 31.3.22	1.4.20 to 31.3.21	1.4.21 to 31.3.22	1.4.20 to 31.3.21	1.4.21 to 31.3.22	1.4.20 to 31.3.21
Sophie Howe – Future Generations Commissioner for Wales. Full time	90-95	90-95	0	5	3	3	37	36	125-130	125-130
Marie Brousseau-Navarro - Chief Operating Officer. Full time as of 15th April 2022 (from part time 0.8 FTE)	60-65 (FTE 60-65)	45-50 (FTE 60-65)	4	2	3	1	21	21	80-85	65-70
Helen Verity – Director of Finance and Governance. Part time 0.6 FTE. Employment ended on 14th June 2021	5-10 (FTE 60-65)	40-45 (FTE 60-65)	2	5	1	3	-3	23	0-5	60-65
Louisa Neale - Change Maker Lead. Full time. Employment started on 20th September 2021	25-30 (FTE 50-55)	0	1	0	2	0	12	0	35-40	0
Heledd Morgan - Change Maker Lead. Full time	50-55	50-55	2	2	3	3	22	21	70-75	70-75

	Salary £000		Benefits in Kind (to nearest £1000)		Home Working Allowance (to nearest £100)		Pension Benefits (to nearest £1000)		Total £000	
	1.4.21 to 31.3.22	1.4.20 to 31.3.21	1.4.21 to 31.3.22	1.4.20 to 31.3.21	1.4.21 to 31.3.22	1.4.20 to 31.3.21	1.4.21 to 31.3.22	1.4.20 to 31.3.21	1.4.21 to 31.3.22	1.4.20 to 31.3.21
Jacob Ellis - Change Maker Lead. Full time	50-55	50-55	2	5	3	3	21	21	70-75	70-75
Cathy Madge - Change Maker Lead. Part time 0.65 FTE. Employment ended on 2nd July 2021	10-15 (FTE 50-55)	35-40 (FTE 50-55)	1	3	1	3	3	20	10-15	55-60
Helen Nelson - Corporate Planner. Full time	50-55	45-50	2	7	3	3	20	20	70-75	65-70
Susan Crutcher - Solutions Architect. Full time	35-40	35-40	6	3	3	3	16	15	50-55	50-55
Rebecca Brown - Communications Planner. Full time. Employment ended on 11th January 2021	0	20-25	0	2	0	2	0	10	0	30-35

Benefits in Kind

These relate to 4 different types of payments:

- Well-being Gifts: salaries of the people earning above £40,000 per year are top sliced on a voluntary basis and paid into a Well-being Pot. During the 12-month period up to 31st October 2021, employees could claim up to £175 towards the costs of membership of a club, an activity, a health treatment or equipment to support the activity. This was extended for 4 months (November 2021 – March 2022) and individual employees could claim a maximum of £31.
- Home Office Furniture Allowance: reimbursement of the cost of home office furniture and equipment up to £500 per employee. This is a tax-free benefit in kind designed to support employees' health and safety and well-being while there is an ongoing need for the office to remain closed due to the COVID-19 pandemic and ceased on 31st March 2022.
- Working at Home Payment: during the reporting period, employees work at home and each employee receives £26 per month to cover the cost of additional household expenses. This payment ceased on 31st March 2022 and individuals can claim directly via HMRC.
- Office Trivial Benefit: small well-being gifts occasionally sent out on an ad hoc basis to employees. This tax-free benefit in kind (under £50 per employee per annum) is provided to improve the well-being of employees. Before the COVID-19 pandemic, individual employees used to give small gifts on a voluntary and anonymous basis. This continued in the format of trivial benefits since the closure of the office.

Pension Benefits – Civil Service Pension Scheme (audited)

	Total Accrued Pension	Real increase in pension	CETV at 31.3.22	CETV at 31.3.21	Real increase/ (decrease) in CETV
	£000	£000	£000	£000	£000
Sophie Howe - Future Generations Commissioner for Wales, from 1st February 2016.	10 - 15	0 - 2.5	140	114	15
Marie Brousseau-Navarro - Chief Operating Officer. Full time	5 - 10	0 - 2.5	74	56	7
Helen Verity - Director of Finance and Governance. Employment ended on 14th June 2021	15 - 20 plus a lump sum of 30 - 35	0 plus a lump sum of 0	287	278	-4
Louisa Neale - People and Culture Change Maker Lead, from 20th September 2021	0 - 5	0 - 2.5	6	-	5
Heledd Morgan - Change Maker Lead. Full time	5 - 10	0 - 2.5	41	30	7
Jacob Ellis - Change Maker Lead. Full time	0 - 5	0 - 2.5	33	23	6
Cathy Madge - Change Maker Lead. Part time 0.65 FTE. Employment ended on 2nd July 2021	10 - 15	0 - 2.5	138	137	1
Helen Nelson - Corporate Planner. Full time	5 - 10	0 - 2.5	73	58	11
Susan Crutcher - Solutions Architect. Full time	0 - 5	0 - 2.5	50	40	8
Rebecca Brown - Communications Planner. Full time. Employment ended on 11th January 2021	-	-	-	20	-

