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Lywodraeth Cymru
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Welsh Government



The Goals of The Wellbeing of Future Generations (Wales) Act 2015

Acting to improve the well-being of Wales – now and in the future

Who are these factsheets for?

This resource has been created by the third sector for the third sector, led by WCVA.

These factsheets provide an introduction to the goals of the Well-being of Future Generations Act with examples of steps that third sector organisations, community groups and volunteers can take to demonstrate their contribution or perhaps take it further.

In a nutshell - What is the Well-being of Future Generations Act?

The Well-being of Future Generations Act is a ground-breaking piece of legislation that requires public bodies in Wales to work better with others (including each other and communities) and take a more joined up, long-term approach so that their decisions have a positive impact on people living in the future as well as those living today.

Why has the Act been passed?

Wales faces some significant challenges in providing a decent quality of life for all its citizens and in ensuring that the same living standards will also be available to future generations. These challenges include an ageing population, pockets of generational economic inactivity, health inequalities, poverty and a shrinking public purse. We also face the local consequences of global threats such as climate change, biodiversity loss and the impacts of a globalised economy.

The thinking behind the Act recognises that, to overcome these challenges, public bodies and

government need to work in a different way – a way that will:

- consider all aspects of well-being in decision making - cultural, social, environmental and economic
- help public bodies, businesses and communities cooperate more effectively to draw out the amazing wealth of expertise and knowledge that is available
- recognise and respect the limits of our natural environment and resources.

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The Well-being Duty

The Act sets out a principle that public bodies must follow and 7 goals that they must work towards in order to 'carry out sustainable development' as required by the Act's well-being duty.

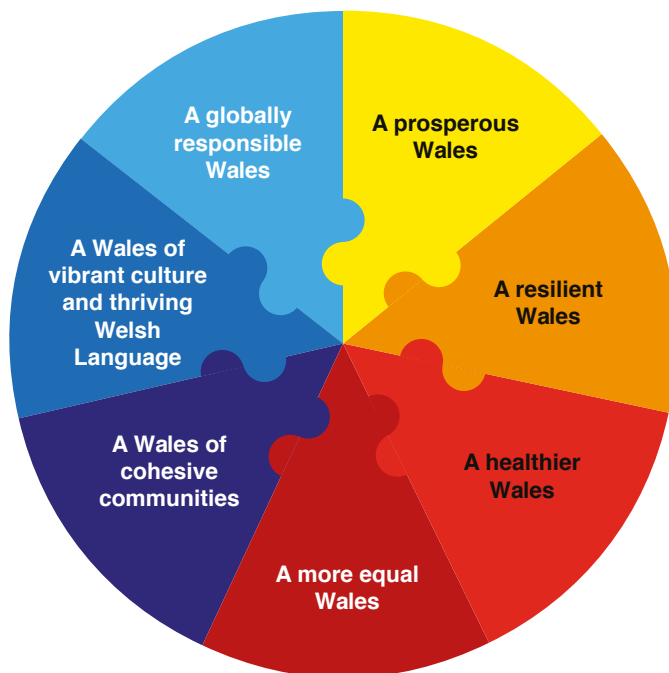
1. The Sustainable Development Principle

This is defined as seeking to meet the needs of the present without compromising the ability of future generations to meet their own needs. There are 5 Ways of Working that the public bodies listed in the Act must demonstrate in order to show that they have applied this principle:

- **Thinking for the long-term** – thinking about long-term needs and demands as well as current ones.
- **Prevention** – acting to prevent problems getting worse or from starting in the first place.
- **Integration** – considering how actions in one area may impact on other areas.
- **Collaboration** – Working with others – including third sector bodies and communities - to help achieve goals that have been decided together
- **Involvement** – involving the people that services or activities are going to benefit or affect from as early a stage as possible.

2. The Well-Being Goals

These 7 goals set out a common vision for public bodies to work towards. They are:



The Act also creates Public Service Boards that must work towards the Goals and a Future Generations Commissioner.

Sustainable Development

The Act sets out a principle that public bodies must follow and 7 goals that they must work towards in order to 'carry out sustainable development' as required by the Act's well-being duty.

If public bodies take action that is in accordance with the sustainable development principle and aimed at achieving the well-being goals, then they are carrying out 'sustainable development'.

WCVA would like to thank all the individuals that have helped to produce this resource and the following organisations and networks for sharing their time, ideas and support:

- AVOW
- Christian Aid
- Fair Trade Wales
- GVS Wales
- Hub Cymru Africa
- Llais y Goedwig
- Oxfam Cymru
- Play Wales
- RSPCA Cymru
- Save the Children
- Social Value Network
- Urdd Cymru
- Wales Coop Centre
- Welsh Centre for International Affairs
- WWF

If you have any suggestions to add to or improve these factsheets please contact helpdesk@wcva.org.uk



A Prosperous Wales

In a nutshell

'An end to poverty with decent education, training and jobs for everyone in an economy that does not rely on using natural resources faster than the earth can replenish them.'

The legal spiel

'An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.'



Why is it important?

The Well-being of Future Generations Act recognises that the long-term prosperity of Wales is dependent on careful management of how issues such as health, education, energy production and use of our natural resources interact with the economy and growth.

