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Welsh Government

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Welsh Government
Consultation – summary of responses

Consultation on the additional public bodies
subject to the well-being duty (Part 2) of the Well-
being of Future Generations (Wales) Act 2015

December 2022

Mae'r ddogfen hon ar gael yn Gymraeg hefyd / This document is also available in Welsh
Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg / We welcome correspondence and telephone calls in Welsh

Overview

This document provides a summary of the responses to the [consultation](#)ⁱ on the proposal to add additional public bodies subject to the well-being duty (Part 2) of the Well-being of Future Generations (Wales) Act 2015.

Action Required

This document is for information only.

Further information and related documents

Large print, Braille and alternative language versions of this document are available on request.

Contact details

For further information, please contact:

Sustainable Futures Division
Welsh Government
Cathays Park
Cardiff
CF10 3NQ

Email: sustainable.futures@gov.wales

Additional copies

This summary of responses and copies of consultation documentation are published in electronic form only and can be accessed on the Welsh Government's website.

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Introduction

The Well-being of Future Generations Act (Wales) 2015 (from here on referred to as 'the WFG Act') aims to improve the social, economic, environmental, and cultural well-being of Wales. Certain devolved public bodies have a legal duty to carry out sustainable development; this is the individual well-being duty in Part 2 of the WFG Act. In carrying out this duty, public bodies must set and publish objectives designed to maximise their contribution to achieving each of the well-being goals and take all reasonable steps in meeting their objectives. A glossary of key terms is provided in the is document for further information.

On 14 July 2022, the Welsh Government launched a public consultation on extending the well-being duty in Part 2 of the WFG Act to eight devolved public bodies. The public consultation ran for 14 weeks until 20 October 2022 and asked ten questions. Some of the questions in the consultation were directed at the proposed public bodies to be subject to the well-being duty, regarding the guidance and support they may need, and some questions were directed at bodies already subject to the well-being duty, to gather insights and best practice on embedding the well-being duty in their day-to-day work.

About the responses

The Welsh Government received a total of 34 responses to the consultation:

- 19 of these were received through the online consultation; and
- 15 were received via e-mail.

Responses received via e-mail varied in structure, either following the structure of the consultation questions closely and/or providing commentary on the implications of how the well-being duty is discharged. Responses also varied in terms of length and amount of supporting evidence or supporting commentary provided.

The 34 respondents included:

- 2 Local Authorities
- 3 Town and Community Councils
- 2 Health Boards
- 6 Government Agencies / Other Public Sector Bodies (proposed bodies)
- 5 Government Agencies / Other Public Sector Bodies
- 2 Third Sector Organisations / Charities
- 8 Representative Bodies / Professional Bodies / Associations / Unions
- 1 Private Company
- 4 Individual Respondents
- 1 Anonymous

About this report and analysis

The purpose of this report is to provide an overview of the responses received to the consultation. It does not aim to capture in detail every point raised by respondents. The report follows the structure of the consultation questions, and the consultation questions and sub-questions are set out in sections. A percentage response rate to each of the questions is provided, as well as the analysis of responses. The proportions presented in the analysis of each question relate to the total number who provided written comments in response to that question. The analysis opens with a brief commentary on any key differences in views. Where documents and reports have been referenced by respondents, links have been provided where possible. Throughout the report, the themes and points presented are drawn from comments made by consultation respondents and do not represent the views of the report authors.

The consultation document and the response form were accessible via the Welsh Government consultation pages on gov.wales. The Welsh Government wrote to the public bodies proposed in the consultation and bodies already subject to the well-being duty to invite them to respond to the consultation. A short blog post on the consultation encouraging interested public bodies and individuals to respond was published on the [Shaping Wales' Future blog](#)ⁱⁱ. As part of the consultation launch, a tweet was also published, which included a link to the consultation.

The Welsh Government informed the Future Generations Commissioner for Wales about the consultation as well as the Auditor General for Wales, the Chair of the Senedd's Equality and Social Justice Committee, and the Chair of the Senedd's Public Accounts and Public Administration Committee.

On 4 October 2022, the Welsh Government held a workshop session with representatives from the eight public bodies and invited representatives from the existing public bodies subject to the well-being duty to exchange knowledge, share best practice, and to help inform the preparations for the discharging of the well-being duty. The focus of this session was informed by feedback from proposed public bodies about the areas of well-being that they most wanted to learn about in advance of the session. A second exchange session on 29 November 2022, focussed on the role of the Future Generations Commissioner for Wales, the sustainable development principle, and the role of Sustainable Development Coordinators Cymru Plus. Plans for further workshops and knowledge sharing initiatives are under consideration by Welsh Government officials.

Consultation questions

General

1. What are your views on extending the well-being duty to the additional public bodies listed in this consultation document?

Response rate: 100%

There was significant support for extending the well-being duty to the eight additional public bodies listed proposed in the consultation.

Summary of general comments

The majority of respondents expressed support for extending the well-being duty to the eight proposed public bodies because of the common strategic direction the well-being duty provides by requiring organisations to adopt a whole system approach to improving the economic, social, environmental and cultural well-being of Wales.

The following comments were made:

- *The well-being duty should be at the heart of all public bodies. Extending the well-being duty demonstrates a shared commitment across Wales.*
- *We are aware that the Welsh Government intends to undertake post-legislative evaluation of the Act. Ideally perhaps, this evaluation would have been undertaken in advance of or alongside consideration of extending the well-being duty. Nevertheless, the issues in this response are likely to be relevant to post-legislative evaluation, at such time as the Welsh Government undertakes it.*
- *We support the Welsh Government's decision to extend the well-being duty to the public bodies proposed in the consultation. These organisations all play crucial roles in relation to public service delivery and extending the duty to them should result in stronger adherence to the sustainable development principle across the devolved public sector.*
- *We welcome the addition of the public bodies listed as it provides more public bodies to share and learn from and ensures a common strategic direction.*
- *Although we are not currently subject to the well-being duty, we consider that our role supports its purpose and that its requirements are compatible with how we work. It is natural for us to work in this way, as education and qualifications planning necessarily requires a long-term, future-focused approach. We also work collaboratively because we are one part of the whole education system in Wales.*
- *We welcome our inclusion to the public bodies subject to the well-being duty. Even though we have not been subject to the well-being duty since our establishment in 2017, we have been actively using the well-being goals as principles in how we work.*

- *The extension of the well-being duty will help embed the principles throughout more organisations in Wales, provide a consistent support network, and bring various expertise to the public bodies named within the WFG Act.*
- *Given that the WFG Act has now been in place for some seven years, coupled with the imminent appointment of a new Commissioner, it is appropriate that the range of bodies subject to the provisions of the WFG Act is reviewed.*
- *Public bodies will need to manage relationships with those bodies already covered by the duty, given that membership of Public Service Boards is not statutorily conferred as a result of the extension of the duty. It is important that those public bodies are able to work effectively with the original 44 to deliver sustainable and progressive services for the people of Wales.*

Extending the well-being duty

Some respondents commented that the duty should be extended further than to the proposed eight public bodies listed in the review. Comments are set out below:

- *More organisations need to be to be considered for inclusion. We believe that there are other bodies that meet the criteria, such as Estyn and the new Planning and Environment Decisions Wales, as this could go some way in driving change in the organisations they inspect, and they seem to meet the criteria. Likewise, applying the duty to the Development Bank of Wales would have benefits to how funds are awarded, and businesses can grow in line with the sustainable development principle.*
- *I think regulators and key/anchor organisations working with public bodies in Wales should be liable to the well-being duty – especially when delivering work of the public bodies.*
- *The duty could be extended to companies and services that wish to trade in Wales, or to accept contracts for work in Wales from Welsh bodies.*
- *The more public bodies that are covered by the well-being duty, the more commonplace its goals become. By including an increased number of bodies, awareness of the well-being duty increases and helps shape even more cross-organisation working. There are already partnerships within the organisations in the review. For example, some proposed and existing bodies have already been working together on a series of initiatives that have benefitted both organisations and have been delivered through the lens of a future generations approach. That is a testament to the approach of each organisation and there are undoubtedly opportunities to extend that to the informal working whilst creating the platform for collaboration where relationships do not currently exist.*
- *One observation is whether the new Citizen’s Voice Body, which comes into effect from 1 April 2023, is or will be included within the WFG Act as it stands.*

Criteria to add bodies to the well-being duty

There were comments regarding the criteria used to assess bodies subject to the well-being duty and these include:

- *It would be good to see more information on how the criteria was applied to the list of proposed bodies, in particular those rejected as not meeting the criteria.*
- *I would advocate for the criteria to evolve to include more bodies which can contribute to the achievement of the goals. The bodies currently covered by the well-being duty cannot achieve the well-being goals alone – often, they need to work alongside the private and voluntary sectors to maximise achievement of the goals. Differing legislation and policies applying to these organisations can make this challenging.*
- *Whilst Further and Higher Education institutions, training bodies and accrediting bodies are non-profit organisations, independent of Government control, there are ways in which the Government can influence and encourage adoption of the sustainable development principle as their central organising principle. Many Registered Social Landlords are already demonstrating how they are contributing to the national well-being goals. There are also private sector organisations in Wales that have voluntarily adopted the well-being duty, such as Dŵr Cymru, Principality, Bluestone National Park Resort, Constructing Excellence in Wales, Arup, the Development Bank of Wales and many others. Perhaps there is another way these organisations can be recognised outside of the legal well-being duty.*
- *The criterion should be examined to ensure that extension could go to all public sector bodies. Failing that, Welsh Government should work to ensure that the positive impact, especially of the Social Partnership and Public Procurement (Wales) Bill (SPPP Bill), should be reflected in education through other means such as school governance regulations and schoolteachers' conditions of service.*
- *It is helpful that the Welsh Government has shared its updated criteria for determining which bodies should become subject to the duty. However, the definition of 'strategic functions' is not clear and further explanation of what that means and how it applies in the context of individual bodies would be helpful.*
- *We noted the Welsh Government's rationale for not including certain bodies. However, we think the consultation could have been clearer on the following:*
 - *Registered Social Landlords: The consultation explains that they have not been included because of the 'varied level in public funding'. This prompts the question as to whether some receiving funding above a particular threshold should be included, while others not. There is perhaps a useful comparison to be drawn with community councils, where the provisions set out under section 40 of the WFG Act only relate to those with a gross income or expenditure of at least £200,000.*
 - *Inspectorates: The consultation explains that they have not been included because they do not have executive or strategic functions.*

However, given that Care Inspectorate Wales and Healthcare Inspectorate Wales are in essence the Welsh Ministers exercising certain inspection and regulatory functions, it might be helpful to explain the position in relation to these. We welcome the commitment to ensuring there are appropriate arrangements for considering whether proposed bodies should be subject to the well-being duty as they are created.

Questions for the proposed public bodies

2. What guidance and support would you need in preparing for, and discharging, the well-being duty in your organisation?

Response rate: 38%

Responses focused on the support and guidance needed for the proposed public bodies in preparing to discharge the well-being duty. A summary of the responses is set out below, by theme:

Guidance, training, and resources

There were a number of comments focused on guidance and training. Around a third of those who responded to this question expressed similar views about seeking an overview of the well-being duty, with examples of how it has been applied both in terms of good practice and bad implementation. A couple of respondents highlighted reports such as the [Future Generations Report 2020ⁱⁱⁱ](#) and case studies (such as those available on the [Future Generations Commissioner's website^{iv}](#)) which demonstrate the good practice from organisations and areas for improvement.

A small number of respondents considered that guidance could also include any transition plans on how existing organisations approached implementation of the well-being duty, along with any practical lessons learnt. A respondent also suggested that it would be beneficial to share any practical resources (such as checklists) so that the proposed bodies can undertake an initial self-assessment on preparedness for coming under the well-being duty to see where resources would need to be focused initially.

A couple of respondents suggested that training resources already developed by public bodies subject to the well-being duty could be shared with proposed bodies (with a recognition from one respondent that training resources could be tailored for the relevant organisation).

Additionally, a few comments pointed out that clear guidance on reporting mechanisms, existing key performance indicators and success measures would also be welcomed to support evaluation of activities in connection to the well-being duty.

The current statutory guidance (Shared Purpose: Shared Future)^v was considered sufficient by a small number of respondents, with one suggesting that they would only require any further support if there were significant changes to guidance.

Training and development sessions facilitated by Welsh Government to reinforce the requirements of the well-being duty were suggested by one proposed body.

Learning and information sharing

Some respondents called for the sharing of examples of well-being objectives from bodies already subject to the well-being duty, particularly where public bodies are of a similar size and remit. A couple of the proposed bodies considered that it would be beneficial to learn from existing bodies about how they have discharged the duty in practice and how they have embedded their approach across their operations.

Similarly, there was support from a few respondents for a peer network to support the proposed public bodies (and their lead officers) coming under the well-being duty, to learn and work together on the requirements. A couple of respondents noted that a mentoring or buddying system would be helpful.

A small number of respondents showed an interest in learning about the roles and responsibilities of individuals in existing bodies who are responsible for discharging the well-being duty. It was also noted by one respondent that it would be beneficial for sponsor divisions within the Welsh Government to be part discussions in preparing to discharge the well-being duty, especially in relation to the impact on accountability arrangements and remit letters.

3. What do you anticipate the resource implications will be in preparing for, and discharging, the well-being duty in your organisation?

Response rate: 44%

Proposed bodies

The majority of proposed bodies indicated that costs would be absorbed into current resources with no increase in staffing costs. There were also comments from a few respondents that costs would be minimal. A couple of respondents pointed out that it would be difficult to anticipate costs and that costs needed to be kept under review. It was identified by a couple of respondents that resources may be needed to report and evaluate well-being objectives, with extra time and resources needed to further educate employees. The potential for increased audit fees was raised with some respondents commenting that upfront resources for the proposed bodies would be useful for longer term benefit, and that trained officers with sufficient knowledge are important.

Organisations that support bodies

It was indicated that public bodies need proper resourcing, repetitive advice and reinforced encouragement and that successful bodies receive dedicated advice, consistent feedback and a trusted critical friend over a long period of time.