Pension Scheme

Pension benefits are provided through the Civil Service pension arrangements. From 1 April 2015 a new pension scheme for civil servants was introduced – the Civil Servants and Others Pension Scheme or **alpha**, which provides benefits on a career average basis with a normal pension age equal to the member's State Pension Age (or 65

if higher). From that date all newly appointed civil servants and the majority of those already in service joined **alpha**. Prior to that date, civil servants participated in the Principal Civil Service Pension Scheme (PCSPS). The PCSPS has four sections: 3 providing benefits on a final salary basis (**classic, premium or classic plus**) with a normal pension age of 60; and one providing benefits on a whole career basis (**nuvos**) with a normal pension age of 65.

These statutory arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year. Pensions payable under **classic, premium, classic plus, nuvos** and **alpha** are increased annually in line with Pensions Increase legislation. Existing members of the PCSPS who were within 10 years of their normal pension age on 1 April 2012 remained in the PCSPS after 1 April 2015. Those who were between 10 years and 13 years and 5 months from their normal pension age on 1 April 2012 switch into **alpha** sometime between 1 June 2015 and 1 February 2022. Because the Government plans to remove discrimination identified by the courts in the way that the 2015 pension reforms were introduced for some members, it is expected that, in due course, eligible members with relevant service between 1 April 2015 and 31 March 2022 may be entitled to different pension benefits in relation to that period (and this may affect the Cash Equivalent Transfer Values shown in this report – see below). All members who switch to **alpha** have their PCSPS benefits ‘banked’, with those with earlier benefits in one of the final salary sections of the PCSPS having those benefits based on their final salary when they leave **alpha**. (The pension figures quoted for officials show pension earned in PCSPS or **alpha** – as appropriate. Where the official has benefits in both the PCSPS and **alpha** the figure quoted is the combined value of their benefits in the two schemes.) Members joining from October 2002 may opt for either the appropriate defined benefit arrangement or a defined contribution (money purchase) pension with an employer contribution (**partnership** pension account).

Employee contributions are salary-related and range between 4.6% and 8.05% for members of **classic, premium, classic plus, nuvos** and **alpha**. Benefits in **classic** accrue at the rate of 1/80th of final pensionable earnings for each year of service. In addition, a lump sum equivalent to three years initial pension is payable on retirement. For **premium**, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike **classic**, there is no automatic lump sum. **classic plus** is essentially a hybrid with benefits for service before 1 October 2002 calculated broadly as per **classic** and benefits for service from October 2002 worked out as in **premium**. In **nuvos** a member builds up a pension based on his pensionable earnings during their period of scheme membership. At the end of the scheme year (31 March) the member’s earned pension account is credited with 2.3% of their pensionable earnings in that scheme year and the accrued pension is

updated in line with Pensions Increase legislation. Benefits in **alpha** build up in a similar way to **nuvos**, except that the accrual rate is 2.32%. In all cases members may opt to give up (commute) pension for a lump sum up to the limits set by the Finance Act 2004.

The **partnership** pension account is an occupational defined contribution pension arrangement which is part of the Legal & General Mastertrust. The employer makes a basic contribution of between 8% and 14.75% (depending on the age of the member). The employee does not have to contribute, but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer’s basic contribution). Employers also contribute a further 0.5% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over pension age. Pension age is 60 for members of **classic, premium and classic plus**, 65 for members of **nuvos**, and the higher of 65 or State Pension Age for members of **alpha**. (The pension figures quoted for officials show pension earned in PCSPS or **alpha** – as appropriate. Where the official has benefits in both the PCSPS and **alpha** the figure quoted is the combined value of their benefits in the two schemes, but note that part of that pension may be payable from different ages.)

Further details about the Civil Service pension arrangements can be found at the website www.civilservicepensionscheme.org.uk.

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member’s accrued benefits and any contingent spouse’s pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The figures include the value of any pension benefit in another scheme or arrangement which the member has transferred to the Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their buying additional pension benefits at their own cost. CETVs are worked out in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

Reporting of Civil Service and Other Compensation Schemes – Exit Packages (audited)

During the period there was no compensation paid to any member of staff.

Payments to past directors (audited)

No payments were made to past directors (nil 2020-21).

