

Agenda – Equality and Social Justice Committee

Meeting Venue:

Committee Room 4 (Ty Hywel)

Meeting date: 1 December 2025

Meeting time: 12.30

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Pre-meeting

(12:30–13:00)

Public meeting

(13:00–14:30)

1 Introductions, apologies, substitutions and declarations of interest

(13:00)

2 Post-legislative scrutiny of the Future Generations Act: session with Cabinet Secretary for Social Justice

(13:00–14:30)

(Pages 1 – 42)

Jane Hutt, MS, Cabinet Secretary for Social Justice, Trefnydd and Chief Whip

Rae Cornish, Deputy Director, Sustainable Futures, Welsh Government

Juliette Selby, Senior Sustainable Development Policy Manager, Welsh Government

3 Papers to note

3.1 Correspondence from the Cabinet Secretary for Social Justice and Chief Whip to the Future Generations Commissioner regarding the Future Generation Commissioners report: “Future Generations 2025”

(Pages 43 – 56)



**3.2 Welsh Government response to the Committee's report on Social Cohesion:
"Co-operation over Conflict – Wales must Act"**

(Pages 57 – 68)

**3.3 Snapshot of poverty in Autumn: a report from the Bevan Foundation
["Snapshot of poverty in Autumn"](#)**

**4 Motion under Standing Order 17.42 (vi) to resolve to exclude the
public for the remainder of today's meeting and for the
Committee's meeting on 8 December 2025**

(14:30)

Private meeting

(14:30–14:45)

**5 Post-legislative scrutiny of the Future Generations Act: session
with Cabinet Secretary for Social Justice: consideration of evidence**

(14:30–14:45)



Welsh Government evidence paper for the Equality and Social Justice Committee's post-legislative scrutiny inquiry into Well-being of Future Generations (Wales) Act 2015

The paper addresses the inquiry terms of reference, as follows:

- How far the intended objective of the Act is being achieved; any action which should be taken to improve the effectiveness of the Act and its implementation; whether the review and reporting requirements under the Act are being met;
- how far the Act has been legally binding and enforceable; and how far the Act has represented, and will continue to represent, value for money.

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1. Introduction

1. The Well-being of Future Generations (Wales) Act 2015 (“the Act”) is a response to meeting several complex long-term challenges and takes further Wales’s commitment to sustainable development. The Act remains a unique piece of legislation within the UK, drawing on the UN Sustainable Development Goals (“SDGs”) and the views and desires of people in Wales.
2. The Act strengthens existing governance arrangements for improving the well-being of Wales to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. It identifies well-being goals which public bodies are to seek to achieve to improve the well-being of Wales both now and in the future.
3. The Act has influenced a change in the way we work in Wales, leading to more collaboration and involvement with our partners and citizens in a meaningful and effective way when developing policy, delivering services and projects.
4. The well-being of future generations agenda is driving continuous improvement in how government and public bodies in Wales work and the key provisions of the Act. Public bodies have set, reported and are delivering their well-being objectives and Public Services Boards (“PSBs”) have well-being plans in place to make positive contributions to the well-being goals. Implementation of the Act is now about continually improving how we act in accordance with the sustainable development principle to achieve the well-being goals.
5. It is also a testament to the transparency and accountability of the Act that in 2025 alone there have been statutory reports from the Future Generations Commissioner (“FGC”) and the Auditor General for Wales (“AGW”), as well as this post-legislative inquiry into the Act. Integration of the Act into scrutiny processes will ensure it remains alive and modern to current needs.

2. Long Term View

6. Long-term thinking is a significant feature of the Act, balancing the need to take action to address current issues with the requirement to meet the long-term needs of Wales. Long-term thinking is not intended to remove the ability of public bodies to take the short-term immediate view, but to ensure that in addition to this the impact on future generations are considered.
7. Implementation of the Act is also going to be long-term, and it is important to acknowledge that there is not one government in the world that has successfully embedded sustainable development across all its policy areas. At the foundation of the Act, it was acknowledged that it would take time to deliver its proposed outcomes and aims. That is why a 20-year programme of work was established to support the behavioural and cultural changes that would be needed and why the Welsh Government's Culture Change Service was established in May 2012.
8. Senedd scrutiny of the Act and the use of it through various committees is also part of Wales's long-term commitment to change. The Senedd Cymru (Members and Elections) (Wales) Act 2024 enables the constitutional landscape in Wales to shift to a larger Senedd and government which might present opportunities to move to a higher profile, cross-cutting parliamentary mechanism. Finland's Commission for the Future might be an example of how to undertake accountability of Welsh Government ("WG") under the Act and serve as a sounding board for issues across the whole governance framework established by the Act. Integration of the Act into scrutiny processes is important to the success of the Act, as demonstrated by this inquiry.
9. Linking of the Act to the SDGs means that Wales is increasingly becoming recognised as a global leader in well-being and sustainability, with the Act now acting as a form of soft power that puts Welsh politics on the map, and shapes international thinking. It has won multiple international awards, including the World Future Council awarding the Act the world future policy award in November 2024, and has opened doors for Welsh policymakers at international forums. Through the Act, Wales is building collaborations with international organisations such as the Wellbeing Economy Governments ("WEGo") partnership and the World Health Organization ("WHO"), helping Wales influence global policy and practice, including by hosting the launch of WHO's research findings into well-being investment in Cardiff in December. This further cements Wales's reputation as a country that puts long-term well-being at the heart of its decision-making, and as a result makes Wales a country international organisations are keen to engage with.

"The adoption of the Declaration on Future Generations at the United Nations marks a significant moment for global governance... Wales has led the way in

becoming the first country in the world to embed future generations into law." - United Nations Under-Secretary-General, Guy Ryder, 2015

"The Welsh approach provides important learning that other nations seeking to adopt well-being economy approaches can draw from." – Chris Brown, WHO Europe, 2024

Light Up the Future

The WG recently led a national plan for marking the 10th anniversary of the Act, acknowledging the success over the last ten years, as well as looking forward to the future of the Act. During this anniversary we delivered a national-day-of-action to focus attention on the Act across and outside of Wales called **Light Up the Future** where participants discussed everyday implementation of the Act, and the use of the 5 ways of working, from across all sectors of Wales. We have also seen the anniversary marked by the Future Generations Commissioner for Wales and the Auditor General for Wales at their Action Summit on 29 April.

3. WFG Landscape

10. To ensure the Act can continue to deliver on its objectives it is right to consider the wider landscape around it. This landscape needs to be part of an understanding about the reach of the Act and the impact of its implementation. The maps at Annex 1 illustrate the scope of the Act which could be considered by a future evaluation.

Legislative Landscape – Map 1

11. The legislative landscape around the Act has an influence on its implementation and interactions can be found at Map 1 (Annex 1). Since devolution, legislation has influenced and used the framework of the Act to extend its reach and support its purpose. Map 1 shows the landscape of legislation prior to 2015, mainly influencing the Act; legislation during 2015 and 2020 (including the Act); and legislation during 2021 and 2025, which primarily uses or draws on its purpose and intended effect. The map does not seek to show every piece of legislation that has a policy relationship with the Act.

12. Welsh legislation has used the Act in several ways, drawing on the purpose of the Act and supplementing it; adding new public bodies; tapping into its operational mechanisms; and reporting or replicating its architecture. More recently two further pieces of legislation – the Disused Mine and Quarry Tips (Wales) Act 2024 and the Environment (Principles, Governance and Biodiversity Targets) (Wales) Bill are or may add public bodies to the Act (these are not captured in Map 1).

13. This landscape is likely to contribute to the implementation of the Act and where other legislation has an enforcement mechanism, could be found to deepen the contribution. For example, interactions created by the Social Partnership and Public Procurement (Wales) Act 2023 (“SPPP Act”) such as the Social Partnership duty, which uses the process of setting well-being objectives, could be a powerful lever in terms of public bodies seeking to maximise their contribution to the well-being goals.

Duties on Public Bodies – Map 2

14. Public bodies have a landscape of several other duties which they are required to discharge in addition to the well-being duty. Map 2 (Annex 1) includes an overview of these duties and the primary legislation that created them, including the public bodies that are expected to discharge these duties.

15. Each of the other duties have a different level of regard, not captured by the map, but each have a policy specific contribution to the well-being goals and are likely to play a significant part in how public bodies might set their well-being objectives or review those objectives.