The member organisation, Sustainable Development Coordinators Cymru Plus suggested that Welsh Government consider providing financial support to help grow

the network. It was considered that bodies not already subject to the well-being duty will require higher levels of attention and could be charged audit examination fees.

Questions for existing public bodies – learning from others

We are keen to use this consultation to gather insight on the experience of public bodies in embedding the WFG Act in their day-to-day work.

4. What are your key lessons learned in both preparing for, and discharging, the well-being duty that you would want to share with new public bodies subject to the WFG Act?

Response rate: 44%

The responses to question 4 are grouped by themes below.

Strategy and planning

Around half of respondents to this question noted that the architecture of the WFG Act, including ways of working and well-being objectives need to be built into an organisation's core strategy, including all planning frameworks and business planning processes, decision reports, and project documentation.

A good number of respondents reflected on the five ways of working, with one answer pointing out that engaging with communities to understand their well-being needs is important (especially during the COVID-19 pandemic), to provide valuable 'intelligence' to support the embedding of the well-being duty and to help shape future strategic decisions.

A few responses indicated that understanding the different aspects of sustainable development is key, as different public bodies have different remits. Clarity on what the well-being duty is and how it aligns to the work of an organisation, particularly for decision making, was also highlighted as important by some respondents.

Training and engagement

Half of the respondents to this question emphasised the importance for staff to receive training on both the well-being duty and their organisation's updated responsibilities in order to be able to apply it to their own work area. A few also asserted that, for staff receiving initial training and induction, refresher training should be provided to maintain a good knowledge of the WFG Act's elements.

Several respondents commented on the importance of organisation wide engagement, stating that staff should all be involved in the whole process to build 'buy in' and plan for implementation whilst sharing best practice across an organisation.

Senior leadership

A small number of respondents said that senior team members within respective organisations subject to the well-being duty should lead by publicly championing the

well-being duty. It was also suggested by a respondent that there is a need for Executive and non-Executive Director champions for implementation, and for adequate officer resource to be allocated. This is because organisational leaders are well-placed to have a holistic understanding of the work of the organisation, so can identify opportunities for alignment of priorities with those of partners.

The Sustainable Development Principle (Five Ways of Working)

Around a third of respondents considered the importance of embedding the language of the WFG Act, particularly the [Five Ways of Working](#)^{vi}, into all planning, activities, and conversations throughout an organisation. This included the value of providing effective examples of activities at various scales to illustrate the relevance of the sustainable development principle and how it applies to an organisation. A few respondents pointed out that the five ways of working have been particularly useful in planning activities and effectively involving people in the development of policies.

Some existing bodies indicated that being subject to the well-being duty has helped bring more focus on being more sustainable and thinking more about the long-term, as well as bringing a consistent approach across large parts of the public sector.

Resources

Concerns were expressed about the capacity of organisations to embed the well-being duty. A couple of respondents mentioned that the amount of resource required should not be underestimated, and that the amount of capacity and investment required from an organisation to properly embed the well-being duty needs to be clear from the outset. The context of economic uncertainty was raised by one respondent, with a suggestion that funding, and budget constraints can hinder the type of innovation required by public bodies for transformation.

Collaboration and external engagement

A theme emerged of collaboration between organisations, as well as with the Welsh Government. There was consensus that the well-being duty cannot be properly discharged in isolation, working with partners, staff and stakeholders is essential, and that there are clear benefits to the existence of a duty which applies to many organisations across the public sector. It was noted that this can provide a common framework and language for collaborative activity.

Some respondents commented that close collaboration with the Welsh Government is important to establish and understand expectations between the Welsh Government and organisations.

5. What guidance and support did you find helpful in carrying out sustainable development?

Response rate: 41%

Comments on guidance

The [Health and Sustainability Hub](#)^{vii} was mentioned by one respondent as a valuable resource for guidance, commenting that *'These resources aim to help individuals to consider the natural environment and health in everything they do and how they can support the Act.'*

One respondent indicated that *'the support offered by the Commissioner of a named relationship manager has helped to coordinate work on the well-being duty and has improved guidance, support, and constructive challenge.'*

It was also suggested by a respondent that bodies could draw on the outputs from the Auditor General's examinations. This includes reports to individual bodies, as well as the Auditor General's statutory report, and programme of good practice events. Details can be found on their website [Events | Audit Wales](#)^{viii}.

Welsh Government support and guidance

Half of respondents commented that they have found the Welsh Government's own guidance useful. The resources cited included the [statutory guidance](#)^{ix}, the [National Indicators](#)^x and the [Future Trends Report 2021](#)^{xi} as being helpful in developing well-being objectives.

A few respondents commented on the usefulness of simple and clear guidance, text, images and videos, with the [Essentials Guide](#)^{xii} specifically cited as a useful resource to provide an overview of the well-being duty. This was referred to in the context of breaking down more complex concepts such as sustainable development.

Future Generations Commissioner support and guidance

Materials and resources from the Future Generations Commissioner's Office were raised by many respondents as being helpful to an organisation looking to change the way they take decisions and initiate projects that deliver across several well-being goals. The [Future Generations Framework](#)^{xiii} and [Future Generations Framework for Service Design](#)^{xiv} were specifically mentioned.

Furthermore, the [Self-reflection Tool](#)^{xv}, which allows organisations to monitor and assess progress towards the well-being objectives was cited as useful by a respondent, as was [The Art of the Possible](#)^{xvi}, which sets out a positive vision of what a 'possible' Wales could look like.

Workshops, engagement, and events

Just under half of respondents commented that various workshops, engagement events and networking opportunities provided were essential. Online resources and integrating with the networks of organisations were also of particular benefit.

Resources from the Wales Audit Office, for example workshops on applying the sustainable development principle, were mentioned as beneficial by a respondent.

The Welsh Government Community of Experts on Decarbonisation and the Welsh Government Approach to Healthcare Programme Board were also cited as being informative and helpful in sharing best practice.

General documents and reports

Further documents and reports considered helpful include:

- [Net Zero Wales](#)^{xvii}, which sets out the actions needed to meet Wales' second carbon budget (2021-2025).
- [Prosperity for All; A Climate Conscious Wales](#)^{xviii} is the climate change Adaptation Plan for Wales. It provides the overarching framework for Adaptation Planning within Health and Social Care.
- [NHS Wales Planning Framework 2022-2025](#)^{xix} provides directions and guidelines to help health organisations plan from 2022 to 2025.
- [NHS Wales Decarbonisation Strategic Delivery Plan](#)^{xx}, developed in collaboration with all directorates and service areas, highlights the links between biodiversity and the WFG Act, and raises awareness of the importance of embedding the five ways of working into the delivery of actions.
- [State of Natural Resources Report \(SoNaRR\) for Wales 2020](#)^{xxi} is a document, published by Natural Resources Wales, which can be used as a framework against which activity and decisions can be measured.
- [Oxfam's 'The Welsh Doughnut 2020: A framework for environmental sustainability and social justice'](#)^{xxii}.