Fair Pay Disclosures (audited)

	2021-22	2020-21
Band of highest paid individual's remuneration (£000)	90-95	90-95
Percentage changes in the highest paid individual's remuneration	1.0%	1.5%
Average percentage changes in the remuneration of the employees of the entity taken as a whole	-2.9%	-2.1%
25th percentile pay ratio	3.53:1 (£26,173)	3.60:1 (£25,660)
50th percentile pay ratio	2.79:1 (£33,176)	2.55:1 (£36,927)
75th percentile pay ratio	2.08:1 (£44,464)	2.05:1 (£45,125)
Median (£)	33,176	36,927
Range of staff remuneration: highest (£)	64,998	64,354
Range of staff remuneration: lowest (£)	21,300	18,015

I am required to disclose the relationship between the remuneration of the highest-paid individual and the median, lower quartile and upper quartile employee remuneration. It does not include employer pension contributions and the cash equivalent transfer value of pensions. A slight change in the percentages and ratios in 2021-22 reflect an increase in the number of employees at lower grade roles in my organisation.

Gender Pay Gap (not subject to audit)

Gender pay analysis is an important marker in our move toward a more Equal Wales.

For 2021-22, I am opting again to report on the gender pay position for people that work in my team. The first table below shows the median and the mean hourly rate of pay for those in my team that I have direct control over their remuneration rates. The second table shows the median and mean hourly rate when team members from partner organisations are included.

Our results show that the mean gender pay gap is in favour of men by 2%. This means that for every £1.00 a female employee receives, a male receives £1.02. As we employ more women than men, we have more women in lower graded roles than men which is driving these results, but, we also have more women in higher graded roles than men. Our mean gender pay gap has reduced by 9% since last year.

The median gender pay gap is the difference in the midpoints in the hourly pay for men and women. It is regarded as a more representative figure as it is not affected by outliers i.e a handful of individuals at the top or bottom of the range. The median hourly pay for both men and women is £17.24 and therefore, the median gender pay gap is 0%.

Gender pay gap: directly employed only	2021-22		2020-21	
	Female	Male	Female	Male
Median total (£)	17.24	17.24	16.90	22.28
Mean total (£)	19.98	20.38	18.41	20.50
Gender pay gap: paid secondees included	2021-22		2020-21	
	Female	Male	Female	Male
Median total (£)	17.24	17.24	16.90	22.28
Mean total (£)	19.98	20.38	18.62	20.50

Staff Report

Staff numbers and related costs

On 31st March 2022, the Commissioner's staff complement was 29 people (whole time equivalent). Our whole Team headcount was 26 people on 31st March 2021.

Staff costs (audited)

For the year staff costs consist of;

	2021-22	2020-21
	£000	£000
Wages and Salaries	1,027	834
Social Security Costs	105	86
Pension Costs	269	224
Sub Total	1,401	1,144
Inward secondments and agency staff	22	25
Total Net Costs	1,423	1,169

The number of whole-time equivalent persons employed (including directors) for the period was as follows:

	1.4.21 to 31.3.22	1.4.20 to 31.3.21
	WTE	WTE
Directly Employed	26.66	20.85
Paid Secondees	-	0.40
Total	26.66	21.25

The number of whole-time equivalent paid and unpaid secondees for the period was as follows:

	1.4.21 to 31.3.22	1.4.20 to 31.3.21
	WTE	WTE
Paid Secondees	-	0.40
Unpaid Secondees	-	-
Total	-	0.40

The following table shows the number of whole time equivalent secondees from the seven organisations we have partnered with in the period:

Organisation	Area of work	1.4.21 to 31.3.22	1.4.20 to 31.3.21
		WTE	WTE
Children's Commissioner for Wales	Business Support and Policy	-	0.40
Total		-	0.40

Remuneration of Audit and Risk Assurance Committee Members (not subject to audit)

The Commissioner's Audit and Risk Assurance Committee comprises five independent members, appointed by the Commissioner. Members receive a daily allowance of £250 and the Chair receives a daily allowance of £300. In 2021-22 the following payments were made:

	1.4.21 to 31.3.22	1.4.20 to 31.3.21
	(£)	(£)
Alan Morris (Chair)	3,250	1,950
John Dwight	1,000	1,125
Gareth Madge	1,000	1,000
Jocelyn Davies	1,125	1,000
Jonathan Morgan	750	1,000
Fran Targett	1,000	1,000
Total	8,125	7,075

Staff composition

We collect workforce statistics in relation to all the protected characteristics detailed in the Equality Act 2010. We do not publish full details due to the small size of our workforce and subsequent difficulty in maintaining our obligations to protect the anonymity of sensitive personal data, but we do publish some headline data you can see below.