The Prosperous Wales goal recognises the need to foster conditions for sustainable economic development and employment, whilst stimulating innovation and growth for a modern low carbon economy. Progress towards this will be measured by the **National Indicators** including those that focus on:

- Employment
- Income
- Material deprivation
- Innovation
- Renewable energy.

In its current programme for government '**Taking Wales Forward**', Welsh Government introduces an economic strategy for a Prosperous and Secure Wales. The strategy intends to focus on activity from green growth to supporting community led projects.

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How does the third sector contribute?

There are many communities throughout Wales with thriving pockets of activity contributing to a prosperous Wales from community supported education to agriculture.

There are also the community renewable energy schemes that are demonstrating that low carbon economic growth is possible.

Community ownership of assets and enterprise – such as

community shops or transport schemes - doesn't just help retain profit in the local economy but has local accountability as well and can provide direct community benefit based on agreed community needs.

Third sector groups are also playing a growing role in helping deliver public services and can help deliver better outcomes through innovation and being closer to the people that public bodies may be trying to reach.

On a smaller scale, volunteer-led youth or homework clubs, or the building of skills and self-esteem of volunteers in social enterprises pave the way for a skilled workforce.

Even a small community time-banking project where a parent can spend time credits on childcare and go to work – is helping that family to prosper and is a small but meaningful contribution to the prosperity of the Welsh economy.



What can your group do to maximise your contribution to this Goal

Think about the activities that you carry out in your day to day work and how they might contribute directly or indirectly towards this goal.

For example – are you working on a project which gives people the chance to improve confidence or learn skills to give them a better chance at employment?

Or maybe you are encouraging volunteers to take on new challenges and develop their own business ideas?

Perhaps you are running a community cafe using locally grown produce – all these things contribute towards the prosperity of Wales.

Other steps you might consider or already be taking:

- 1 A record of achievement or training programme for staff and volunteers and a commitment to career progression.
- 2 Prioritising local/Welsh suppliers to keep money in the local economy and help keep local shops and services open. Museums can calculate their impact on the local economy through the [AIM toolkit](#).
- 3 Buying from other third sector organisations or social enterprises (businesses that trade but reinvest profit for social or environmental purposes).
- 4 Actions around financial literacy for your staff, volunteers or beneficiaries.
- 5 Linking up with other projects and groups which have different areas of activity and skills sets. Collaborative working leads to more innovation – which is vital in this ever changing economy.
- 6 Introducing time-banking or another alternative currency scheme as a way of developing a non-monetary economy.
- 7 Consider registering as, or working towards becoming, a Living Wage employer.
- 8 Find out more about community asset transfer – more and more community groups are taking ownership of previously local authority owned buildings, from town halls to arts facilities. Could your group take care of a community asset? Find out more [here](#).
- 9 Develop links with **credit unions** as a way to encourage and support saving among employees.
- 10 Consider switching to a renewable energy tariff or finding other ways to reduce your project's environmental impact to support a low carbon economy and live within the planet's limits.

This is important to all of us because:



Every year volunteers in Wales contribute **221 million hours of activity**, which is worth **£2.2 billion**. This is equivalent to nearly 4.6 per cent of Wales GDP
(WCVA 2014)

40% of people in Wales have at least some difficulties keeping up with bills
(National Survey for Wales)

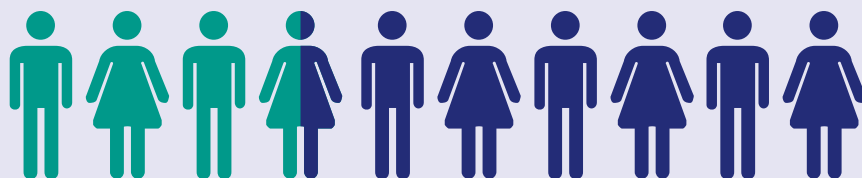


The Bevan Foundation

has estimated that poverty costs the Welsh economy

£3.5 billion a year,

wasting people's potential, whilst hampering economic growth



35% of people would like to start their own business
(National Survey for Wales)



The last **Ecological Footprint of Wales** report concluded that in Wales we are exceeding the planet's capacity to generate the resources needed for our current lifestyles **by 250%**



Available resources and support

Business Wales – information, advice and guidance on starting or growing a business in Wales

Social Business Wales has some great examples of community led, innovative and inspiring projects.

Community Currencies Knowledge Gateway – resources, literature and general knowledge on community and complementary currencies with case studies from Wales and across the EU.

Living Wage Foundation – guidance and accreditation for employers paying a Living Wage

Buy Social Directory – helping connect organisations that want to use their purchasing power to make a difference with the huge range of social enterprises ready to do business with them

Renew Wales – practical support and mentoring for communities wanting to develop projects to tackle climate change from those already running successful projects

Zero Carbon Britain: Making it Happen looking at economic and other barriers to achieving net zero greenhouse gas emissions and the positive, connected approach we need to overcome them.



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A Resilient Wales

In a nutshell

'Limiting the demands that we place on the natural environment, and repairing damage to habitats and species, so that it can adapt to change (like climate change) and still provide future generations with clean air, water, food and resources.'