Working with others

It was noted by one respondent that organisations within the health sector have signed the [Healthy Travel Charter](#)^{xxiii} to support and encourage staff and visitors to travel sustainably to public sector sites.

An example of collaboration also included work between Public Health Wales and the Future Generations Commissioner's Office, collaborating to develop the [Three Horizons Model](#)^{xxiv} was mentioned. This is a guide helps public bodies to think and plan better for the long-term.

The [NHS Wales Decarbonisation Strategic Delivery Plan](#)^{xxv}, which provides an ambitious mandate for national and local action across NHS Wales including the requirement for NHS organisations to produce decarbonisation action plans, was referenced.

[Implementing the Sustainable Development Principle](#)^{xxvi} was also referenced, a document developed by Public Health Wales and Kingston University which identified five evidence-based recommendations to implement the five ways of working to achieve the well-being goals.

In another example, it was noted that Public Health Wales and Natural Resources Wales have developed a memorandum of understanding to add value to existing ways of working.

Change programmes developed by public bodies

The areas of corporate change were mentioned (corporate planning, financial planning, workforce planning, procurement, assets, risk management, performance management) as effective mechanisms for driving change within organisations. It was considered that looking at these seven areas afresh would help understand how changes to ways of working can be embedded.

Examples of actions that have helped to raise the profile of the WFG agenda among staff include:

- Public Health Wales's [‘Work How it Works Best’ initiative](#)^{xxvii} Demonstrating the best ways of working from past and present.
- The ‘Our Space’ project which demonstrates sustainability in action and a good understanding of the WFG Act through the procurement of goods and service, and re-use of materials and equipment.
- The [Greener Primary Care Framework and Award scheme](#)^{xxviii} [which is a](#) framework that supports the four independent primary care contractor services in Wales (community pharmacy, dental, general practice and optometry) to improve the environmental sustainability of their day-to-day practice and to reach the Welsh Government’s decarbonisation targets.
- The [Decarbonisation Action Plan for 2022-2024](#)^{xxix}, produced by Public Health Wales and developed in collaboration with all directorates and service areas, which highlights the links between biodiversity and the WFG Act.

6. What are the opportunities for sharing experiences between bodies currently listed in the WFG Act and those proposed to be included?

Response rate: 47%

Collaboration and working in partnership

A small number of respondents said that there are plentiful opportunities to share experience and to review networking so that it could be strengthened to encourage further cross-collaboration and learning. A few commented about collaboration to

create a better understanding and clarity of terminology and consistency of approach across organisations.

One respondent asserted that partnership working would be an effective means of providing plentiful opportunities to share experience, help each other and learn together. A buddying or mentoring arrangement between organisations was also mentioned by one respondent, as well as some more general comments about existing organisations sharing experiences and best practice.

Networks and workshops

Many respondents considered that networking could be effective, whether that be for existing bodies to share experiences and ideas with incoming organisations on a one-to-one basis or through formal and informal events, conferences, working groups, regional forums and cross-party groups.

Support via existing networks including the Sustainable Development Coordinators Cymru Plus and the Climate Ready Gwent Network were cited. It was also suggested by one respondent that proposed bodies could establish their own networks to help aid their work on embedding the well-being duty.

Some responses reflected that online and face-to-face workshops would help to foster an environment that would encourage cross-collaboration/learning between proposed and existing bodies. A few respondents also pointed out the value of working with Public Services Boards (PSBs). Some comments are set out below:

- *Working groups, regional forums and cross-party groups can be established to share best practice.*
- *There are several opportunities through existing officer and member networks and through the Public Services Board.*
- *Working via the PSBs would provide a valuable opportunity to share experiences.*
- *Workshops would encourage the sharing of best practice and collaboration between the proposed and existing bodies. Collaboration is an area that needs further consideration as these organisations may not be part of the same networks as other public bodies.*
- *We are aware that the Future Generations Commissioners Office are arranging events to bring public bodies together, but this could be further supported by the Welsh Government.*
- *We are sure that many already engaged organisations would be willing to share experiences and ideas with incoming organisations on a one-to-one networking basis or alternatively should the opportunity for events / conferences be identified our organisation would fully engage.*

Reporting and planning cycles

Key elements in the WFG Act's cycle were referenced by a respondent, such as the publication of the Future Trends Report. The importance of embedding a long-term view in planning and financial cycles was also cited. Comments are set out below:

- *All public bodies will have the same responsibilities to the well-being duty and should be thinking and behaving towards the same goals. They will also have the same requirements on some important tasks/processes (e.g., setting well-being objectives and annual reporting), which could present additional opportunities for learning and joint working (e.g. shared well-being objectives).*
- *Key elements in the WFG Act cycle such as the updating of Future Trends could give particularly useful opportunities to share and learn.*
- *In addition to any planned workshops, all PSB agendas and minutes can be reviewed to understand how annual local well-being plans are developed. Similarly, the strategic and local area plans for all existing bodies would be a wealth of information from a desktop exercise point of view.*
- *It is important that reporting remains proportionate and enables and supports improvement. Specific feedback is beneficial in supporting the implementation of the well-being duty. Planning and financial cycles also need to include a long-term focus with clear milestones to improve accountability.*
- *We recognise the challenge of reporting to the different legislation such as the Environment Act, Biodiversity Section 6 Report, Decarbonisation Report and other relevant legislation and the need to ensure synergies between them.*

Other comments

- *Our organisation recognises the scale of the challenge in achieving cultural change required by the legislation. For example, we need to support our staff to interpret the ways of working so that they are 'real' in their everyday work and thinking and are connected to the definitions in the legislation. We believe that this is an area where organisations can learn from each other's approaches.*
- *Our organisation continues to work to embed the culture change required to implement the well-being duty successfully. We have identified further opportunities to increase awareness and understanding of team roles and contributions to the well-being duty; strengthening our multi-agency working to develop longer term, collaborative projects and focusing on health inequalities, and the social, cultural and economic aspects of sustainability, whilst continuing our work on environmental sustainability.*

Welsh language

7. We would like your views on the possible effects that extending the WFG Act's well-being duty could have on the Welsh language, specifically on:

- opportunities for people to use Welsh; and
- on treating the Welsh language no less favourably than English.

Response rate: 68%

Improving opportunities

There were a range of views expressed on how extending the well-being duty will promote use of the Welsh language. Some of these comments are detailed below:

- *It will increase promotion of skills development of young people and adult populations in Wales, who will have greater access to opportunities to learn about our culture, heritage and language. In relation to all populations, this will increase employability for any job markets in Wales and ensure that culture, heritage and language are central to jobs and seeking roles in the future.*
- *Increasing access to opportunities to better understand our culture, heritage and language will increase a sense of personal identity of the Welsh population and will therefore help in making our communities better understand each other and in improving the sense of connection between individuals and between communities in Wales.*
- *Extending the number of public bodies who are subject to the well-being duty will result in having a better impact and more considerations being given to the Welsh language in decision-making processes, and what implications those decisions could have on the language and its use. This should lead to an increase in opportunities for Welsh speakers and learners to use the Welsh language in their professional and personal lives and for the future.*
- *The extension of the well-being duty to other bodies would be consistent with promoting culture and Welsh language across a wider range of organisations.*
- *The effects of extending the reach of the well-being duty will mean that more bodies have an obligation to promote and protect culture, heritage and the Welsh language. By doing so, it will encourage more people to access the Welsh language and cultural events across Wales and encourage more people to access opportunities to learn about our culture, heritage and language. This in turn will increase demand for Welsh language, cultural and heritage services.*
- *The implementation of the new [More Than Just Words Five Year Plan](#)^{xxx} will provide opportunities for health and care organisations to share best practice in relation to Welsh language. The WFG Act is an integral part of this plan.*
- *Welsh language managers across the public sector including NHS Wales work collaboratively through regional forums and are supported by Welsh*

Government to share good practice in relation to the development of Welsh language and culture within their organisations.