Workforce Gender and Pay Statistics (not subject to audit)

This table shows the configuration of our total workforce by gender, pay band, contract type and working pattern on 31st March 2022:

Pay level per year	Full time male permanent	Full time female permanent	Full time male fixed term	Full time female fixed term	Full time non-binary fixed term	Part time female permanent	Part time male fixed term	Part time female fixed term	Totals
Grade 1 £21 - 25k		1		2	1	1			5
Grade 2 £26 - 30k	1	1	1	5					8
Grade 3 £33 - 38k	1	2		1		1	1	1	7
Grade 4 £40 - 45k	1		1			2			4
Grade 5 £49 - 54k	1	3							4
Grade 6 £60 - 65k		1							1
Commissioner £94k		1							1
Total	4	9	2	8	1	4	1	1	30

Our workforce gender statistics (not subject to audit)

This table shows 30 employees on 31st March 2022 by gender along with comparison against the previous years and latest Census Population date 2011: Wales (3,063,456)

Gender	FGCW 31/03/2022	%	FGCW 31/03/2021	%	Wales 2011	%
Male	7	24	5	19	1,504,228	49
Female	22	73	21	81	1,559,228	51
Non-binary	1	3	0	0		
Total	30		26		3,063,456	

Workforce Age Statistics (not subject to audit)

Headcount by Age on 31st March 2022

16-24	25-34	35-44	45-54	55-64	65 & Over
4	13	9	4	0	0

Workforce Leavers Statistics (not subject to audit)

There have been 7 leavers in the financial year 1st April 2021 to 31st March 2022.

- 4 people left for alternative employment
- 1 fixed term contract came to an end
- 2 people left for personal reasons

Workforce training and development statistics (not subject to audit)

Headcount by gender, pay band, contract type and working pattern of team members who engaged in externally delivered training opportunities during the year.

Pay level per year	Full time male permanent	Full time female permanent	Full time male fixed term	Full time female fixed term	Full time non-binary fixed term	Part time female permanent	Part time male fixed term	Part time female fixed term	Totals
Grade 1 £21 - 25k		1		2	1	1			5
Grade 2 £26 - 30k	1	1		5					7
Grade 3 £33 - 38k	1	2		1		1	1	1	7
Grade 4 £40 - 45k	1		1			1			3
Grade 5 £49 - 54k	1	3							4
Grade 6 £60 - 65k		1							1
Total	4	8	1	8	1	3	1	1	27

Twenty-seven people were supported to participate in external training events from across most grades, gender and working patterns. Training comprised of Microsoft Office 365, Racial Equality & Inclusion and I-ACT Mental Health and Well-being.

Other Workforce Statistics (not subject to audit)

7% of workforce have a disclosed disability as defined by the Equality Act 2010, confident in the knowledge that we will do everything we can as an organisation to support them in work.

33% of our workforce describe themselves as proficient through to intermediate Welsh language skills.

76% of our workforce describe themselves as Welsh or British, 24% of our workforce represent other diverse ethnic backgrounds.

Sickness absence data (not subject to audit)

Sickness absence figures are collected, monitored and recorded for directly employed team members. Between April 2021 and March 2022 there was an average of 27 people directly employed and the sickness absence rate was reported at 1.4% of the available hours. This equates to a total of 94 days of short-term sickness and no long-term sickness (absence lasting more than 4 weeks), affecting 19 team members.

Off-payroll payments (not subject to audit)

There were no off-payroll payments in the financial year 1 April 2021 to 31 March 2022 (nil 2020-21).

Sophie Howe

Future Generations Commissioner for Wales
13 July 2022

Report on the audit of the financial statements

The Certificate and independent auditor's report of the Auditor General for Wales to the Senedd

Opinion on financial statements

I certify that I have audited the financial statements of The Future Generations Commissioner for Wales for the year ended 31 March 2022 under paragraph 21 of schedule 2 of the Well-being of Future Generations (Wales) Act 2015. These comprise the Statement of Comprehensive Net Expenditure, Statement of Financial Position, Cash Flow Statement and Statement of Changes in Tax Payers' Equity and related notes, including a summary of significant accounting policies.

These financial statements have been prepared under the accounting policies set out within them. The financial reporting framework that has been applied in their preparation is applicable law and UK adopted international accounting standards as interpreted and adapted by HM Treasury's Financial Reporting Manual.

In my opinion the financial statements:

- give a true and fair view of the state of The Future Generations Commissioner for Wales' affairs as at 31 March 2022 and of its net expenditure, for the year then ended;
- have been properly prepared in accordance with international accounting standards as interpreted and adapted by HM Treasury's Financial Reporting Manual; and
- have been properly prepared in accordance with Welsh Ministers' directions issued under the Well-being of Future Generations (Wales) Act 2015.