The legal spiel

'A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).'



Why is it important?

The Resilient Wales goal highlights the dynamic relationship between healthy functioning ecosystems and our overall social, economic and cultural well-being.

Ecosystems are made up of all the living things in an area (plants, animals and micro-organisms) that interact with each other and with non-living things such as air, water and soil.

They may seem disconnected from your everyday work, particularly in an urban environment, but it is the way that ecosystems operate that allows us to breathe clean air, drink clean water, eat nutritious food and have the energy and natural resources that are essential to our economy. Welsh Government recognises the role of the natural environment in providing these 'ecosystem services' along with more complex benefits such as protection from extreme weather events and contributing to mental and physical health. Many communities also rely directly on the natural environment for their livelihoods; including agriculture, tourism and renewable energy.

There are many reports setting out the current trend of declining key habitats and species, which is diminishing the capacity of the natural environment to deliver the benefits above. This in turn is threatening our current quality of life across all areas of well-being as highlighted by the 2016 **State of Natural Resources Report**.

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Improving ecosystem resilience – or in other words nature’s ability to continue to support our well-being – is a **duty** under the **Environment (Wales) Act** as well as a well-being goal. The **National Indicators** measuring progress towards this goal include those looking at air pollution, greenhouse gas emissions, areas of healthy ecosystems and status of biological diversity (healthy populations of habitat and wildlife).

How does the third sector contribute?

From community woodlands and allotments, to recycling charities and local energy projects, many third sector organisations in Wales are helping to demonstrate the value of sustainable use of our natural resources and stewardship of the natural environment.

There are many organisations large and small working to improve biodiversity by restoring valuable habitats and creating nature corridors. **Wildlife Trusts**, for instance, manage 216 nature reserves covering more than 8,000ha across the UK.

Small groups can also make a significant impact; the combined effort of 138 active **community woodland groups** across Wales covers 1,795ha of woodland, which not only provides valuable habitat but often a source of recreation and enjoyment for communities as well as capturing carbon dioxide to help combat climate change and improve local air, soil, and water quality.

Many other organisations have adopted environmental policies; make space for nature; and try to actively reduce the impact of their purchasing, energy use and travel.



What can your group do to maximise your contribution to this Goal

Think about the activities that you carry out in your day to work and the impact that these might have on our natural resources and ecosystems. There are many small adjustments that can make a big difference to the quality of the natural environment and its ability to respond to change.

- 1 Consider the environmental impact of your purchasing, travel or ICT policies. If your organisation is located near to public transport links encourage staff to use these services rather than drive. Alternatively a car sharing system and active travel initiatives (such as **the cycle to work scheme**) could be implemented. Switching to a renewable energy supplier or using locally sourced catering or printing supplies could also decrease negative environmental impacts.
- 2 Consider how your group can use its outdoor space to ‘make space for nature’ from simple bird feeders and window boxes to more ambitious green roofs or walls. Environet’s **Investing in Nature** guide can help you to create or update your environmental policy not just to help minimise negative environmental impacts but to increase positive ones!
- 3 If your organisation runs outdoor events, consider alternatives to those that may be dangerous to pets, farm animals and wildlife such as having LED lit lanterns for parades and not releasing sky/Chinese lanterns, or using technology for virtual balloons releases instead of mass helium balloon releases. These types of actions reduce the amount of litter that animals can choke on, and in the example of sky lanterns, stop wildfires.
- 4 Educate and advise your staff and volunteers about the environmental impact of everyday actions, such as water or energy use or buying single-use or non-recyclable items, and how this can be reduced.
- 5 Sign up to the **Paris Pledge for Action** and act to help meet the international target of limiting global warming to 2 degrees or less above pre-industrial levels.

This is important to all of us because:



The natural environment in Wales is a huge resource, providing **951m litres of drinking water per day** and 1.5m tonnes of green timber per year.

Each year it contributes to the generation of **£385m in agriculture** and **£2.9m in the tourism industry**.

(State of Natural Resources Report)

If our ecosystems were properly cared for they could add an extra **£30bn** to the UK's economy.

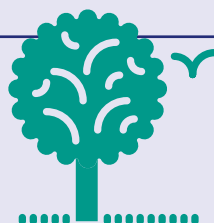
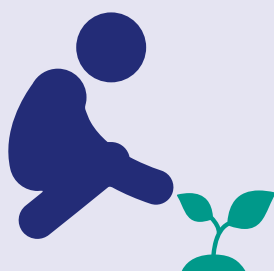
(UK National Ecosystem Assessment (2011))

The **World Meteorological Organisation**

has stated that 2016 set **a new temperature record of approx. 1.1 °C** above the pre-industrial period and that, globally, sea level has **risen by 20cm** since the start of the twentieth century.



Spending time in nature provides **protection against a range of diseases**, including, diabetes, obesity and cancer and can alleviate the symptoms of depression and ADHD.



Workers who can see a green environment from their desks experience **23% less time off sick**.