- 16.** It is not certain what impact the other duties are having on implementation of the Act, but determination of the extent to which these other policy specific duties are supporting the setting of well-being objectives to maximise a contribution to the well-being goals is key to measuring impact.

Relationships for Accountability, Assurance, Compliance and Transparency – Map 3

- 17.** Map 3 (Annex 1) shows the general duties and powers of the FGC, AGW and the Welsh Ministers under the Act. Although these three are not typically referred to as regulators in the context of the Act, it is a helpful label for analysing the Act as a governance framework. Within the map are examples of the leading accountability mechanism the Act has shown, including Section 20 reviews and statutory reports. The Act was designed with accountability, assurance and transparency through several different mechanisms, but it is primarily managed by the ‘regulatory’ relationships governed by soft ‘regulatory’ powers rather than being enforced under the Act. By design the Act’s three ‘regulators’ are the Welsh Ministers, the FGC and the AGW who have joint and individual roles of setting expectations, providing guidance and support, and influencing change without the force of binding legal regulations.
- 18.** Both Section 20 reviews by the FGC have led to the implementation of changes in the WG. The Section 20 review on procurement identified that whilst there were many examples of good practice in achieving well-being goals through procurement, these were not being targeted or achieved consistently by public bodies. The Socially Responsible Procurement duty in the SPPP Act has been designed specifically to address that concern.
- 19.** The FGC’s statutory Future Generations Report 2025 is already leading to wider implementation of the Act in the WG. The WG has adopted, accepted or accepted in principle 30 recommendations from the 46 for the WG, rejecting only 1 recommendation. Other responses include “not applicable” and “considering positively for the future”.
- 20.** The 2025 statutory report from the AGW – “No Time to Lose: Lessons from our work under the Well-being of Future Generations Act” – has also influenced WG delivery of the sustainable development principle, with planned actions agreed for the WG to work with public bodies to take a fresh look at the assessment of performance and impact under the Act.

4. National Picture on Well-being Goals

Well-being of Wales Report, National Indicators and Milestones

- 21.** The Act requires Welsh Ministers to set national well-being indicators to assess progress towards achieving the well-being goals. In March 2016 the WG published a small set of national well-being indicators to measure progress against the well-being goals. The national indicators are designed to represent the outcomes for Wales, and its people that will help demonstrate progress towards the 7 well-being goals. They are not intended to be performance indicators for an individual organisation.
- 22.** In 2021, the WG asked for views on possible new indicators based on the learning from COVID-19. Based on these responses and wider input, some indicators were updated, and 4 new national indicators were included in December 2021. Welsh Ministers will conduct a further review of the national well-being indicators to begin after the next Senedd election in 2026.
- 23.** The Act also requires Welsh Ministers to set national well-being milestones to assist in measuring whether progress is being made at a national level towards the achievement of the well-being goals. Following development and consultation throughout 2021, the first wave of national milestones was laid before the Senedd in December 2021 and the second wave were laid in November 2022.
- 24.** The Act created a statutory requirement to report against our progress towards the national well-being goals and well-being indicators through the Wellbeing of Wales Report, which concerns the collective progress of Wales as a nation. It is not a report on the performance of an individual organisation and the first report was published in September 2017.
- 25.** As the Wellbeing of Wales report has been published annually since 2017, it offers the most comprehensive and accurate study of progress under the Act since its inauguration in 2015. Annex 2 provides an overview of some of the longer-term findings from the Wellbeing of Wales reports for each of the well-being goals.

5. Welsh Government Implementation

Continuous Learning and Improvement Plan

26. Learning and improving has been a big part of the Act's implementation and in 2022 the FGC conducted a Section 20 review into WG's implementation of the Act, concluding that:

“Significant progress has been made since the Well-being of Future Generations (Wales) Act 2015 came into force. The aim and ambition of the Act has helped shift culture in public sector from silo working and short-termism towards a more integrated, long-term way of thinking, which considers the needs of both current and future generations. Welsh Government has shown ambition and improvement in the progress they are making towards achieving the seven well-being goals. However, there is more that must be done to achieve the ambitious vision the Act set out for Wales.” - Executive Section 20 Overview, 2022

27. In response to that review the WG published its Well-being of Future Generations Continuous Learning and Improvement Plan (“WFG CLIP”). The WFG CLIP brought together the actions that the WG have taken to strengthen the organisation's understanding and application of the Act. In May 2024, an annual progress update was published and over the course of 2024-25 the WG completed 18 actions, with 15 embedded into everyday processes and other actions at various stages of progress.

28. From a policy perspective, the sustainable development principle has shaped the way we have developed policies such as the Anti-racist Wales Action Plan. Case studies of these can be found in Annex 3.

29. The next iteration of the WFG CLIP will reflect the actions the WG has committed to progress because of the 50 recommendations contained in the Future Generations Report 2025 and the 4 recommendations in the AGW's statutory report.

Learning through training

30. There is a leadership challenge for people across the public service in Wales to think about the long-term and lead the way in working differently both within the spirit and letter of the WFG Act. Training and learning opportunities have been developed over the last 10 years to support implementation of the Act, including:

- Academi Wales's programmes and masterclasses support future and current public and third sector leaders across Wales through a wide range of leadership development interventions. This includes its annual One Welsh Public Service Summer and Winter Schools.
- The Future Generations Leadership Academy, which was established in 2019, has been successful in bringing together young people from across

Wales's public, private and voluntary sectors to train them in leadership development and in the Act. This has led to young leaders delivering the Act within their organisations across the WG and wider public, private and third sectors.

- The WG has published the **Building culture for co-production: A manual for applying the Wellbeing of Future Generations Act**. This document promotes a selection of the most successful and popular practices for delivering the sustainable development principle, based on the latest scientific evidence and over a decade of experimentation. It provides a toolkit for new and innovative ways of delivering the Act.
- **Hwb Dyfodol** was launched this year by the WG, FGC, Natural Resources Wales (“NRW”) and Transport for Wales (“TFW”) to embed futures thinking across all public sector organisations in Wales. It involves sectors and multiple generations, and it is working to unlock ideas and solutions that will lead to integrated preventative action. It is intended to build skills around long-term thinking and is being utilised to support robust futures analysis for PSB well-being assessments and the next iteration of the Future Trends Report.
- The Hwb Dyfodol, in collaboration with Cymbrogi, has created a new futures module for secondary schools. This module will lead students on a time travelling journey helping them imagine different and better pathways to the future and linking them back to our challenges in the present. This is an important step to making Wales the most future-literate nation in the world and is enabled by the Act.

6. Wales Wide Implementation

Public Bodies

31. Since the Act came into force all 44 bodies set their well-being objectives and reported on those objectives and continue to do so whilst reviewing their objectives. Annex 3 provides case studies of public bodies implementing their well-being objectives.

32. The Public Accounts Committee (5th Senedd) held an inquiry into the barriers to the implementation of the WFG Act. As part of this inquiry, the Committee asked public bodies whether it was clear to them what good implementation of the WFG Act looked like in practice. Their report, Delivering for Future Generations: the story so far, found that overall public bodies did have this clarity. It also made several recommendations to address the barriers to implementation which the WG responded to, including the review of public bodies subject to the Act.

33. The Future Generations Report 2025 found there to be strong support for the Act across the public sector in Wales and that some public bodies have embedded the Act into their corporate process. It also states that:

“Over the last decade, there has been a fundamental shift in how Welsh Government and public bodies operate, leading to the creation of dedicated sustainable development teams, and new decision-making processes aligned with the five ways of working and the well-being goals.” – Future Generations Report 2025

34. The AGW’s statutory report found that the Act has increased prominence, changed conversations, is influencing longer-term planning, and impacting day-to-day decision-making and working practices across Welsh public services. However, it states that there are instances where public bodies have given little or no explicit consideration to the Act and that action is required in specific fields such as workforce planning, asset management and financial planning.

Public Services Boards

35. PSBs are an essential part of localising Wales’s well-being goals. By bringing together public bodies with a shared duty to improve well-being in their area they developed and delivered well-being plans across Wales. Case studies of PSB delivery are shown in Annex 3.

36. Welsh Ministers, working with key delivery partners such as the FGC, are working closely with public service partners to support PSBs through the Strengthening PSBs Progress Group. The Strengthening PSBs Progress Group was formed in response to real challenges identified by PSBs and national partners — and it’s driven by a shared ambition to improve how PSBs operate, collaborate, and deliver impact.