Opinion on regularity

In my opinion, in all material respects, the expenditure and income in the financial statements have been applied to the purposes intended by the Senedd, and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Basis of opinions

I conducted my audit in accordance with applicable law and International Standards on Auditing in the UK (ISAs (UK)) and Practice Note 10 'Audit of Financial Statements of Public Sector Entities in the United Kingdom'. My responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of my report. I am independent of the body in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK including the Financial Reporting Council's Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinions.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the body's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the Future Generations Commissioner for Wales with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and other parts of the report that are audited and my auditor's report thereon. Legislation and directions issued to The Future Generations Commissioner for Wales do not specify the content and form of the Other Information to be presented with the financial statements. The Future Generations Commissioner for Wales is responsible for the other information in the annual report. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon. My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Report on other requirements

Opinion on other matters

As legislation and directions issued to The Future Generations Commissioner for Wales do not specify the content and form of the Accountability Report including the Governance Statement to be presented with the financial statements, I am not able to confirm that the Governance Statement has been prepared in accordance with guidance.

In my opinion, based on the work undertaken in the course of my audit, the information given in the Governance Statement is consistent with the financial statements.

Although there are no legislative requirements for a Remuneration Report, the Future Generations Commissioner has prepared such a report and in my opinion, that part ordinarily required to be audited has been properly prepared in accordance with HM Treasury guidance.

In my opinion, based on the work undertaken in the course of my audit:

- the information given in the Performance Summary provided with the financial statements for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which I report by exception

In the light of the knowledge and understanding of the body and its environment obtained in the course of the audit, I have not identified material misstatements in the Annual Report provided with the financial statements or the Governance Statement.

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- proper accounting records have not been kept or returns adequate for my audit have not been received from branches not visited by my team;
- the financial statements and the audited part of the Remuneration Report are not in agreement with the accounting records and returns;
- information specified by Welsh Ministers regarding remuneration and other transactions is not disclosed; or
- I have not received all of the information and explanations I require for my audit.

Responsibilities

Responsibilities of the Future Generations Commissioner for Wales for the financial statements

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Future Generations Commissioner is responsible for preparing the financial statements in accordance with the Well-being and Future Generations Act and Welsh Ministers' directions made there under, for being satisfied that they give a true and fair view and for such internal control as the Future Generations Commissioner for Wales determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Future Generations Commissioner for Wales is responsible for assessing the body's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless deemed inappropriate.

Auditor's responsibilities for the audit of the financial statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

My procedures included the following:

- enquiring of management, the Future Generations Commissioner for Wales, the head of Internal Audit and the Audit and Risk Committee, including obtaining and reviewing supporting documentation relating to the Future Generations Commissioner's policies and procedures concerned with:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
 - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- considering as an audit team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, I identified potential for fraud in the following areas: posting of unusual journals.
- obtaining an understanding of The Future Generations Commissioner for Wales' framework of authority as well as other legal and regulatory frameworks that the Future Generations Commissioner for Wales operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of The Future Generations Commissioner for Wales.

In addition to the above, my procedures to respond to identified risks included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- enquiring of management and the Audit and Risk Committee about actual and potential litigation and claims;
- reading minutes of meetings of Audit and Risk Committee;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

I also communicated relevant identified laws and regulations and potential fraud risks to all the audit team and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

The extent to which my procedures are capable of detecting irregularities, including fraud, is affected by the inherent difficulty in detecting irregularities, the effectiveness of the Future Generations Commissioner for Wales' controls, and the nature, timing and extent of the audit procedures performed.

A further description of the auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my auditor's report.

Responsibilities for regularity

The Future Generations Commissioner for Wales is responsible for ensuring the regularity of financial transactions.

I am required to obtain sufficient evidence to give reasonable assurance that the expenditure and income have been applied to the purposes intended by the Senedd and the financial transactions conform to the authorities which govern them.

Report

I have no observations to make on these financial statements.

Adrian Crompton

Auditor General for Wales

24 Cathedral Road

Cardiff CF11 9LJ

1 August 2022

The maintenance and integrity of the Future Generations Commissioner for Wales's website is the responsibility of the Accounting Officer; the work carried out by auditors does not involve consideration of these matters and accordingly auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

Financial statements

Statement of Comprehensive Net Expenditure
for the period 01 April 2021 to 31 March 2022

	Note	1.4.21 to 31.3.22 £000	1.4.20 to 31.3.21 £000
Expenditure:			
Administration costs:			
Staff costs	2	1,423	1,169
Other administration costs	3,4	767	427
		2,190	1,596
Income:			
Other income	8	333	214
Net Expenditure		1,857	1,382
Interest payable/receivable		-	-
Net Expenditure after interest		1,857	1,382

	Note	1.4.21 to 31.3.22 £000	1.4.20 to 31.3.21 £000
Net gain/(loss) on revaluation of Plant and Equipment		-	-
Total Comprehensive Expenditure for the year period		1,857	1,382

All income and expenditure is derived from continuing operations. There are no gains or losses other than those reported in the Statement of Comprehensive Net Expenditure. The Commissioner receives funding from the Welsh Government.