Available resources and support

WCVA – Environet – support and guidance for anyone looking to start or develop an environmental project

Wildlife Trusts' Green Infrastructure Report – highlighting the well-being benefits delivered by a high quality 'green' environment

Resource Efficient Wales – free advice and support on reducing water and energy use and on recycling and renewable energy

WWF's Living Planet Report 2016 – examines human impact on the planet in key areas and the extent to which planetary boundaries are being exceeded

RSPB's State of Nature (Wales) 2016 Report – an assessment of species and habitats in Wales showing that Wales ranks in the lowest fifth of countries in terms of its remaining biodiversity

The Green Dragon Standard – helping organisations understand, monitor and control their impacts on the environment.



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A Healthier Wales

In a nutshell

'People in Wales enjoy better health for longer, linked to more public awareness about how to avoid illness and more people choosing healthier lifestyles.'

The legal spiel

'A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.'



Why is it important?

Social inequalities, poverty and an ageing population in Wales have led to the health service in Wales becoming increasingly burdened with reactive forms of treatment for conditions brought about by a lack of good general health.

The principles of the Well-being of Future Generations Act call for more investment in preventative measures. For example, citizens who are well informed of the implications of a poor diet or physical inactivity in later life – will be more likely to make their own decisions for a healthier lifestyle in earlier years. Rather than simply treating poor health decision makers will also need to take a holistic look at promoting good health through things like decent housing and access to green space. Access to safe structured and unstructured play has also been highlighted as essential for peer interaction and the growth of children's physical and mental health and wellbeing.

Progress towards a healthier Wales will be measured by the **National Indicators** including those focusing on:

- healthy life expectancy and inequalities within this
- child development
- mental well-being
- the percentage of people with healthy lifestyle behaviours (linked to diet, weight, exercise, drinking and smoking).

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In their current five year **development framework**, NHS Wales lists as one of its values: 'Focussing on prevention, health improvement and inequality as key to sustainable development, wellness and well-being for future generations of the people of Wales.' This shows recognition that prevention is most definitely better than cure.

The Social Services and Well-being Act poses a duty on Welsh Ministers, Health Boards and Local Authorities to work to promote the well-being of those who need care and support, or carers who need support. Health is a big part of what well-being is perceived to be.

How does the third sector contribute?

The third sector in Wales has a long history of delivering activities which benefit the health of Wales' citizens. From community allotments to sports clubs and healthy eating initiatives to befriending and listening services – the sector has a lot to contribute to help citizens to be happier and healthier both mentally and physically.

Carers and volunteers play a huge role in extending healthy life expectancy, providing peer support and leading campaigns for change around health-related issues. Third sector groups also help support 'hard to reach' groups helping to ensure that those who may feel excluded from the decision-making process have an opportunity to share their views. All this activity changes lives by helping shape health programmes to benefit as many people as possible as much as possible. As treating ill health can be very costly, it also delivers significant cost savings to public services.

Very often third sector activities may set out with one specific purpose but in fact they will deliver multiple benefits which can go unreported. For

example an employability project may be delivering workshops in basic growing and cooking to improve confidence and skills for the labour market but its activities may also lead to less dependency on convenience products and savings to the family budget. It will also increase the likelihood of others in the family taking an interest in cooking and learning about healthier eating.

Volunteering itself has also been shown to have multiple health and well-being benefits - for volunteers themselves as well as communities. Encouraging patients to join community projects to improve mental or physical health is becoming more and more recognised as an effective alternative to prescribing traditional medicines for some ailments. This is known as 'social' or 'community' prescribing.

There are also long standing alliances and networks of groups across Wales which hold a depth of knowledge and could be used effectively to work in partnership with public bodies.



What can your group do to maximise your contribution to this Goal

Think about the activities that you carry out in your day to day work and how these might contribute, or detract from, your staff, volunteers or beneficiaries enjoying good health or making healthy lifestyle choices.

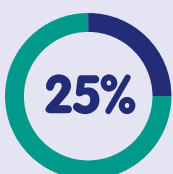
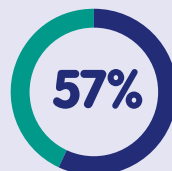
- 1 If your day to day organisational activity is contained to the indoors, consider if you can team up with an organisation that needs volunteers to carry out outdoors work once in a while. Record how working outside improves people's general well-being and possibly even health in the long term.
- 2 Look into the **Workplace Awards** quality mark for health and well-being in work, which has been established by Healthy Working Wales. The awards support employers across Wales to improve the health and wellbeing of their staff, engage and communicate with employees more effectively, and help to achieve a range of business and organisational outcomes.
- 3 Promote active travel options such as cycling and walking to volunteers, staff and clients and help remove any barriers to this by teaming up with local clubs or offering interest-free loans for equipment. Small behavioural changes can lead to bigger contributions in personal health and well-being – not to mention the benefit to the environment and the individual's pocket.
- 4 Promote relevant organisations and resources – for example the New Economic Foundation's **5 Ways to Well-Being** and consider developing a Health and Well-being statement of intent for your group or organisation which will be signed by board members and made visible to all staff and volunteers.
- 5 Encourage staff to take regular breaks, with a change of scene and fresh air if possible.
- 6 Support good neighbour schemes and other ways in which to keep an eye on those who are vulnerable.
- 7 Promote volunteering opportunities or consider an Employee Volunteer Programme.