37. The group is now progressing work in three key areas:

- **Monitoring & Evaluation Guidance:** Co-producing tools and guidance to help PSBs report on medium- and long-term outcomes and demonstrate how the five ways of working are being applied.
- **Communications & Visibility:** Developing resources to clarify the role of PSBs and increase their visibility locally and nationally, including elevator pitch toolkits and case studies.
- **Learning Spaces:** Designing and testing spaces for PSBs and partners to share learning, strengthen relationships, and build trust across sectors.

7. Value for Money and Enforcement

Welsh Government Funding for the Act

38. The WG provides funding for specific aspects of the Act, as demonstrated in Table 1:

Table 1 – Welsh Government Direct Funding for Delivery of the Well-being of Future Generations Act

Function	Purpose of Funding	2024-25 Final Budget (£)	2025-26 Final Budget (£)
The Office of the Future Generations Commissioner	Final baseline resource funding for the Office of the Future Generations Commissioner for Wales.	1,610,000	1,700,000
Public Services Boards	A regional funding grant to aid support with PSB assessments of well-being, and the development and delivery of PSB well-being plans. This also includes funding for wider Welsh Government PSB activities including staffing costs.	530,000	585,000
Total		2,140,000	2,285,000

39. Smaller amounts of ad hoc funding are used for other activities such as research and events.

40. In addition, the WG has 7.8 FTE staff in the Sustainable Futures Division working directly on the delivery and implementation of aspects of the Act.

The Future Generations Commissioner for Wales

41. The FGC and his office provide multiple services within their budget. Their **annual report 2024/25** demonstrated the breadth and depth of their delivery on the Act. Notable delivery includes:

- Analysing 238 well-being objectives and 2155 steps.
- Impacting and influencing key policies including river pollution and the community food strategy.
- Delivering the 4th Future Generations Leadership Academy to 36 young people.
- Helping 36 public bodies deliver the sustainable development principle through undertaking the Ways of Working Progress Checker.

- Hosting 10 ministerial meetings and attending a Senedd committee. This year has seen these numbers increase with the Commissioner attending several Senedd committees.

Public Bodies and Public Services Boards

42. As part of the consultation for additional public bodies, feedback was sought on resource implications and the many public bodies added to the Act in 2024 indicated that costs would be absorbed into current resources with no increase in staffing costs, with some indicating that costs would be minimal.

43. The AGW's statutory report stated that public bodies can achieve more value for money by using the sustainable development principle and that public bodies should be held to account for delivering on well-being:

"Public bodies are often not able to demonstrate the impact of various plans and activities, or the value for money they are achieving".

"public bodies need to work together to respond to complex challenges and achieve value for money. Collaboration can realise economies of scale or avoid duplication. It can mobilise partners to manage demand and stop problems from getting worse. Collaboration can also help deliver wider benefits. It is not just about working together to address short-term problems".

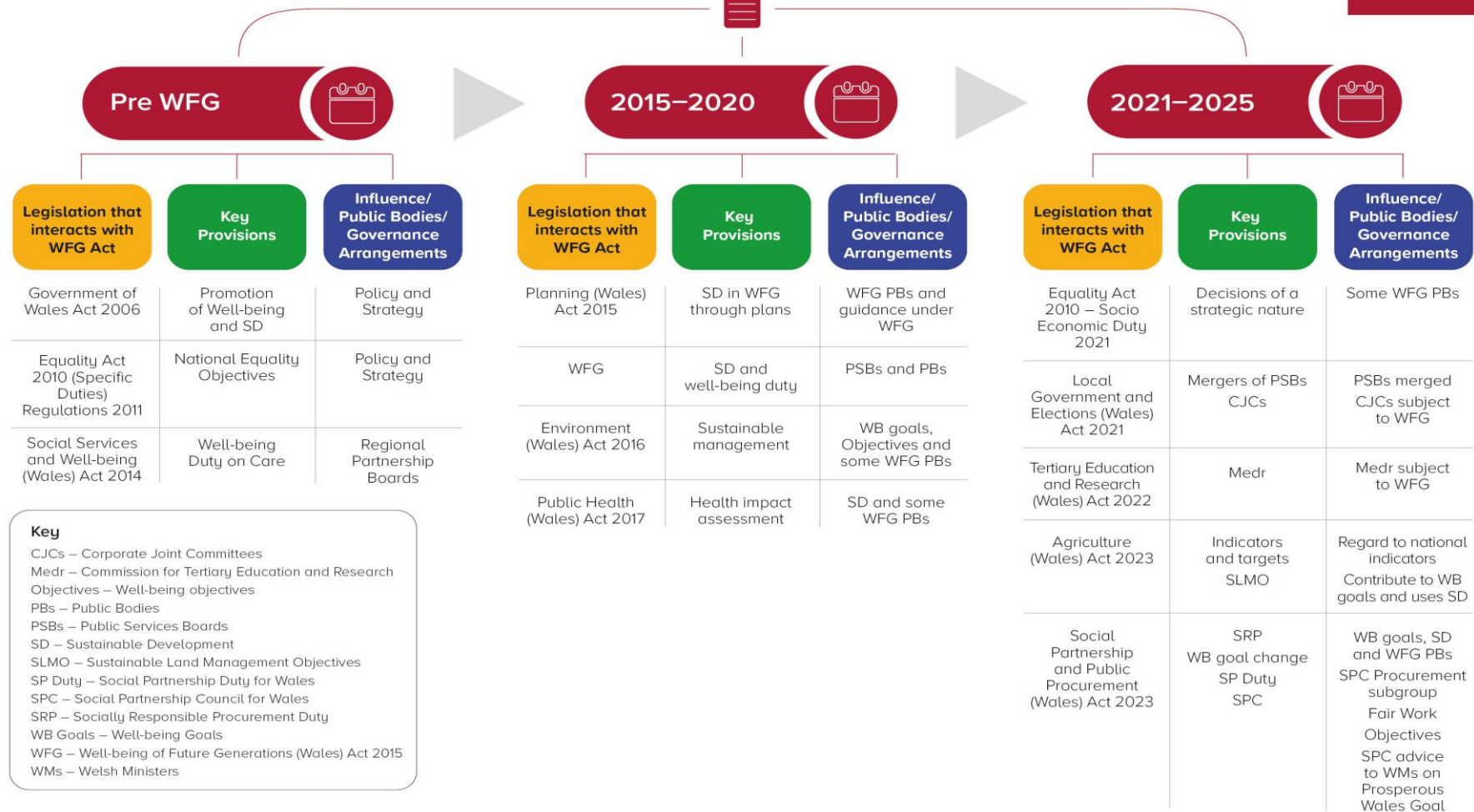
44. The Welsh Government's policy on funding has been that it is for the PSBs to decide how they collectively resource their work – including pooling resources and funding. However, there have been varying degrees of success when pooling funding or drawing on funds outside of members' budget.