The notes on pages 150-159 form part of these accounts

Statement of Financial Position as at 31 March 2022

	Note	2022 £000	2021 £000
Non-current assets:			
Property, plant and equipment	4	2	0
Current assets:			
Trade and other receivables	5	83	33
Cash and cash equivalents	6	441	483
		524	516
Total assets		526	516
Current liabilities:			
Trade and other payables	7	(188)	(117)
Total assets less current liabilities		338	399
Long-term liabilities:			
Provision for dilapidations	9	(9)	(15)
Total assets less total liabilities		329	384
Taxpayer's equity:			
General fund		329	384

Sophie Howe,
Future Generations Commissioner for Wales and Accounting Officer
13 July 2022

The notes on pages 150-159 form part of these accounts

Statement of Cash Flows for the period 01 April 2021 to 31 March 2022

		1.4.21 to 31.3.22	1.4.20 to 31.3.21
	Note	£000	£000
Cash flows from operating activities			
Net Expenditure		(1,857)	(1,382)
Adjustment for non-cash transactions	3,4	1	3
(Increase)/decrease in trade and other receivables	5	(50)	10
Increase/(decrease) in trade payables	7	71	(36)
Increase/(decrease) in provision	9	(6)	10
Net cash outflow from operating activities		(1,841)	(1,395)
Cash flows from investing activities			
Purchase of property, plant and equipment	4	(3)	-
Net cash outflow from investing activities		(3)	-
Net cash outflow		(1,844)	(1,395)
Cash flows from financing activities			
Net Financing		1,802	1,509
Net increase/(decrease) in cash and cash equivalents	6	(42)	114
Cash and cash equivalents at beginning of period		483	369
Cash and cash equivalents at end of period		441	483

Statement of Changes in Taxpayers' Equity for the period 1 April 2021 to 31 March 2022

		1.4.21 to 31.3.22	1.4.20 to 31.3.21
	Note	£000	£000
Balance as at 1st April 2021		384	257
Changes in Taxpayers' Equity 2021-22			
Funding from Welsh Government		1,802	1,509
Comprehensive net expenditure for the year		(1,857)	(1,382)
Balance at 31st March 2022		329	384

The notes on pages 150-159 form part of these accounts

Notes to the accounts

1. Statement of accounting policies

These financial statements have been prepared in accordance with the Government's Financial Reporting Manual (FReM) issued by HM Treasury. The financial statements have been prepared for the twelve-month period ending 31 March 2022.

The accounting policies contained in the FReM apply International Accounting Standards (IFRS) as adopted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which has been judged to be most appropriate to the particular circumstances of the Commissioner for the purpose of giving a true and fair view has been selected. They have been applied consistently in dealing with items considered material in relation to the accounts.

My team have considered the impact of standards and interpretations which have been issued but are not yet effective and which have not been adopted early by the Commissioner. The Commissioner anticipates that the adoption of these Standards and interpretations in future periods will have no material impact on the financial statements.

The particular accounting policies adopted for my office are described below.

1.1 Accounting convention

These accounts have been prepared under the historical cost convention as, in my opinion, the effect of the revaluation of fixed assets at their value to the organisation by reference to their current cost is considered to be immaterial.

1.2 Funding

The main source of funding for my office is from the Welsh Government via an annual grant, which is credited to the general fund when the grant is received. Monies are also collected from fees for support, advice and assistance provided by me and my team under Commissioner's functions Section 19 a) d) of the Well-being of Future Generations (Wales) Act.

1.3 Property, plant and equipment

All non-current assets have been valued at historic cost (see 1.1 above). The minimum level for capitalisation of individual assets is £2,500. Large numbers of the same type of asset have been grouped together in determining whether they fell above or below the threshold.

1.4 Depreciation

Depreciation is provided at rates calculated to write off the value of non-current assets by equal instalments over their estimated useful lives, as follows:

- ICT Equipment 3 years
- Furniture 3 years

A full year's depreciation is charged in the year of acquisition.

1.5 Statement of Comprehensive Net Expenditure

Operating income and expenditure is that which relates directly to the operating activities of my office. It comprises charges for goods and services provided on a full cost basis. All expenditure is classed as administration expenditure.

1.6 Value Added Tax

My office is not registered for VAT. Expenditure and fixed asset purchases are accounted for VAT inclusive, as VAT is irrecoverable.