Contributions to the well-being goals

There were a several responses regarding how contributions can be made to the well-being goals, particularly 'A Wales of vibrant culture and thriving Welsh language'. Some of these responses are detailed below:

- *As one of the well-being goals relates directly to 'A Wales of vibrant culture and thriving Welsh language', we would see more public bodies coming under the Act as having a positive effect on promoting the Welsh language in how we work and deliver our remit for the people of Wales.*
- *We would assume that, as one of the stated well-being goals is 'A Wales of vibrant culture and thriving Welsh language', any attempt to extend the well-being duty and include more publicly funded bodies within it should inevitably strengthen the use of the Welsh language in Wales. Any actions should also be focused on contributing to 'A More Equal Wales' and therefore, across these two well-being goals the inclusion of more organisations and bodies can only serve to continue to extend and promote the Welsh language across the country.*
- *The proposed list of bodies provides public services to the people of Wales. Including the well-being duty will mean more public bodies will have a shared purpose in achieving the seven well-being goals, which will help in ensuring the language remains one of their priorities and considerations. This will help in bringing more equality in the services provided in Welsh and English by the public sector for Welsh speakers.*
- *In 2020, the [Choice for All](#)^{xxxii} strategy was published. It has four main areas of focus:*
 - *Prioritising qualifications to be made available in Welsh in full-time education, post-16 settings, and apprenticeships.*
 - *Strengthening support for awarding bodies and their capacity to deliver Welsh-medium qualifications.*
 - *Revising Qualifications Wales' Welsh Language Support grant to align with the new strategy, to focus on priority areas, new qualifications and innovative applications.*
 - *Improving information for learners, their schools and colleges, and data for regulatory purposes.*
- *We believe that our ways of working and the strategic importance of the Welsh language to us as an organisation will contribute to achieving 'A Wales of vibrant culture and thriving Welsh language' – one of the seven well-being goals outlined in the WFG Act.*

Treating Welsh no less favourably than English

Almost all respondents considered the effect of extending the well-being duty on treating the Welsh language no less favourably than English, with a consensus that bringing more bodies under the duty will have a positive effect. There were some useful insights, as detailed below:

- *We believe that extending the 'well-being duty will increase opportunities for people to use Welsh. We do not believe that this proposal would treat the Welsh language no less favourably than English.*
- *We would assume that each of the proposed public bodies would already be operating within the expectation of providing equal representation to the Welsh language. Bringing the proposed bodies under the well-being duty should not have any immediate impact on the use of the Welsh language, should those bodies be undertaking their commitments to the Welsh language Act and creating the environments for the use of Welsh as an equal status language to English.*
- *The Qualifications Wales Act 2015 requires there to be regard to 'eight matters' in considering functions are delivered. The second of these 'matters' states: 'the desirability of promoting and facilitating the use of the Welsh language, including through the availability of assessment arrangements that provide for assessment through the medium of the Welsh language, and of qualifications that otherwise promote or facilitate the use of the Welsh language.'*
- *We have regard to promoting and facilitating the use of the Welsh language both in our internal operations and in undertaking activities in support of our two principal aims. We are a bilingual organisation, and we operate a Welsh language scheme and expect in due course that we will need to comply with Welsh language standards.*
- *Extending the well-being duty will ensure the Welsh language is prioritised appropriately in health and care organisations. To achieve the aim of 'A Healthier Wales' and ensure the Welsh language isn't treated less favourably than English, health and social care providers must deliver individual centred care in the language of choice. The WFG Act's role in the promotion of 'A Wales of Vibrant Culture & Thriving Welsh Language' plays its part in Cymraeg 2050 and emphasises the importance of providing Welsh language training for staff.*
- *The status of Welsh and its provision in our services is already well covered by the Welsh Language Standards and, indeed, the Welsh Language Act 1993, much of which remains in force. Our organisation already complies with its statutory obligations in these matters together with the implementation of the Welsh Government's [More Than Just Words](#)^{xxxii} five-year plan 2022-27 and, as such, it is unlikely that the obligation to discharge the well-being duty will materially affect support for the Welsh language, save perhaps to further highlight its importance for our staff and patients.*
- *In relation to treating Welsh no less favourably, this can only be a positive thing as more people will grow to understand that Welsh is a thriving living*

language in Wales and has equal legal status. With recent changes in laws that grant increased rights to people who may wish to access services, information, or advice through the medium of Welsh, increased promotion of the Welsh language will lead to greater degree of normalisation and therefore accessing Welsh language and cultural events will increase understanding of our shared heritage.

- *We strongly believe in the design and provision of fully bilingual, excellent services from the outset rather than making the translation an afterthought at the end of the design process. Our work to help the public sector deliver to this service standard will be reflected in our WFG activities and in doing so believe that extending the duty to cover Welsh language would support our mission.*
- *While it is true that all the named public bodies already do, by nature or obligation, give opportunity for people to use Welsh and on treating the Welsh language no less favourably than the English language, the well-being duty gives focus by enshrining the Welsh language. By extending the well-being duty to these additional bodies it not only doubles down on existing commitments or obligations those public bodies have, but it also brings those bodies into a common framework that, when embraced by the Welsh society as a whole, has the potential to be truly transformative.*
- *The Welsh Language (Wales) Measure 2011 established standards of conduct, to the principle that the Welsh and English languages should be treated equally in the conduct of public business in Wales and extension of the well-being duty to additional bodies can only enhance this with a knock on effect on opportunities for people to use Welsh; and on treating the Welsh language no less favourably than English.*
- *By widening the duty responsibilities, there would be a positive effect on the Welsh language by increasing awareness, appetite and ability for using the Welsh language, and this would in turn encourage the Welsh language to be treated no less favourably than English.*
- *From a Welsh language perspective, the well-being duty provides the strategic direction to implement Welsh language policies. Some of the well-being goals of the WFG Act are embedded into the Welsh Language Standards or Schemes as well as the new More Than Just Words Five Year Plan and therefore does not involve additional work or planning.*
- *The Welsh language is important to the future of Wales but it is important to note that non Welsh speaking Welsh are not made to feel 'less Welsh' because of it.*
- *In accordance with the Welsh Language (Wales) Measure 2011 we have made a commitment to treating the Welsh Language no less favourably than English in the delivery of our day-to-day business and our support to the wider Welsh public sector.*