8. Annex 1 – WFG Landscape Maps

Well-being of Future Generations (Wales) Act 2015 legislative interactions



Legislature

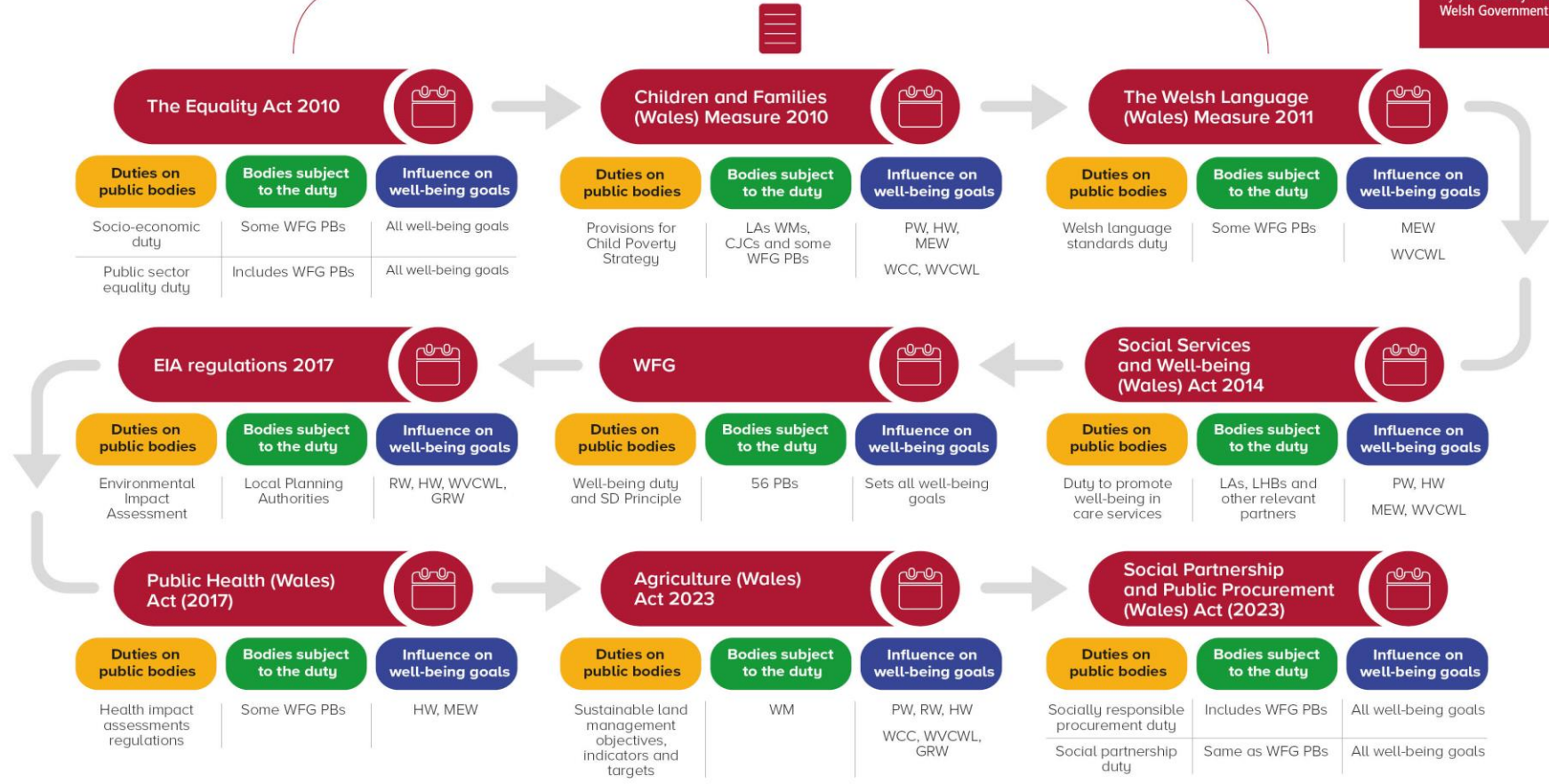


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Duties on public bodies

Well-being of Future Generations (Wales) Act 2015



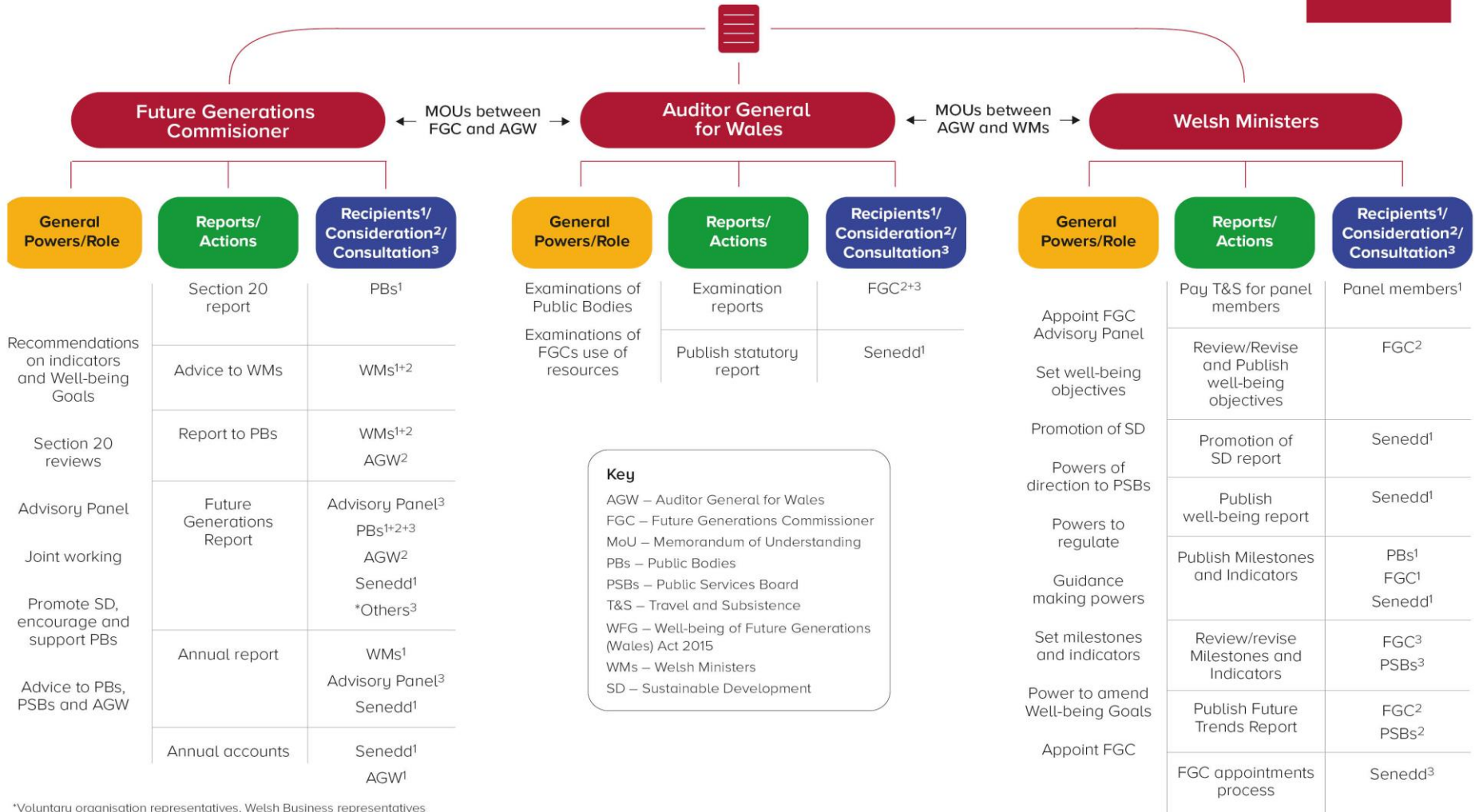
Key				
CJCs – Corporate Joint Committees	HW – A Healthier Wales	PBs – Public Bodies	SD – Sustainable Development	WVCWL – A Wales of vibrant culture and thriving Welsh language
EIA – EIA regulations 2017 – The Town and Country Planning (Environmental Impact Assessment) Regulations 2017	LAs – Local Authorities	PSBs – Public Services Boards	WCC – A Wales of cohesive communities	WM – Welsh Ministers
GRW – A globally responsible Wales	LHBs – Local Health Boards	PW – A more prosperous Wales	WFG – Well-being of Future Generations (Wales) Act 2015	
	MEW – A more equal Wales	RW – A resilient Wales		

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Key regulators, powers and flow of information under WFG

Well-being of Future Generations (Wales) Act 2015



Key
 AGW – Auditor General for Wales
 FGC – Future Generations Commissioner
 MoU – Memorandum of Understanding
 PBs – Public Bodies
 PSBs – Public Services Board
 T&S – Travel and Subsistence
 WFG – Well-being of Future Generations (Wales) Act 2015
 WMs – Welsh Ministers
 SD – Sustainable Development

*Voluntary organisation representatives, Welsh Business representatives and Trade Unions in Wales
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 Mae'r ddogfen hon ar gael yn Gymraeg hefyd / This document is also available in Welsh

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9. Annex 2 – Progress of the Well-being Goals

A Prosperous Wales

45. Longer term progress towards the Prosperous Wales goal has been mixed, with overall labour market outcomes improved as compared with the period prior to devolution in 1999. Progress has been less marked in addressing poverty, low productivity, pay and income levels. Whilst progress has been made on decarbonisation, more rapid change will be needed in future to meet targets. Key points for a Prosperous Wales include:

- The percentage of people living in relative income poverty in financial year 2022 to 2023 to financial year 2023 to 2024 was 22% compared with 25% toward the end of the last century.
- The historical gaps in employment and activity rates between Wales and other parts of the UK have narrowed since the turn of the century, with Wales outperforming some English regions over the medium term.
- Provisional estimates for 2023 show that the proportion of 16 to 24 year olds who were in education, employment or training (86.4%), is approaching the 90% national milestone, up from around 80% in the period 2010 to 2012.
- The qualification profile of the Welsh working age population has been improving over time, moving towards the relevant milestones.
- Management of the interaction between economic growth and the development of an innovative, low carbon economy is complex and poses challenges, but there are positive signs in some sectors.