1.7 Pensions

My staff are generally covered by the provisions of the Principal Civil Service Pension Scheme (PCSPS). The PCSPS is a defined benefit scheme. The cost of the defined benefit element of the scheme is recognised on a systematic and rational basis over the period during which it derives benefit from employees' services by payment to the PCSPS of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS. In respect of any defined contribution scheme, my office recognises the contributions payable for the year; these amounts are charged to the Statement of Comprehensive Net Expenditure in the year of payment.

1.8 Leases

Leases of assets where substantially all risks and rewards of ownership of a leased asset are borne by my office are classified as finance leases. My office has no finance leases.

Operating lease rentals are charged to the Statement of Comprehensive Net Expenditure in equal amounts over the lease term.

1.9 Segmental reporting

My office operates in Wales and deals with issues that impact upon people in Wales. The Statement of Comprehensive Net Expenditure and associated notes reflects the segments that the operating results are reported in.

1.10 Staff costs

My accounts provide for short term compensated absences such as annual leave that was not taken at the year-end in line with IAS19.

1.11 Provisions

My accounts provide for legal or contractual obligations which are of uncertain timing or amounts at the balance sheet date, on the basis of best estimate of the expenditure required to settle the obligation.

1.12 Cash and cash equivalent

My office holds cash which is deposited in an account within the Government Banking Service upon receipt. My office does not hold any petty cash.

2. Staff costs

For the year staff costs consist of:

	2021-22	2020-21
	£000	£000
Wages and Salaries	1,027	834
Social Security Costs	105	86
Pension Costs	269	224
Sub Total	1,401	1,144
Inward secondments and agency staff	22	25
Total Net Costs	1,423	1,169

3. Other administration costs

	1.4.21 to 31.3.22		1.4.20 to 31.3.21	
	£000	£000	£000	£000
3.1 Administration costs:				
Premises	40		52	
Offices	207		147	
Training and recruitment	37		15	
Travel and Subsistence	21		0	
External auditor's remuneration	23		16	
Internal auditor's remuneration	11		12	
ICT equipment	66		44	
Project work	352		128	
		757		414
3.2 Non-cash items:				
Depreciation charge on ordinary assets	1		3	
Loss on disposal of fixed assets			-	
Provision for Dilapidations	9		10	
		10		13
		767		427

4. Property, plant and equipment

	ICT Equipment	Office Furniture and Equipment	Total
	£000	£000	£000
Cost			
At 1st April 2021	39	2	41
Additions	3	-	3
Disposals	7	-	7
At 31st March 2022	35	2	37
Depreciation			
At 1st April 2021	39	2	41
Charged in year	1	-	1
Disposals	7	-	7
At 31st March 2022	33	2	35
Net book value at 1st April 2021	-	-	-
Net book value at 31st March 2022	2	-	2

5. Trade receivables and other current assets

	31.03.22	31.03.21
	£000	£000
Amounts falling due within one year:		
Trade and other receivables	64	12
Prepayments and accrued income	19	21
Contract asset	-	-
	83	33

Note 8 has information on the contract asset.

7. Trade payables and other current liabilities

	31.03.22	31.03.21
	£000	£000
Amounts falling due within one year		
Trade payables	67	2
Accruals	64	77
Contract liability	57	38
	188	117

Note 8 has information on the contract liability.

6. Cash and cash equivalents

	31.03.22	31.03.21
	£000	£000
Balance at 1st April 2021	483	369
Net change in cash and cash equivalent balances	(42)	114
Balance at 31st March 2022	441	483
All balances as at 31st March 2022 were held in an account within the Government Banking Service.		

8. Other income, contract assets and liabilities

Other income was generated from provision of advice, support and assistance and has been disclosed in accordance with the requirements of IFRS 15.

Other income

Details	Other income from	2021-22		2020-21	
		Amount (£000)	Total £000	Amount (£000)	Total (£000)
Contribution to joint projects	Welsh Government	172	190	67	80
	Public Health Wales	18		13	
Contribution to the Future Generations Leadership Academy	Welsh Government: Globally Responsible Nation 2021-22	18	88	-	71
	Welsh Government	13		-	
	Cwm Taf Morgannwg University Health Board	7		-	
	Natural Resources Wales	7		7	
	Ove Arup and Partners International Ltd	7		5	
	Transport for Wales	7		7	
	University of South Wales	7		5	
	Public Health Wales	5		7	
	BBC Home Services	5		7	
	South Wales Police and Crime Commissioner	5		4	
	Costain	4		4	
	Capital Law	3		-	
	Welsh Parliament	-		7	
	Wales Millenium Centre	-		7	
	Celsa	-		4	
	Principality	-		4	
Scouts Cymru	-	3			
Outward secondments	Cardiff Council	52	52	17	61
	Welsh Government	-		41	
	Children's Commissioner for Wales	-		3	
Other miscellaneous income	Literature Wales and 3 other organisations	2	2	-	-
Honorarium	Universitat Ulm and 5 other organisations	1	1	-	-
Project grant (EU income)	Fair Trade Advocacy Office	-	-	2	2
Total (£000)		333	333	214	214