Actions already being taken by organisations

A few respondents detailed some of the actions that their organisations have already been taking. One proposed body pointed out that, as a relatively new organisation, they have been able to develop a Welsh language policy which sets out how they, *‘as an arm’s-length body of the Welsh Government, have made commitments and developed principles in relation to the Welsh language as well as confirming the approach that they take to meet the requirements of the Welsh language standards.’*

Another respondent commented that they have already committed to treating the Welsh language no less favourably than the English language: *‘we have created an in-house translation function to help promote the Welsh language. A Welsh Language Strategy Lead position is currently being advertised to help embed further opportunities for promoting the Welsh language.’* They also pointed out that they currently offer a basic Welsh course to staff and that the well-being duty may support a stronger uptake of those learning Welsh. Other comments included:

- *Our own recent research indicates that where Welsh is used as the language for an online service, it is often poorly expressed, confusing and over-complex, leading to Welsh speakers opting to use the English language version of that service.*
- *We are working with the Welsh Government to help support and enhance the capabilities of the public sector in Wales to design excellent bilingual services from the outset. We have made the design of services in Welsh and English the number two Digital Service Standard for Wales with guidance to help people achieve this.*

8. Please also explain how you think extending the WFG Act’s well-being duty could be undertaken so as to have:

- **positive effects or increased positive effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language; and**
- **no adverse effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.**

Response rate: 44%

Positive effects and opportunities

There was consensus among respondents to this question that extending the well-being duty will have a positive effect on the use of the Welsh language, with some simply stating their agreement and support. Some of these comments can be seen below:

- *Should improve opportunities and have a positive effect.*
- *It should just open up opportunities.*

- *Widening the well-being duty can provide opportunities to promote the Welsh language both in their own sector and across the public sector as a whole by increasing collaboration between organisations and by bringing them under a common framework. This will in turn provide opportunities to converse more widely in Welsh.*

A few respondents provided remarks on how their organisation's staff and stakeholders will benefit. There were also a number of comments on how extending the well-being duty will contribute to wider aims such as [Cymraeg 2050](#)^{xxxiii}, which is the Welsh Government's Welsh language strategy which aims to increase the number of Welsh speakers in Wales to one million by 2050. Some of these comments can be seen below:

- *Increased positive effects may be implemented by ensuring the Welsh language is used and celebrated in each of the other strands of well-being goals, where Welsh language is considered when planning, delivering and evaluating services that are working towards the shared well-being goals.*
- *Bringing our organisation under the well-being duty is a positive step towards ensuring the continued growth of the Welsh language in the care sector, in particular the early years and childcare sector which is key to the attainment of a million Welsh speakers by 2050.*
- *As an organisation, we have a target audience of Wales and its borders, and already have a commitment to not treat the Welsh language no-less favourably than the English. In fact, we have an opportunity to promote the Welsh language in areas that may not already be engaged.*
- *Our commitment to the Welsh language is to enable everybody in Wales and the borders to navigate their journeys in both Welsh and English.*
- *We welcome collaboration with other public bodies to support the use and uptake of the Welsh language and to create spaces to facilitate additional opportunities to converse in Welsh.*
- *In terms of positive impact, the importance of support for the Welsh language and the positive impact its use has both on existing and future Welsh speakers, be they staff or other stakeholders, is acknowledged.*
- *The vitality of the change is bringing further public bodies into a common framework in which the Welsh language is afforded all possible protections and promotions, and in which the Welsh language stands shoulder to shoulder with the other goals of the WFG Act. Merely giving the Welsh language the stature to be treated equally, and alongside, measures such as what a public body may be doing to address climate change, pollution, transport et al gives the Welsh language the correct status as the founding language of this nation.*
- *Whilst it is currently the expectation that those organisations to be included in the well-being duty are already discharging their obligations under the Welsh Language Act 1993 to the use of Welsh, there are opportunities in focussing organisations on the future generations approach that exists within the well-being duty that may help shape a more long-term approach to the way those organisations support, develop and encourage the use of the language. This*

may shift an approach from the use of Welsh to an existing audience to a long-term vision of the use of Welsh among future participants and end users of services, as well as the staff and partners of those organisations.

- *The WFG Act is embedded naturally into the Welsh Language Standards and More Than Just Words Strategy, follow on strategic frameworks and subsequent action plans. Together, they provide a structure to implement actions which will provide opportunities to use the Welsh language and enforce the message that the Welsh language must not be treated less favourably to the English language.*

No adverse effects

Some respondents commented that extending the well-being duty will not present any adverse effects on use of the Welsh language.

Ideas were suggested by a respondent about being proactive in the promotion of Welsh language by designing services to be bilingual from the beginning, rather than considering it as an afterthought. Comments include:

- *There is an understanding across public bodies that Welsh should be treated no less favourably than English. At our organisation we encourage services to be designed bilingually from the beginning, not written in English and then translated. Our user research has shown that Welsh speakers will often choose to engage with digital forms in English as 'official' Welsh translations are often unfamiliar or odd at best and generate a feeling of distrust at worst.*
- *Additionally, the Digital Service Standards mandate that all services should be as easy to use offline as well as online. Therefore, we aim to create bilingual services that work well no matter how they are accessed by Welsh speaking users. We aim to support and enable organisations to design services bilingually to work better for Welsh users. Extending the well-being duty will reinforce our aim to ensure a thriving Welsh language, with people speaking Welsh in their everyday lives.*

A few respondents made suggestions about how to ensure that there aren't any adverse effects on the use and promotion of the Welsh language, by promoting an understanding that Wales is a distinct country within the UK and ensuring that proposed bodies are provided with adequate resources to do so. Comments include:

- *A clear understanding that Wales is a distinct country from the UK, and that its culture and language needs to be fully supported to ensure that Wales remains so.*
- *Level of Welsh language resources for proposed bodies will need to be carefully considered as being subject to the well-being duty may increase the level of resourcing that is needed in this area.*
- *It is highly unlikely that the extension of the well-being duty will in any way have an adverse effect on the use or treatment of the Welsh language. Indeed, the Board of our organisation is not aware of any evidence from those bodies already covered by the duty which would suggest that it has had any deleterious impact.*

9. Do you have any other views on extending the WFG Act's well-being duty in relation to Welsh language considerations?

Response rate: 24%

There were several comments on how to align the well-being goal of 'A Wales of vibrant culture and Welsh language', and the positive effects of extending the well-being duty on growth of the Welsh language to develop a bilingual culture within an organisation.