A Resilient Wales

46. Data for some of the national indicators suggest that progress is being made towards the resilient Wales goal, but some of this progress has slowed recently, and further improvements are needed to reach the goal and national milestones. Key points for a Resilient Wales include:

- The distribution of species in Wales has declined over the long-term but has been stable more recently.
- The quality of our water whether in seas, rivers, streams or the ground has generally improved in recent decades.
- Air quality has improved greatly since the 1970s but remains a risk to human health and nature.

- Wales has seen decreases in waste generation and considerable improvements in the recycling rate, but we continue to use up resources faster than they can be replenished.
- Installed electrical capacity from renewable energy continues to increase but at a considerably slower pace than in recent years.

A Healthier Wales

47. Limited progress has been achieved towards a healthier Wales, with many national indicators deteriorating and the COVID-19 pandemic significantly affecting trends. Key points for a Healthier Wales include:

- Healthy life expectancy has declined for both males and females since 2011 to 2013.
- The proportion of single babies born with low birth weight has shown an increase in the last decade, rising to 6.3% in the latest period, the highest rate recorded.
- Among young people, the percentage with two or more healthy behaviours has improved since 2017.
- Adult mental well-being scores and the gap between the most and least deprived were stable in the latest period.
- For young people, average mental well-being scores declined across the time series, with the gap between low and high family affluence widening.

A More Equal Wales

48. There has been mixed progress towards achieving the goal. Some of the national indicators show improvement in recent years, in particular, the decreases in the employment gap for disabled people and the pay gap between women and men. However, some of the indicators show little sign of improvement or have deteriorated such as women reporting lower feelings of personal safety and high levels of income poverty in minority ethnic households. Key points for a More Equal Wales include:

- The gender pay gap has generally been narrowing over the last 2 decades and decreased to 1.9% in 2024.
- The gap between the employment rate for different groups has generally decreased over the last decade.

A Wales of Cohesive Communities

49. Community cohesion improved during the pandemic but has subsequently declined, however, recent data is showing a return toward pre-pandemic levels. Key points for a Wales of Cohesive Communities include:

- The percentage of people volunteering had been falling but is an indicator that has seen recent increases. The national milestone to have 30% of people volunteering was reached in 2022 to 2023, and continues to be met, with 32% of people volunteering in 2024 to 2025.
- In the past year the percentage of households successfully prevented and relieved from homelessness has slightly fallen, whilst the number of individuals in temporary accommodation has decreased, and the estimated number of individuals sleeping rough is higher.
- Since 2015 to 2016, there have been general downward trends in the proportion of adults who were victims of crime (excluding fraud), and victims of personal crime

A Wales of vibrant culture and thriving Welsh language

50. Progress towards this well-being goal is inconsistent. Some indicators, like arts, culture and heritage, and daily use of Welsh, remain stable, while previous gains in sport and children's arts engagement have reversed. Despite this, adult sport participation has improved long-term, as has museum and archive accreditation, but the number of Welsh speakers has notably declined. Key points for a Wales of vibrant culture and thriving Welsh language include:

- Looking back over the last decade, there were initially increases in both attendance and participation in the arts by children. But both are now falling and are either at or lower than the level seen 10 years ago.

A Globally Responsible Wales

51. Progress continues to be made towards the globally responsible Wales goal, with updated data showing further reductions in greenhouse gas emissions. Key points for a Globally Responsible Wales include:

- In 2023, it was estimated that greenhouse gas emissions released into the atmosphere directly from within Wales totalled 34.1 million tonnes of carbon dioxide equivalent (MtCO_{2e}), a decrease of 6% from 2022, and a decrease of 38% from the base year (early 1990s).

- The latest estimates show that while the global footprint per person in Wales reduced by nearly a third between 2004 and 2018, it remains over twice the estimated biocapacity of Wales.

10. Annex 3 – Case Studies

Welsh Government Policy Case Studies

Anti-Racist Wales Action Plan

52. The Anti-racist Wales Action Plan (“ArWAP”) has the long-term goal of an anti-racist Wales by 2030. The key goals of A More Equal Wales, A Wales of Cohesive Communities, and A Wales of Vibrant Culture and Thriving Welsh Language are particularly aligned with the ArWAP, strengthening our combined efforts through shared indicators and milestones. In working toward eliminating pay gaps for gender, disability, and ethnicity by 2050, we’ve already engaged with the UK Government on their planned Equality (Race and Disability) Bill. This Bill will extend pay gap reporting for ethnicity and disability to employers with over 250 staff, helping protect workers from race and disability discrimination.

53. The WFG Act has been instrumental in shaping the ArWAP, embedding long-term, preventative, and collaborative ways of working at its core. Prevention is reflected in intersectionality and positive action as cross cutting themes running across the Plan. Prevention is also reflected in actions within the Plan including the DARPL approach in education and childcare. The plan was developed through involvement and co-production, with lived experience central to its development and delivery. This co-productive approach was taken in the Disability Rights Taskforce and development of the forthcoming disability action plan. A cross-government and integrated approach underpins the ArWAP, and the LGBTQ+ Action Plan, with collaboration across the public sector integral to their delivery.

Violence Against Women, Domestic Abuse & Sexual Violence

54. Our work on Violence Against Women, Domestic Abuse and Sexual Violence (“VAWDASV”) is a clear example of how a WFG Act approach supports and enables a more sustainable approach to tackling generational challenges. The UN SDGs, which Wales’s Well-being Goals contribute to, include a specific goal and target to eliminate violence against women and girls. Our work to tackle VAWDASV in Wales, underpinned by the VAWDASV Act, continues to be a clear demonstration of the five ways of working in the sustainable development principle. In the current budget we are increasing funding for early intervention and prevention; continuing to support collaboration through the Blueprint which includes a survivor panel that involves survivors into decision making; integrates the work of Local Authorities and Local Health Boards through their respective duties in the VAWDASV Act; and increases funding to develop better data, including future trends to support better decision making to tackle VAWDASV across Wales.

Circular Economy

55.The Act has been at the heart of Wales's success on a circular economy. It has enabled world leading success in recycling with a strong emphasis on the economic and social benefits, harnessing the environmental culture embedded within citizens. This has allowed an approach keeping high quality recyclable materials separate at source facilitating their supply to Welsh manufacturers, increasing their resilience to raw material supply challenges. This has led to inward investment of new UK scale recycling facilities with 100s of jobs – for example the Jayplas plastic recycling plant in Gorseinon and the Eren cardboard recycling mill in Shotton. The development of Beyond Recycling in 2021 fully embraced the five ways of working, and its contribution to each of the goals was clearly laid out and exemplified as a case study by the FGC in the recent Future Generations Report 2025.

Public Bodies Case Studies

Transport for Wales

56.In June 2024, TfW was designated as a named body under the Act. In April 2025, TfW published four well-being objectives to ensure that its decision-making benefits people and communities, the environment, local economies, and Welsh language and culture. From those objectives notable TfW's initiatives include:

- Fair work and economic resilience: As a Real Living Wage Employer, TfW guarantees fair wages that enhance financial security, reduce inequality and support local economies.
- Sustainable transport innovation: The fflecsi bus scheme, delivering approximately 25,000 journeys each month, improves access, reduces reliance on private vehicles, lowers carbon emissions and improves community cohesion.
- Community investment, social value and impact: Through 44 sustainable impact and 22 legacy projects in collaboration with 54 partners, including charities, social enterprises, and voluntary organisations, TfW has invested £413,000 (with £200,000 in grants). Over four years, this effort has generated an indicative social impact return of £7.6 million, creating green spaces, reducing social isolation, fostering volunteering, and promoting cultural projects that elevate Welsh identity and heritage.