This is important to all of us because:

Physical inactivity is one of the leading causes of death in developed countries according to the **World Health Organisation**.



The 2009 **Welsh Health Survey** showed that **57 per cent of adults** were classified as overweight or obese.



A quarter of people in Wales will experience mental health problems or illness at some point.

A **2013 report** by The Kings Fund estimated that there are **3 million people in the UK** volunteering for health and social care.





Available resources and support

Change 4 life – resources and guides to help individuals and families integrate healthy eating and daily activity into their lifestyles.

Healthy Working Wales – resources, awards and case studies around workplace health for individuals, employers and health professionals.

Play Wales – resources, publications and guides to support all with an interest in children’s play.

Care to Co-operate – Assistance for people and groups that access care and support services in helping them influence service design and delivery.



A More Equal Wales

In a nutshell

'An end to discrimination and equal chances for everyone.'

The legal spiel

'A society that enables people to fulfil their potential no matter what their background or circumstances.'



Why is it important?

Although there have been huge advances in Wales in areas such as health, life expectancy and social and economic development, the benefits from these are not being felt equally across communities.

Statistics from the 2015 **Is Wales Fairer?** report show that citizens who fall within certain categories of 'protected characteristics' groups are more likely to live in poverty, achieve lower educational attainment and experience discrimination, violence and abuse.

Protected Characteristic groups are – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Welsh Government recognises the importance of equality not only in the Well-being of Future Generations Act but explicitly through the **Strategic Equality Plan 2016-2020**.

The current plan has eight objectives linked to provisions in mental health, education, accessible advice resources, reducing poverty and improving living conditions plus actions to identify why inequalities in things like pay and employment persist.

The Welsh Government has also signed up to the **United Nations Convention on the Rights of the Child** to protect the rights of children under 18 years old whatever their ethnicity, gender, religion, language, abilities or any other status.

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Progress towards a more equal Wales will be measured by the **National Indicators** including those that focus on:

- Gender pay difference
- Educational achievement
- People feeling safe.

Reaching a more equal Wales requires improvements across society in areas such as health, education, employment and access to services so that everyone has the same opportunities to feel safe and valued and to enjoy decent health, education and work.

How does the third sector contribute?

The third sector has often led the way in highlighting and challenging inequality and campaigning for change.

It also provides targeted services to groups which are socially excluded or at risk of becoming disadvantaged, delivering projects to enhance health, skills and access to services and offering opportunities to volunteer.

Many third sector organisations have active Equal Opportunities policies and strive to be inclusive to all and involve community members from all backgrounds and circumstances.



What can your group do to maximise your contribution to this Goal

Think about the activities that you carry out in your day to work and how your actions may impact on equality within your organisation and the wider community.

Steps you might consider, or already have done include:

- 1 Developing an **Equal Opportunities policy** or statement to outline how your group or organisation will avoid discrimination and endeavour to be as open and inclusive as possible. Ensure that all staff and volunteers are aware of the importance of equality and the need to embed it into the activities we undertake as a sector.
- 2 Marketing your volunteer opportunities in places visible to those from harder to reach groups and recording information about the people that become involved through volunteering and project participation.
- 3 Ensuring that your marketing and communications are as accessible as possible with consideration given to those with different abilities, literacy levels, languages or styles of communication. For example, the **RNIB produce guidance** on producing resources suitable for people who are visually impaired.
- 4 If your organisation is governed by a Board, considering if there are biases in representation for example in race, gender or age and if you can act to influence this.
- 5 Monitor equalities data for staff and volunteers, review it critically and take steps to remove any barriers to participating and actively embrace an even wider diversity of people within your organisation.
- 6 Considering how your project activities might be helping prevent or tackle inequalities for example in income, health, access to decision-makers, education or jobs.

This is important to all of us because:

The difference in **healthy life expectancy** between those living in the most and least deprived areas in Wales can be up to 19 years.



The World Economic Forum estimate that it will take more than **100 years to close the global gender pay gap**. The difference in earnings between men and women in Wales in 2013 was 16.5%.



There continues to be a **lack of diversity in leadership roles**, from politics to the private sector. In some areas representation is getting worse, with **even less diversity in decision-making** than there was a decade ago.

Research suggests that **56% of disabled people** have experienced hostility, aggression or violence because of hostility towards their condition or impairment.

State of human rights and equality Wales states that **38% of ethnic minority households are living in poverty**.



Available resources and support

Equality & Human Rights Commission – explains equalities policy and legislation and provides advice and guidance to individuals and organisations.

Race Council Cymru – promoting integration and race equality in Wales.

Women's Equality Network (WEN) Wales – a network of more than 700 organisations working to make Wales a safer and fairer place for women and girls.

Stonewall Cymru – resources, help and advice to support lesbian, gay, bisexual and transgender people.

Disability Wales – your first port of call for information, comment, opinion and opportunities for getting involved in campaigning for disability equality.

Living Wage Foundation – guidance and accreditation for employers paying a Living Wage.



A Wales of Cohesive Communities

In a nutshell

'People live happily together, and feel that they have a stake in their community, in local areas that can provide access to decent housing, transport, public services, recreation and jobs.'