The impact of extending the well-being duty on promotion of the Welsh language

A few respondents commented on the positive impacts of extending the well-being duty, which included:

- *The workforce plays an important role in achieving the 'A Wales of vibrant culture and thriving Welsh language' well-being goal as they are the public face of service delivery in communities throughout Wales. Extending the well-being duty to more public bodies will help achieve this goal across the public sector and introducing the social partnership duty will ensure that workers have a say over how this goal is progressed in their organisation. This will help to achieve fairer, more inclusive outcomes for staff – including a better learning offer across our public bodies – and contribute towards the target of one million Welsh speakers by 2050.*
- *We believe that extending the well-being duty to the proposed public bodies would have a positive effect on the Welsh language. Policies and legislation such as the WFG Act promote the Welsh language, as well as the inclusiveness it brings, and is an important part of protecting and promoting Welsh culture, heritage and our environment.*
- *It is also a great opportunity to ensure the connection and impact on the language is strengthened, for opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.*
- *In times of financial strain there is a tendency for activities seen as optional to be disinvested in. Our organisation is committed to excellent bilingual service design. We believe this will shore up commitment to the creation of bilingual services, supporting the goals of the Welsh Government to increase use of the Welsh language.*
- *Developing a bilingual culture is a priority for our organisation, which fits in well with the direction of the WFG Act.*

General comments

There were a number of general comments, largely speaking positively about the impact that extending the well-being duty will have on Welsh language considerations, as well as a suggestion of a dedicated session between the existing and proposed bodies on Welsh language considerations. These comments can be seen below:

- *They will be proud to be and speak Welsh.*
- *Only positive views. I think it's fundamental.*
- *Our organisation does not consider that the effects of extending the duty are likely to have an impact on the Welsh language and does not believe there are any alterations which would have a more positive impact on the Welsh language.*
- *It would be really beneficial for those learning from others currently named to have a particular session on Welsh language considerations.*

Other

10. Do you have any other comments on extending the WFG Act's well-being duty to the proposed bodies listed in the consultation?

Response rate: 54%

There were a number of other comments made that were related to the consultation, which are set out below.

The role of the Commissioner

- *We would like to understand how the different public bodies involved in the well-being duty are guided and supported by the Welsh Government and by the Commissioner.*
- *Additionally, we would like to understand how the Commissioner and team bring together bodies to understand the benefits of joint working. We understand that joint working can deliver better and faster results, provide opportunities to share insights, good practice, and lessons learned, and avoid duplication or gaps in activities. Consequently, we would be interested in learning about any opportunities for taking a shared approach and working with other public bodies to best meet the requirements of the well-being duty.*

Working in partnership

- *We would welcome greater clarity on how the well-being duty applies to public bodies when they are working collaboratively. For example, we are unclear about the implications when a public body which is subject to the well-being duty must take this into consideration when operating at a city region level, for example. We would also welcome greater consistency and transparency around conditions on which mechanisms such as remit letters are used to*

mandate sponsored bodies to comply with at least some aspects of the well-being duty, and how this could be used to require compliance with relevant aspects of the social partnership duty also.

- *An exercise to review the extent and location of the devolved public sector workforce whose employers are not subject to either the well-being duty or the social partnership duty would be a welcome step so that social partners have a clear idea of which workers are at risk of not benefitting from the government's social partnership commitments.*
- *In reality, like the Welsh Ambulance Services NHS Trust, those additional bodies to which this consultation applies will already be working in the spirit of the well-being duty and will have established strong partnerships with a range of organisations which reflect that continued commitment to collaboration and innovation.*
- *Statutory partnerships, notably representation at Regional Partnership Boards which, of course, are partnership vehicles governed by the Social Services and Well-being (Wales) Act 2014, lie within the portfolio of the Director of Partnerships and Engagement, while the Executive Director of Strategy, Planning and Performance, the Executive Director of Operations and the Executive Director of Quality and Nursing all have active stakeholder involvement in the partnership arena.*

Public Services Boards

- *For organisations with an all-Wales remit they may find the responsibilities to link to multiple PSBs challenging to resource with officer/director/non-executive director time. The setting of objectives and aligning these to multiple PSBs may also be a challenge.*
- *The substantive matter for those bodies to which the well-being duty will be extended is likely to be how they manage relationships with those bodies already covered by the duty, given that membership of Public Service Boards is not statutorily conferred as a result of the extension of the duty. The extension of the well-being duty to a full range of public bodies is broadly welcomed as it provides parity of statutory duty. The issue outstanding will be the future of Public Service Boards as the delivery vehicle for the WFG Act and the status of newly included organisations out with them.*
- *While not the subject of this consultation, we would also like to restate trades unions ambition that the WFG Act is amended to establish a trades union seat on Public Services Boards to support the delivery of both this and the Social Partnership and Public Procurement (Wales) Bill, should it receive Senedd approval.*
- *That said, the absence of a legal right to representation at Public Service Board tables remains an untidy and moot point in respect of these proposals.*
- *Whilst we appreciate that the extension of the well-being duty to these proposed bodies does not make them statutory members of the Public Service Boards, it does encourage the proposed bodies to engage in the work of PSBs 'where it is relevant to the achievement of the well-being goals'.*

- *In addition, it will be important to articulate how interfaces with the existing 44 bodies named in the Act should be managed without an expectation that proposed bodies become members of Public Service Boards.*
- *While it would be impossible to service the 19 PSBs in Wales, it will be important for the contribution of the proposed partners, including this organisation, to be recognised by the existing 44 and, moreover, to ensure that opportunities for collaboration, or areas of potential duplication, are not missed.*
- *The absence of a legal right to representation at Public Service Board tables remains an untidy and moot point in respect of these proposals.*

Social Partnership and Public Procurement (Wales) Bill

- *Our interest is both in relation to the statutory requirement for these public bodies to comply with the well-being duty and the implications this will have for the Social Partnership and Public Procurement (Wales) Bill. We anticipate that the additional public bodies will also be subject to the social partnership duty, and that this would set a precedent that public bodies subject to the well-being duty are then also subject to the social partnership duty. This is to ensure that social partnership working defines the approach to setting and achieving public bodies' well-being objectives, so that worker voice becomes integral to carrying out sustainable development.*
- *While we recognise the criteria means that schools and some other devolved public sector employers do not qualify as public bodies in respect of the well-being duty, there are consequences for this in relation to the social partnership duty. Our 2022 Congress agreed that we should lobby for a maximalist approach, whereby as many public sector employers as possible are covered by the social partnership duty. This requires that they are duty bound by the well-being duty.*
- *We recognise that this would be overly burdensome in relation to some of the auditing requirements, for example, and therefore unlikely to gain wider support. Instead, we propose that the Welsh Government explores a well-being duty 'lite' approach which can apply to public bodies which do not meet the full criteria and could therefore be subject to the social partnership duty. This would be more effective than an ad-hoc voluntary approach so would mitigate any risk of widening inequalities (as some employers voluntarily adopt the approach and others fail to). We know that there have been helpful discussions between Welsh Government officials and teaching unions about the application of the social partnership duty in these settings and hope that an outcome like this is possible.*
- *We would also like the Welsh Government to consider how this approach could be taken to registered social landlords, higher and further education settings, and the Development Bank for Wales so that the social partnership duty can play a role in determining fairer outcomes in these organisations.*
- *We would also find it beneficial to have further information, guidance and support on the preparation for and discharging of our duties the SPPP Bill. .*