The Real Living Wage

57.The WG have worked with specific sectors to encourage adoption of the Real Living Wage. This has included collaboration with Cynnal Cymru, the Real Living Wage accreditation partner in Wales, providing them with funding. This support enhances their capacity to engage with employers, including public bodies under the Act.

58. The number of Real Living Wage accredited employers in Wales has continued to grow year on year. Following recommendations in the Future Generations Report 2025, and aligned with their well-being objectives, since April 2025 it was announced that Monmouthshire County Council, Vale of Glamorgan and Qualification Wales all became Real Living Wage accredited, meaning that of the 56 public bodies subject to the Act, a record 17 are now accredited.

Public Services Boards

Gwynedd and Anglesey PSB - Collaborative Journey to Becoming Trauma-Informed

59. The Gwynedd and Anglesey PSB is actively embedding the principles of the Well-being of Future Generations Act through its commitment to becoming a trauma-informed PSB. This strategic direction reflects the PSB's well-being objectives around prevention, long-term thinking, and integration. The approach is being developed collaboratively across member organisations, beginning with a bespoke workshop delivered by trauma informed experts from Anglesey Council and their partners in Trauma Informed Wales. This was followed by a shared baseline questionnaire to assess current understanding and practice. Insights from this exercise will inform a co-produced work plan, to be presented later this year, ensuring that future actions are shaped by collective evidence and lived experience.

60. This initiative demonstrates how well-being planning can drive cultural and systemic change, fostering environments that are responsive to trauma and adversity. It also exemplifies the Act's emphasis on partnership, with public bodies working together to build resilience and improve outcomes for communities across Gwynedd and Anglesey.

Vale of Glamorgan PSB - Implementing the Act Through Food Strategy

61. The Vale of Glamorgan PSB has used its well-being plan to drive tangible policy change, exemplifying the implementation of the Act in practice. Key outcomes are the development of the Vale's Food Strategy and the Cardiff and Vale Good Food and Movement Plan, which led to the Vale Council's decision to restrict advertising of food and drink high in fat, sugar and/or salt ("HFSS") across council owned assets. This policy was shaped through the Amplifying Prevention Board - a collaboration between the Vale Council, Cardiff Council and the Cardiff and Vale University Health Board ("CAVUHB"), which provided robust, place-based evidence on the impact of advertising on dietary behaviours, especially among children and low-income communities. This evidence was further supported by a local study undertaken in partnership with Cardiff University's Public Health Intervention Responsive Studies Team ("PHIRST").

62. The strategy aligns with the PSB's well-being objectives and the Act's five ways of working, particularly prevention, integration, and collaboration. It also reflects the

shared ambitions outlined in CAVUHB's *Shaping Our Future Wellbeing* framework, which emphasises co-production and community-led health improvement. This case illustrates how well-being planning can shape policy and implementation, embedding long-term, sustainable change across sectors.

By virtue of paragraph(s) vii of Standing Order 17.42

Document is Restricted

Jane Hutt AS/MS
Ysgrifennydd y Cabinet dros Gyfiawnder Cymdeithasol, y
Trefnydd a'r Prif Chwip
Cabinet Secretary for Social Justice, Trefnydd and Chief Whip

Agenda Item 3.1


Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref JH/PO/546/25

Derek Walker
Future Generations Commissioner
The Office for the Future Generations Commissioner for Wales
Tramshed Pendyris St,
Cardiff
CF11 6BH

Derek.walker@futuregenerations.wales

3 November 2025

Dear Derek,

I want to take this opportunity to thank you and your office for the hard work put into writing and promoting the Future Generations Report 2025. The report plays an important role in marking and showing the progress we have made in the first ten years of the Well-being of Future Generations Act. Your report has also outlined where further action is needed to implement and deliver on the Act. This is vitally important as we strive to maximise our contribution to achieving the 7 well-being goals.

In July I published a [Written Statement](#) providing an initial response to your report. In the document attached to this letter you will see the Welsh Government's response to each of the recommendations relevant to the Welsh Government.

Of the 46 recommendations to Welsh Government, we have responded with 5 'adopted', 9 'accept', 16 'accept in principle', 10 'considering positively for the future', 1 'reject', 5 'not applicable' and none with 'more information needed'. Across the areas covered by the 46 recommendations to the Welsh Government I am pleased that my officials are working closely with your office to take many of them forward. I look forward to seeing the progress being made on these policies in the future.

Bae Caerdydd • Cardiff Bay
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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

I want to re-assure you that where we have been unable to agree to certain recommendations, this is because of a variety of issues, including not being appropriate to make new commitments before the 2026 Senedd election or before the next budget. I have provided a short explanation next to each answer outlining why the response was made.

I look forward to further discussion on this topic with you at our meeting on 3 November, and to continuing to work with your office to further deepen implementation of the Act within the Welsh Government and across Wales.

Kind regards,

A handwritten signature in black ink that reads "Jane Hutt". The signature is written in a cursive style with a prominent horizontal line above the first letter 'J'.

Jane Hutt AS/MS

Ysgrifennydd y Cabinet dros Gyfiawnder Cymdeithasol, y Trefnydd a'r Prif Chwip
Cabinet Secretary for Social Justice, Trefnydd and Chief Whip



**Responses to the 46 recommendations for Welsh Government in the Future
Generations Commissioner's "Future Generations 2025" report.**

Implementation and Impact		
Recommendation	Response	Explanation
1. Welsh Government should commit to a post-legislative review of the Well-being of Future Generations Act to strengthen its impact and to prepare for updates to the United Nations Sustainable Development Goals in 2030. This review should include a public dialogue to engage people across Cymru in shaping the future of well-being policy	Considering positively for the future	The Equality and Social Justice Committee is currently holding an inquiry into this subject. Following the findings of this inquiry, and internal evaluation design and costings considerations, the Welsh Government will consider this requirement further.
2. Welsh Government must assess and streamline partnership structures to reduce complexity and improve coordination across Wales.	Accept in Principle	National governance of PSBs has been renewed and we plan to review streamlining the PSBs relationships with RPBs + CJC's. Increased engagement with public bodies' leaders including discussions on the Act. Reviews will determine acceptance of this recommendation.
3. Welsh Government should ensure the responsibility of implementing the Well-being of Future Generations Act remains with the Prif Weinidog / First Minister	Not applicable	The First Minister will remain responsible for the Well-being of Future Generations Act for this Senedd term. Post-election this is a political decision and will be determined by the post-election First Minister.
4. Public bodies must ensure that staff responsible for corporate areas of change understand the Well-being of Future Generations Act in a way that improves the quality and consistency of implementation through mandatory training and capacity development.	Accept in Principle	This will be included in the Welsh Government's refreshed Continuous Learning and Improvement Plan. Mandatory training requires a delicate balance between delivery pressure and making the WFGA an integrated part of people's roles to ensure meaningful engagement with learning and development.

<p>5. Public bodies must increase engagement with the public to build trust, strengthen consensus, and bridge the gap between policymaking and citizens.</p>	<p>Adopted</p>	<p>In respect of local government - Under the <i>Local Government and Elections (Wales) Act 2021</i>, councils must publish a Public Participation Strategy to promote and support public involvement in decision-making. This duty aims to ensure that local people can influence policies that affect them, helping to build trust and strengthen democratic engagement.</p>
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<p style="text-align: center;">Climate and Nature</p>		
<p>Recommendation</p>	<p>Response</p>	<p>Explanation</p>
<p>6. Welsh Government should introduce a headline statutory target for nature's recovery by 2050 in primary legislation by 2026, with further targets reflecting the Global Biodiversity Framework in secondary legislation, a clear plan of action and long-term funding arrangements.</p>	<p>Not applicable</p>	<p>The Global Biodiversity Framework doesn't set one headline target but instead establishes four overarching Goals and 23 Targets. Our Bill reflects that same approach — setting out clear priority areas that together provide a comprehensive and ambitious framework for biodiversity recovery.</p>
<p>7. Using our land wisely matters more than ever. Following its next 5-year review of A Future Wales, Welsh Government should develop an integrated land and marine use framework that balances commitments to restore nature, support food production, improve climate resilience and deliver new housing and infrastructure. The framework should be accompanied by guidance and toolkits to support local decision-making.</p>	<p>Accept in principle</p>	<p>The Environment (Wales) Act 2016 set a framework for sustainable management of natural resources. The State of Natural Resources Report (SoNaRR) 2025 will inform environmental risks and the next Natural Resources Policy.</p>