The legal spiel

'Attractive, viable, safe and well connected communities.'



Why is it important?

A community which is cohesive gives everyone a place and recognises what people have to offer. Relationships are built and community infrastructure and resilience is strengthened through shared values and opportunities.

Welsh Government recognises the importance of community cohesion not only in the Well-being of Future Generations Act but explicitly through the Community Cohesion National Delivery Plan, published annually. The current plan has seven key areas of focus - Hate Crime, Modern Slavery, Inclusion of Gypsies and Travellers, Immigration, Tackling Poverty, Mainstreaming, Cohesion and Tension Monitoring.

The **National Indicators** helping to measure progress towards this goal include those focusing on:

- people feeling satisfied with access to services
- their ability to influence decisions affecting their local area
- volunteering and
- loneliness.

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How does the third sector contribute?

Many third sector groups operate within the heart of communities or are community led, responding to local needs and contributing across all the above areas and beyond.

They help strengthen the cohesiveness of communities through digital inclusion, befriending projects, initiatives to tackle loneliness and a multitude of other projects bringing together those from different backgrounds or engaging those who feel excluded with no opportunity to influence decision-makers or make their needs known.

Third sector groups help people engage with local decision-makers and those running public services. WCVA believes that this, together with sharing responsibility, power and resources, results in more resilient communities and better services and outcomes for everyone.



What can your group do to maximise your contribution to this Goal

As a third sector organisation, the chances are that you are already helping to strengthen skills and relationships in your community and you may be contributing more to this Goal than you think.

For example, you may run a project from a local community centre. If people come along and make friends with others that they may not otherwise have met, this may have a big impact on the connectivity of various groups within the community.

Other steps that you might think about:

- 1 Market your volunteer opportunities in places visible to those from socially excluded groups and record information about the people that become involved through volunteering and projects.
- 2 Think about training for your staff on barriers faced by groups such as immigrants, gypsies and travellers and members of ethnic minority communities. Understanding the barriers to participation will help you find solutions.
- 3 Actively promote positive messages in all your communications to celebrate diversity within your organisation and the contributions people make.
- 4 Sign up to the **National Principles for Public Engagement** for Wales which provide simple but essential steps to remove barriers to people taking part in your engagement activities.
- 5 Share what you do - case studies with testimonials from community members are very tangible ways of demonstrating impact and encouraging others to try similar things. You may never have thought of demonstrating how your allotment project made an impact on the social inclusion of someone involved – but it is highly likely that it will have.
- 6 Help shape local services in your area. The WFGA has created **Public Service Boards** (PSBs) to improve well-being by strengthening joint working across all public services in Wales. They are required to involve at least one representative of third sector groups, which is likely to be your local County Voluntary Council. PSBs must also undertake well-being assessments for their area and draw up a well-being plan by May 2018, which you can help publicise and contribute to.

This is important to all of us because:

There are over **33,000** voluntary, community and not-for-profit organisations in Wales and **938,175** volunteers. (WCVA, 2016)



Only 20% of respondents to the 2014-15 **National Survey** felt that they could influence decisions affecting their local area.



Only 52% agreed that good, local social care services were available.



Available resources and support

Third Sector Support Wales - Third Sector Support Wales is a network of support organisations for the third sector in Wales. Our shared goal is to enable the third sector and volunteers across Wales to contribute fully to individual and community well-being, now and for the future.

Your local **County Voluntary Council** will offer guidance for setting up and running community groups and information around funding and support.

Welsh Refugee Council – training, reports, case studies and resources around migration, asylum seekers and refugees.

Displaced People in Action – helping displaced people integrate into new lives in Wales.

Community Development Cymru – training, project and policy work on the community development approach – an approach based on key values including social justice and equality; anti-discrimination; community empowerment; collective action; working and learning together.

Putting People at the Centre – WCVA's resource on helping people to become active citizens at the centre of service delivery.

Participation Cymru – resources, networking and training around public engagement in the design, development and delivery of citizen-centred services

Ethnic Youth Support Team (EYST) – Promoting community cohesion and support in tackling issues faced by youth members of the BME community, from unemployment to substance misuse.

Race Council Cymru – Promoting integration and race equality in Wales.

BAWSO – Established in 1995, Bawso is an all Wales, Welsh Government Accredited Support Provider, delivering specialist services to people from Black and Ethnic Minority (BME) backgrounds who are affected by domestic abuse and other forms of abuse, including Female Genital Mutilation, Forced Marriage, Human Trafficking & Prostitution.



A Wales of Vibrant Culture and thriving Welsh Language

In a nutshell

'Where sports, arts, culture and the Welsh language are a regular part of everyday life for everyone.'

The legal spiel

'A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.'



Why is it important?

An important characteristic of Wales as a nation is its rich culture and heritage. This includes the Welsh language, one of the oldest surviving languages in Europe.