- *Our priority in relation to these questions is trades unions' capacity to engage in dialogue about the well-being duty in workplaces, to fulfil the objective of the social partnership duty. Trade unions in these public bodies will need appropriate time and training to carry out the work that results from the duty, including in the public bodies which the duty will be extended to. Part of the assessment on the extent to which the social partnership duty has been complied with should take into account the time and training unions have received to fully engage in the process. We welcome the work which Welsh Government have already done to assess the level of need in relation to this and urge government to invest in an extensive training programme to make sure that the opportunities stemming from the social partnership duty are understood and exploited.*
- *We are disappointed that education workers are excluded. All public bodies in Wales should benefit from the provisions of the upcoming SPPP Bill.. If this cannot be the case because of the limitations of the criteria then the SPPP Bill should not be wedded to the organisations list of the Future Generations Act. It is simply unfair to exclude over 20% of public sector workers in Wales.*
- *Better alignment with the SPPP Bill. There is a lack of consistency of the bodies caught by different duties and the list used in Part 3 of the SPPP Bill should align with the list of additional bodies coming under the Well-being Act.*
- *I understand that public bodies in Part 2 of the Social Partnership and Procurement Bill are the same as those caught under the Act, but in Part 3 it is the same bodies plus 17 others to align with UK legislation and using the Government of Wales Act as reference. I would suggest simplifying matters, integrating duties and ceasing complicating an already complex landscape by making the same bodies subject to both parts of legislation and every part of the SPPP.*
- *Finally, our response to the recent Senedd consultation on the SPPP Bill noted the possible increase in bodies subject to the well-being duty and the consequent impacts for that the SPPP Bill. Specifically, an increase in bodies covered by the well-being duty would result in an increase in the number of bodies covered by the proposed social partnership duty. This would cause the cost of that the SPPP Bill to rise.*
- *Given that bodies that become subject to the well-being duty will also become subject to the new social partnership duty, it will be important that they receive clear guidance on how to deliver on both in combination. The social partnership duty could apply at the time when these bodies set their first well-being objectives, meaning that clear guidance should be available as they commence that work, which is likely to be in the 2023-2024 financial year. Clear guidance will be equally important to those bodies already covered by the well-being duty.*

Conclusion and next steps

The consultation found that respondents supported the proposals to extend the well-being duty to the eight devolved public bodies listed in the consultation. The proposed addition of these public bodies is widely seen as a timely and welcome move which would strengthen the sustainable development architecture in Wales and benefit the Welsh language. In several areas further clarity or detailed information was sought.

The key areas which have emerged from the consultation are summarised below and include the following actions for the Welsh Government:

- Provide more detail and clarity on how the Welsh Government undertook its review of public bodies which identified the eight public bodies proposed to be subject to the WFG Act's well-being duty, as outlined in the consultation.
- Continue the provision and signposting of guidance and resources.
- Continue the facilitation of knowledge exchange between bodies subject to the well-being duty.
- Provide stronger emphasis of, and signposting to, support networks for bodies subject to the well-being duty.
- Undertake further examination of the likely resource implications of extending the well-being duty to the proposed public bodies and other key partners.
- Provide more detail on the roles of the key organisations and partnerships, including the Welsh Government and the Future Generations Commissioner for Wales, and the support they offer bodies subject to the well-being duty

The Welsh Government will take into account all the consultation responses received in reviewing and finalising the approach to extending the well-being duty. The Welsh Government is committed to engagement and consultation on any further public bodies that may warrant designation to the well-being duty.

Glossary of key terms

Well-being of Future Generations (Wales) Act 2015

The WFG Act aims to improve the social, economic, environmental, and cultural well-being of Wales.

Sustainable Development

Sustainable development means the process of improving the economic, social, environmental, and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the well-being goals.

Well-being goals

The seven well-being goals show the kind of Wales we want to see. Together they provide a shared vision, and describe the economic, social, environmental, and cultural well-being outcomes that will make Wales a more sustainable nation.

Sustainable Development Principle

The sustainable development principle means acting in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. This means thinking about the future in what we do.

The principle is made up of 5 ways of working that public bodies are required to take into account when applying sustainable development. These are:

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

Individual well-being duty on public bodies

Certain public bodies in Wales have a legal duty to carry out sustainable development; this is the well-being duty in the WFG Act. In carrying out this duty public bodies must set and publish objectives designed to maximise their contribution to achieving each of the well-being goals and take all reasonable steps in meeting their objectives.

Collective well-being duty on public services boards

Each public services board must improve the economic, social, environmental, and cultural well-being of its area by contributing to the achievement of the well-being goals. This must include assessing the state of well-being, setting local well-being objectives, and taking all reasonable steps to meet those objectives.

Well-being duty on community councils

Some community and town councils have a duty to take all reasonable steps towards meeting the local objectives included in the local well-being plan that has effect in their areas.

National Well-being Indicators and Milestones

To help us know whether progress is being made towards the seven well-being goals we have 50 national indicators. The national milestones are a series of measures against the national indicators that set out our expectations of what the indicators should show in the future.

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- i [Consultation on the additional public bodies subject to the well-being duty \(Part 2\) of the Well-being of Future Generations \(Wales\) Act 2015 \[HTML\] | GOV.WALES](#)
 - ii [Shaping Wales' Future blog](#)
 - iii [Future Generations Report 2020](#)
 - iv [Future Generations Commissioner's website](#)
 - v [Well-being of Future Generations Statutory WFG Act Guidance](#)
 - vi [Five Ways of Working](#)
 - vii [Public Health Wales' Health and Sustainability Hub](#)
 - viii [Events | Audit Wales](#)
 - ix [Well-being of future generations: statutory guidance | GOV.WALES](#)
 - x [Well-being of Wales: National Indicators](#)
 - xi [Future Trends Report 2021](#)
 - xii [Well-being of Future Generations \(Wales\) Act 2015: the essentials | GOV.WALES](#)
 - xiii [Future Generations Commissioner's Future Generations Framework](#)
 - xiv [Future Generations Commissioner's Future Generations Framework for Service Design](#)
 - xv [Future Generations Commissioner's Self-reflection Tool](#)
 - xvi [Future Generations Commissioner's The Art of the Possible](#)
 - xvii [Net Zero Wales](#)
 - xviii [Prosperity for All; A Climate Conscious Wales](#)
 - xix [NHS Wales Planning Framework 2022-2025](#)
 - xx [NHS Wales Decarbonisation Strategic Delivery Plan](#)
 - xxi [Natural Resources Wales' State of Natural Resources Report \(SoNaRR\) for Wales 2020](#)
 - xxii ['The Welsh Doughnut 2020: A framework for environmental sustainability and social justice'](#)
 - xxiii [Future Generations Commissioner's Healthy Travel Charter](#)
 - xxiv [Future Generations Commissioner's Three Horizons Model](#)
 - xxv [NHS Wales Decarbonisation Strategic Delivery Plan \(gov.wales\)](#)

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- xxvi [Implementing the Sustainable Development Principle](#)
- xxvii ['Work How it Works Best' initiative](#)
- xxviii [Greener Primary Care Framework and Award scheme](#)
- xxix [Decarbonisation Action Plan for 2022-2024](#)
- xxx [More Than Just Words Five Year Plan 2022-27](#)
- xxxi [Choice for All](#)
- xxxii [More Than Just Words](#)
- xxxiii [Cymraeg 2050: A million Welsh speakers](#)