<p>8. Building on the investment in nutrient management boards and existing coastal and river forums, Welsh Government should expand their catchment remit as trusted decisionmakers in river restoration. These partnerships should bring together a diverse range of stakeholders to co-create shared action plans, while enabling regulators such as Natural Resources Wales to work more collaboratively and drive positive, long-term change.</p>	<p>Accept in principle</p>	<p>We support the recommendation's intent, which aligns with our current approach. However, expanding board powers would need major legislative change, which we have previously considered. Boards already include statutory bodies, ensuring democratic accountability and legitimacy for catchment restoration efforts.</p>
<p>9. Within the next Government term, legislation is needed to give Natural Resources Wales the same regulatory powers as its English counterpart, including the authority to issue civil sanctions, such as stop orders and fines for polluting activities.</p>	<p>Accept in principle</p>	<p>We continue to work with NRW to assesses what support is required to ensure it continues to meet the challenges in addressing the climate, nature and pollution emergencies. This includes considering any legislation that may be required. Any legalisation within the next Government term will be a matter for the next administration.</p>
<p>10. Welsh Government should establish an expert and cross-sector team, to support public bodies in preparing investment-ready proposals that can attract private sector finance for nature recovery and net zero, ensuring alignment with sustainable investment principles.</p>	<p>Accept</p>	<p>We are working with the Future Generations Commissioner's office to take forward this recommendation.</p>
<p>11. Welsh Revenue Authority should be tasked with ringfencing environmental fines and charges to directly fund climate and nature action.</p>	<p>Considering positively for the future</p>	<p>At the moment these funds contribute to the Welsh Consolidated Fund and therefore contribute to wider Welsh Government priorities. Any penalties collected by the WRA are not reported on separately within their statistical releases.</p>

12. From 2025, public bodies must prioritise climate resilience, net benefit for biodiversity, and pesticide reduction in how they manage their estates, including their buildings, tenant farms, parks, roadside verges and other land assets.	Accept	The Welsh Government Executive Board have agreed to include this in the refreshed post-2025 Continuous Learning and Improvement Plan (CLIP) alongside key Continuous Improvement actions from WG2025 and any uncompleted actions from the original CLIP.
13. Local renewable energy, including community and publicly owned energy has a pivotal role to play in achieving net zero. There is a need for more resourcing and support nationally. Public sector organisations should increase their collaboration with local energy projects by releasing land for joint ventures and committing to purchasing the electricity	Adopted	Welsh Government supports public/community energy projects via the Energy Service and Ynni Cymru grants. Trydan Gwyrdd Cymru will develop renewable projects that retain benefits in Wales. Wider work on a just energy transition includes working with local authorities on Local Area Energy Plans.
14. Climate resilience and adaptation must become a core public service priority. By the end of 2027, Public Services Boards should assess climate risks for their communities, updating their findings every five years as part of their well-being assessments. Public bodies must integrate these findings into their corporate and strategic planning	Adopted	The WG Net Zero Strategy Implementation Plan is embedded through the WG delivery board, including high level representatives across groups with thematic delivery workstreams including buildings and land, supply chain and fleet and infrastructure.
15. The public sector must become deforestation free by 2028, ensuring supply chains do not contribute to global deforestation, habitat loss or human rights violations, including child labour and the abuse of Indigenous Peoples' rights.	Adopted	Welsh Government uses the Sustainability Risk Assessment (SRA) tool in the procurement process to identify and manage the sustainability risks and opportunities linked to the goods or services being procured. The SRA includes global deforestation and alerts buyers to the sustainability risks.

Health and Wellbeing		
Recommendation	Response	Explanation

16. Welsh Government should commit Wales to becoming a Marmot nation, adapting the Marmot model with tailored principles aligned with the Well-being of Future Generations Act, to help reduce inequalities and improve the well-being of our population	Accept in principle	The Cabinet Secretary for Health and Social Care announced a commitment to become a Marmot Nation at the Bevan Commission Summit on 26 March and officials are working with key delivery organisations to turn this commitment into action.
17. Welsh Government and the NHS Executive should ensure prevention is embedded at the start of all clinical pathways start, with performance measures adjusted to reflect this shift	Accept in principle	As part of the key deliverables set in its remit letter for 2025/26, NHS Wales Performance and Improvement (previously the NHS Executive) is expected to demonstrate a relentless focus on primary, secondary and tertiary prevention across its work programme.
18. Welsh Government should develop a plan to halt the rise in obesity within five years, reverse it within ten and create a Wales that supports healthy weight by default by 2035, reducing inequalities. (see our Food recommendations on page 109)	Accept in principle	Healthy Weight, Healthy Wales is our long-term strategy to tackle obesity and overweight in Wales. Reducing inequalities is at the heart of the strategy, recognising that obesity disproportionately impacts our less affluent communities.
20. Public bodies should include prevention as a core strategic objective in corporate strategies and planning	Accept	The Welsh Government Executive Board have agreed to include this in the refreshed post-2025 Continuous Learning and Improvement Plan (CLIP). A shared definition of prevention has been agreed between the Commissioner and the Welsh Government.

Culture and Welsh Language		
Recommendation	Response	Explanation

<p>22. Welsh Government should introduce a Culture Bill to the Seventh Senedd Term (2026 - 2030), to make culture a statutory requirement for public bodies. This will strengthen the role of culture in national well-being and ensure culture receives the recognition and investment it deserves.</p>	<p>Considering positively for the future</p>	<p>The Minister for Culture, Skills and Social Partnership has stated that this should be a consideration for the next Senedd.</p>
<p>23. Welsh Government should commit to a Community Right to Buy Act to empower communities to take ownership of valued local buildings, land, and community assets, ensuring they remain at the heart of thriving communities.</p>	<p>Accept in principle</p>	<p>Welsh Government has committed to exploring a Community Right to Buy. A Senedd bill is planned for the next term, informed by the Community Asset Commission and aligned with UK developments and the FGCs recommendations.</p>
<p>24. The Welsh Government should appoint a Cabinet Secretary for Culture, Arts and Sport</p>	<p>Not applicable</p>	<p>This is a political decision not for the Welsh Government.</p>
<p>25. All public bodies in Wales should develop a clear plan to increase the internal use of Welsh within public bodies. This will allow staff to live their working lives increasingly through the medium of Welsh, fostering a stronger bilingual culture in the workplace.</p>	<p>Accept</p>	<p>Increasing use of Welsh in the workplace is a priority for WG and WL Commissioner. Many public bodies are required to develop a policy on using Welsh internally and WG's strategy <i>Cymraeg. It belongs to us all</i> aims for a bilingual workplace by 2050.</p>
<p>27. All public bodies should produce an organisational volunteering strategy in partnership with employees and the voluntary sector to boost volunteering across the country</p>	<p>Accept</p>	<p>We worked with all sectors to develop a New Approach to Volunteering in Wales, launched at Gofod3 in July 2025. We support the recommendation for public bodies, recognising the crucial role volunteering plays in Welsh communities.</p>

Well-being Economy		
Recommendation	Response	Explanation

<p>28. Welsh Government should identify key sectors where the private sector falls short in implementing the Real Living Wage – and develop plans to implement the Real Living Wage with businesses in these sectors.</p>	<p>Accept in principle</p>	<p>We work with Cynnal Cymru as the Real Living Wage (RLW) accreditation partner in Wales to drive up RLW adoption and accreditation, including in sectors where RLW prevalence is relatively low.</p>
<p>29. The Welsh Government should ensure all businesses receiving Welsh Government support meet a standard set of commitments aligned to the Well-being of Future Generations Act. This should include Real Living Wage accreditation as a baseline requirement</p>	<p>Considering positively for the future</p>	<p>A sub-group of SPC is considering fair work interventions for businesses receiving Welsh Government support. A well-being toolkit has been developed and is being used to apply the Economic Contract and Economic Contract principles.</p>
<p>30. Welsh Government should set a target to double the size of the social business sector in Wales by 2035 and continue support to Social Business Wales and Social Investment Cymru to achieve this.</p>	<p>Considering positively for the future</p>	<p>Welsh Government supports 2,800+ social enterprises via Social Business Wales & Social Investment Cymru. Doubling the sector by 2035 could boost jobs, community ownership, innovation & net-zero goals.</p>
<p>31. Welsh Government should work with the wider public sector to launch a Cooperative Development Hub and support social enterprises in expanding into public and private sector supply chains.</p>	<p>Considering positively for the future</p>	<p>Welsh Government funds support for social enterprises to grow and enter supply chains. Business Wales aids procurement. Scaling support and aligning with future priorities could boost jobs, local assets, and ethical, inclusive economic growth.</p>
<p>32. Welsh Government should urgently develop an action plan by 2027 to ensure Wales has the skills to achieve a just transition to a low carbon well-being economy, and at the same time improves post-16 educational outcomes and reduces inequalities</p>	<p>Adopted</p>	<p>The 2023 Net Zero Skills Action Plan set out 7 key areas, with progress underway on net zero pathways, workforce upskilling, and updating qualifications. Work is across government and with stakeholders like Regional Skills Partnerships and Medr.</p>