Welsh Government recognises the importance of sport, culture and language to individual and community well-being, not only in the Well-Being of Future Generations Act but in other strategies. These include:

- **The Fusion: Tackling Poverty through Culture** initiative
- **A living language: a language for living** Welsh Government's current 5-year strategy to further increase the numbers of people speaking and using Welsh.
- #Cymraeg2050, Welsh Government's vision for a million Welsh speakers.
- **Every Child Hooked on Sport for Life** designed to inspire all young people to enjoy and have access to sport and to become and remain active for life

The **National Indicators** helping to measure progress towards this goal include those considering:

- the numbers of people speaking and using Welsh;
- those participating in arts and cultural activities;
- people who participate in sporting activities 3 or more times a week.

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Head office: Baltic House, Mount Stuart Square, Cardiff, CF10 5FH

Tel: 0800 2888 329 (calls are welcomed in Welsh and in English)

Email: help@wcva.org.uk WCVA welcomes receiving correspondence in Welsh. We will respond to correspondence received in Welsh, in Welsh. Corresponding in Welsh will not lead to delay.

Registered charity number 218093, company limited by guarantee 425299.

How does the third sector contribute?

The third sector in Wales has a vital role in preserving and sharing cultures and helping provide opportunities for people to enrich their lives through taking part in the arts, sports and recreation.

Examples can be found in almost every community from the 'Friends of' groups protecting sites of natural or historic heritage to volunteers in museums and galleries, on sports pitches, in dance and

music halls and in clubs or services that help people share and participate in the cultures and languages of their choice.

The third sector and the Welsh language services they provide are integral to the everyday lives of the people of Wales not only in terms of cultural activities but also vital health, social care and well-being services.

Third sector organisations also play an important role in helping

people experience and enjoy the language by welcoming Welsh learners, providing an opportunity for individuals and groups to practice their Welsh language skills and celebrating the language and its associated traditions.

A great deal of community regeneration, engagement and cohesion work is also carried out through the medium of Welsh language activities.



What can your group do to maximise your contribution to this Goal

Think about the activities that you carry out in your day to work and how they may directly or indirectly contribute towards this goal.

Steps that your group might consider are:

- 1 Implementing a robust Welsh Language policy - **Mentrau Iaith** provide support to help communities and voluntary organisations work together for the benefit of the Welsh language.
- 2 Developing opportunities for people to use Welsh in their everyday lives, whatever the level of their ability. WCVA offers staff the opportunity to attend an informal lunch club (Clwb Cinio Cymraeg) where Welsh learners can practise their language skills with fluent or more proficient learners. It also has a buddy scheme, where fluent speakers support and mentor learners.
- 3 Using technology to help improve and normalise use of Welsh through e.g. Welsh Language apps, online dictionaries and spellcheckers
- 4 Promoting Welsh Language volunteering opportunities for speakers and learners e.g. Urdd Gobaith Cymru, volunteering on eisteddfod committees, at Urdd events and clubs on a local, regional or national level
- 5 Promote active travel – and activity in the office! Encourage staff to leave their desks at lunch time or put some exercise equipment in your Staff Room
- 6 Creating opportunities to visit, or carry out work activities, in places of natural, historic or cultural heritage
- 7 Helping staff, volunteers or participants access and enjoy arts or cultural activities
- 8 Inviting the people you work with to share their culture through stories, art, music, cooking or other activities

This is important to all of us because:



There are **562,000 people** in Wales who can speak Welsh, representing 19 per cent of the population (**National Survey**)

The numbers of young people taking part in sport or physical activity 3 or more times a week remains **below 50%**

(**Sports Wales School Sport Survey 2015**)



People who do regular activity have a **lower risk of many chronic diseases**, such as heart disease, type 2 diabetes, stroke, and some cancers. (**NHS**)

Research shows that **physical activity can also boost self-esteem, mood, sleep quality and energy**, as well as reducing the risk of stress, **depression**, dementia and Alzheimer's disease (**NHS**)



Participation in culture is strongly associated with **good health and high life satisfaction** and participation of patients in arts-based projects is estimated to be saving the NHS up to **£500 million per year**.

(**Arts Council**)



Participation in the arts **improves academic achievement** - enhancing test scores, attitudes, social skills, critical and creative thinking

(**John Hopkins School of Education**)



Available resources and support

Mentrau Iaith – support and guidance on internal policies, staffing, research and Language Planning development opportunities and contact details for each local Menter Iaith.

Welsh Language Commissioner - explaining rights around the Welsh language, the Welsh Language Standards and other policy, research and data.

WCVA has an information sheet on promoting the **Welsh Language through Volunteering**.

Cadw – details of locations, activities, events and resources linked to Wales's historic environment.

Sports Wales – creating thriving, sustainable sporting communities, with the participant at the heart. Support and resources for individuals, groups and clubs.

Voluntary Arts Wales – promoting and supporting participation in the arts as a force for personal development, community cohesion and fun.

Arts Council Wales – Wales's funding and development organisation for the arts.



A Globally Responsible Wales

In a nutshell

'Ensuring that we use only our fair share of the earth's resources and choose actions that avoid exploitation of others and do not worsen global challenges like climate change.'

The legal spiel

'A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.'



Why is it important?

The Well-being of Future Generations Act recognises that the positive behavioural changes made by Wales' organisations and citizens are important in contributing to global sustainable development, no matter how small they may seem.

The Act is the first national piece of legislation of its kind in the world and aligns with the UN Sustainable Development Goals (SDGs) and the **UN's 2030 Agenda**.