Contract assets

	2021-22		2020-21	
	Revenue expected to be recognised within the next financial year	Revenue recognised in the accounting period	Revenue expected to be recognised within the next financial year	Revenue expected to be recognised within the next financial year
	£000	£000	£000	£000
Welsh Government: secondment contract extension for 12 months (Jan 2020 - Jan 2021, contract total £61k). Extension ended in Nov 2020 before the original contract end date. £41k recognised as revenue in 2020-21.	-	-	41	-
Total	-	-	41	-

Contract Liabilities

	2021-22		2020-21	
	Revenue recognised in the accounting period	Revenue expected to be recognised within the next financial year	Revenue recognised in the accounting period	Revenue expected to be recognised within the next financial year
	£000	£000	£000	£000
FG Leadership Academy 2.0 (2021/22): Partners' contributions (£145k invoiced in 2021-22)	88	57	-	-
Welsh Government: funding for Globally Responsible Nation 2020-21 Action Plan (contract total £98k)	31	-	67	31
Public Health Wales: contribution to a joint work plan (contract total £10k)	2	-	8	2
Public Health Wales: contribution to a research project (contract total £10k)	5	-	5	5
FG Leadership Academy (2019-20): contribution to the FG Leadership Academy (contract total £121k. £50k was recognised as revenue in 2019/20)	-	-	71	-
Total	126	57	151	38

9. Provision for Dilapidation

	31.03.22	31.03.21
	£000	£000
Balance as at 1 April 2021	15	5
Use of provision	(15)	-
In year provision	9	10
Balance as at 31 March 2022	9	15

10. Commitments under leases

The Commissioner was committed to making the following payments in respect of operating leases expiring

	2021-22		2020-21	
	£000		£000	
	Land & Buildings	Other	Land & Buildings	Other
Obligations under operating leases:				
Not later than one year	10	-	40	-
Later than one year and not later than five years	-	-	-	-
Later than five years	-	-	-	-
	10	-	40	-

The amount of the lease payments recognised for this accounting period is £42,849 (£53,924 in 2020-21).

11. Financial instruments

IFRS7, Financial Instruments, requires disclosure of the role which financial instruments have had during the period in creating or changing the risks an entity faces in undertaking its activities. Because of the non-trading nature of my activities and the way in which my operations are financed, my Office is not exposed to the degree of financial risk faced by business entities. Moreover, financial instruments play a much more limited role in creating or changing risk than would be typical of the listed companies to which IFRS7 mainly applies. I have very limited powers to borrow or invest surplus funds and financial assets and liabilities are generated by day-to-day operational activities and are not held to change the risks I face in undertaking activities.

Liquidity risk

My Office's net revenue and capital resource requirements are financed by the Welsh Government.

My Office is not therefore exposed to significant liquidity risks.

Interest-rate risk

My Office's financial assets and liabilities are not exposed to interest-rate risks.

Foreign Currency risk

My Office's financial assets and liabilities are not exposed to foreign currency risks.

Fair values

There is no material difference between the book values and fair values of my Office's financial assets and liabilities as at 31st March 2022.

12. Capital commitments

There were no capital commitments as at 31st March 2022 (31st March 2021- nil).

13. Contingent liabilities

There were no contingent liabilities as at 31st March 2022 (31st March 2021 - nil).

14. Related party transactions

The Welsh Government is a related party. My office received its main source of funding from the Welsh Government (£1.802 million for 2021-22 and £1.509 million for 2020-21). My office also received other income of £203k together with £1k expenditure with the Welsh Government in the financial year (income £108k, expenditure nil in the previous accounting period).

My office's payroll is outsourced to the Public Service Ombudsman for Wales (PSOW) and there have been a small number of material transactions during the period, relating to the operation of payroll and pensions, with the PSOW, HM Revenue and Customs and the Cabinet Office.

Note 8 provides a breakdown of income received from other organisations in connection with the work of my Office. There were no material transactions with organisations in which senior staff, or any of their family, held positions of influence.

15. Events after the reporting period

There were no events between the statement of financial position date and the date the accounts were signed that impact upon these statements.

These financial statements were approved for issue on 13 July 2022 by Sophie Howe



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Dyfodol
Cymru

**Future
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Commissioner
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