The core guidance for the Act focuses on two key areas for global responsibility:

- **Decarbonisation** – defined as reduction in energy demand, increased energy efficiency and use of new cleaner energy sources that don't contribute so heavily to climate change.
- **Sustainable consumption and production** – defined as choosing the options that will deliver most positive benefit and least negative impact, both locally and globally, when producing, buying or disposing of goods and services.

The **National Indicators** helping to measure progress towards a globally responsible Wales include those focusing on:

- renewable energy
- greenhouse gas emissions
- the social return on investment of Welsh partnerships working towards the UN's SDGs.

Statutory bodies, organisations and the Welsh population can contribute to this global Goal at a local level for example through reducing, or choosing cleaner methods of transport and energy or through influencing others through campaigns or shopping choices to help tackle international issues such as poverty or modern day slavery.

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How does the third sector contribute?

A globally responsible Wales may sound like a big challenge but it is important to remember that actions taken by communities and individuals can lead to meaningful change at a wider level.

Initiatives such as Fair Trade have been championed by

volunteers and third sector organisations and have become widely used as a result.

Other campaigns have highlighted issues such as deforestation and unsustainable fishing practices and produced guides to help people make choices that do not contribute

to these problems. This demonstrates the power of awareness-raising amongst staff members, volunteers and the public about the need to think about the impacts that actions in Wales might be having on people in other parts of the world.



What can your group do to maximise your contribution to this Goal

Think about the activities that you carry out in your day to day work and how this might impact on the people around you and in other parts of the world.

You may wish to consider how your organisation spends its money – for example whether you buy fair trade products or choose local produce to reduce transport miles. You may wish to try to influence others for example through an ethical purchasing or procurement policy.

For larger organisations or suppliers this may consider issues like child or slave labour or provision of a 'Living Wage', sustainable resource use, and whether or not suppliers themselves have environmental standards or corporate social responsibility policies.

Other actions you might consider or already be taking include:

- 1 Prioritising active travel and 'greener' forms of transport to help reduce greenhouse gas emissions and the unavoidable impacts of climate change.
- 2 Adopting minimum ethical standards or having an ethical investment or purchasing policy especially if you are large enough to contract larger companies. **Christian Aid** estimates that corporate tax dodging is costing developing countries up to \$300bn in lost revenues every year. Questions about tax compliance in procurement policies could help change this.
- 3 Procuring items that are independently accredited such as **Fairtrade**, **Organic**, **MSC** and **FSC** so that you can ensure fair prices for producers and, sustainable practices that deliver positive contributions to global issues, livelihoods and conservation.
- 4 Actions to promote international understanding such as encouraging global education opportunities for employees. These could include - events, exchanges or even skill sharing opportunities through Academi
- 5 Wales's International Learning Opportunities
- 5 Promotion of volunteer opportunities or campaigns to benefit developing countries–
- 6 Actively engaging with DEC – Disasters Emergency Committee - to better support coordinated responses to disasters and emergencies overseas
- 7 Developing links with diaspora communities or with projects in developing countries for mutual learning and support
- 8 Developing links with schools to offer local volunteering opportunities. This can support **Welsh Baccalaureate** students and citizenship actions linked to **Education for Sustainable Development & Global Citizenship**
- 9 Supporting the work of local City of Sanctuary or welcome groups to provide opportunities for refugees or asylum seekers settled in the community.
- 10 Developing a divestment (the opposite of investment) plan to divest all reserves and pension funds from fossil fuels.

This is important to all of us because:



1 in 9 people do not have enough to eat and more than a billion people still live on less than \$1.25-a-day ([Oxfam Cymru](#))



On average more than **20 million people** have been displaced by natural disasters and extreme weather events every year since 2009.

([UN High Commission for Refugees](#))



Available resources and support

[Transforming our world: the 2030 Agenda for Sustainable Development](#)

[Welsh Centre for International Affairs](#) – Inspiring more people to act on global issues and Wales to become a more outward-looking nation

[Sustrans Cymru](#) – information and case studies on active travel

[Christian Aid](#) – campaign material and educational resources around poverty and inequality for all ages

[Fair Trade Wales](#) – resources for Fair Trade education, policy, procurement, support and campaigning in Wales, the world's first Fair Trade Nation

[UNA Exchange](#) – Promoting peace, intercultural understanding and personal development by offering affordable, community based volunteering opportunities in Wales and around the world.

[Hub Cymru Africa](#) – grants and capacity building support for groups and individuals who want to work on Wales-Africa Projects

[@DecCymru](#) – Bringing leading charities in Wales together to fundraise in times of crisis

[City of Sanctuary](#) is a movement committed to building a culture of hospitality and welcome, especially for refugees seeking sanctuary from war and persecution with local groups across the UK

[Go Fossil Free](#) – information about fossil fuels and a guide to divestment

[Forest Stewardship Council \(FSC\)](#) runs a global forest certification system, which allows people to identify, purchase and use wood, paper and other forest products produced from well-managed forests and/or recycled materials.

[Marine Conservation Society \(MCS\)](#) has produced a Good Fish guide to help people check if their fish comes from sustainable sources.