33. Welsh Government should establish a commission to examine AI's impact across public services, workforce planning, and digital infrastructure, and set out a clear national direction for ethical and responsible AI deployment.	Not applicable	Welsh Government has already formed a Strategic AI Advisory Group and co-developed – with the WPC - ethical AI guidelines for public sector bodies, supporting responsible and values-driven public service transformation across Wales.
34. Welsh Government's economic mission and all four regional economic strategies of Corporate Joint Committees must fully embed the Well-being of Future Generations Act as the framework for designing economic development strategies and in implementing and measuring progress.	Accept in principle	The Wellbeing Goals are embedded in the Economic Mission and progress toward a wellbeing economy. CJsCs, as independent bodies, are also bound by the Act, but how they apply it is for them to decide.
36. Welsh Government and public bodies should ensure every community in Wales has access to a local repair and re-use hub by 2035.	Accept	Every Welsh local authority has or is developing re-use hubs in their area & WG is supporting expansion of a network of voluntary repair cafes and libraries of things across Wales.

Food		
Recommendation	Response	Explanation
37. The next Welsh Government should develop a national food resilience plan to ensure equal access to local, affordable, healthy, and sustainable diets. Food and diets should be integrated into the duties, goals, and indicators of the Well-being of Future Generations Act	Considering positively for the future	The Community Food Strategy sets WG priorities for local, healthier, sustainable food. Food Matters outlines cross-policy collaboration. Officials are open to working with the Commissioner to embed food into the Well-being of Future Generations Act.

<p>38. Welsh Government should expand Free School Meals to all children up to age 16, ensuring every child in Wales, including children from households with no recourse to public funds, have access to healthy and sustainable food at school.</p>	<p>Considering positively for the future</p>	<p>Our Programme for Government commit us to extending free school meals as far as resources allowed. We are learning valuable insight through the rollout of our universal primary offer that could inform future changes should budget become available.</p>
<p>39. Welsh Government should scale up the Nutrition Skills for Life programme across all schools in Wales, ensuring that every child leaves school food literate, with the skills and knowledge to maintain a healthy and sustainable diet</p>	<p>Considering positively for the future</p>	<p>The Curriculum for Wales supports learners to lead healthy, active lives. The mandatory Health and Well-being Area includes learning on nutrition and sustainable diets, and we work with stakeholders to ensure teaching resources are available on Hwb.</p>
<p>40. Each Local Authority should develop a local food resilience plan in collaboration with Local Food Partnerships and Public Services Boards. Welsh Government should ensure that the proposed Community Food Strategy provides long-term support to develop these plans.</p>	<p>Accept in principle</p>	<p>Welsh Government will fund Local Food Partnerships until March 2028, prioritising strategic links with public bodies and PSBs. We are exploring their role in future local resilience plans as part of wider strategic planning.</p>
<p>41. Welsh Government and local authorities should ensure all free school meals contain at least two portions of locally and sustainably produced seasonal vegetables. Local authorities should join the Welsh Veg in Schools programme to build resilient local horticulture supply chains.</p>	<p>Accept in principle</p>	<p>We recently consulted on proposed amendments to Healthy Eating in Schools Regulations and Guidance, proposing two daily vegetable portions in primary school meals, with more weekly variety. Updated regulations will be laid before the Senedd shortly.</p>

<p>42. All public bodies should reduce or eliminate the provision of food groups which can be categorised as both 1) Ultra-Processed Foods (UPF) and also 2) high in fat, salt and sugar (HFSS) from their premises, such as schools, hospitals, leisure centres and care homes. Public bodies should ban the advertising and promotion of these food groups from all publicly owned advertising and marketing spaces.</p>	<p>Accept in principle</p>	<p>WG dietary advice, including on ultra processed food, is informed by SACN. We support the public sector to provide healthier food and introduce advertising restrictions, and businesses to address nutrition. We intend to lay regulations this Senedd term to help children access healthier food in school.</p>
<p>43. Welsh Government, local authorities and health boards should collaborate to introduce a Welsh fresh fruit and vegetable voucher scheme for low-income households, helping families afford nutritious food while supporting local food growers</p>	<p>Considering positively for the future</p>	<p>Healthy Start provides eligible families with prepaid cards to buy fruit & veg, milk, and infant formula at Mastercard® accepting retailers, including local markets. This supports access to fresh produce, local businesses, and reduced food miles.</p>

Budget		
Recommendation	Response	Explanation
<p>44. Welsh Government should ring-fence funding for prevention which increases over time.</p>	<p>Reject</p>	<p>Hypothecating funding reduces institutional budget autonomy. Isolating prevention funding equitably is difficult and risks undermining broader prevention efforts and responsibilities institutions must manage effectively</p>
<p>45. Welsh Government should bring forward the budget setting process and produce multi-year funding settlements</p>	<p>Accept in principle</p>	<p>We support reducing funding uncertainty but must operate within constraints. UK fiscal events and election cycles significantly affect our ability to deliver multiyear settlements, limiting flexibility and long-term planning.</p>

46. Public bodies must set their annual budgets against the national well-being indicators of Cymru (following similar models in the Republic of Ireland and the City of Strasbourg).	Not applicable	We do not mandate public bodies to align budgets directly with national indicators, as this may limit flexibility. Instead, we encourage alignment with local priorities while using the indicators as a guiding framework where appropriate.
47. Public bodies should use the agreed definition of prevention between Welsh Government and my office to map their preventative spend and invest progressively more upstream towards primary prevention.	Accept in principle	While we support the principle of prevention, mandating a single mapping approach may not reflect the diversity of public services. We continue to promote flexible, context-specific approaches to prevention across sectors.

The Future is Now		
Recommendation	Response	Explanation
48. Welsh Government should develop a vision and plan for the Welsh public sector workforce of the future, identifying the skills needed to deliver services effectively in a changing world	Accept	The Welsh Government has set out its vision for 'One Welsh Public Service'. We want to work across sectors to share expertise, streamline processes and maximise opportunities for delivering for Wales.
49. Every public body should create a long-term vision and plan for the future of each organisation, co-designed with partners and communities	Accept	The WG Executive Board have agreed to include this in the refreshed post-2025 CLIP. WG recently coproduced a collaboratively created Strategic Vision working with colleagues from across the organisation.
50. Each public body should appoint a Futures Champion in every public body to engage with the Hwb Dyfodol, embedding futures thinking across their organisation	Accept	WG is a core member of this governance structure and has dedicated resource in the Sustainable Futures Division. Currently, this resource has focussed on Hwb Dyfodol governance but will now

		incorporate the "Futures Champion" function.
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Welsh Government

Co-operation over Conflict: Wales must Act

Welsh Government response

November 2025

In 2025 the Equality and Social Justice Committee carried out an Inquiry into Social Cohesion.

On 9 October the Committee published its report 'Co-operation over conflict: Wales must Act' making four recommendations for Welsh Government.

This document sets out the Welsh Government's response to those recommendations

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1. Introduction

I thank the members of the Senedd Equality and Social Justice committee for their work to explore the key issues which will impact social cohesion in Wales, and the opportunities and barriers to support social cohesion.

In my *Hate Hurts Wales* oral statement on 14 October I updated the Senedd on my immediate action to take forward Recommendation 1 and appoint a chair for the Expert Group on Social Cohesion. Further details of our response to this recommendation is set out below.

I was pleased that your Committee highlighted the solid foundations of cohesion Welsh Government, public and third sector partners have built. The Committee's recommendation for long-term funding of our Community Cohesion Programme is welcome recognition of the important work this initiative undertakes and the value of our partnership with local government on this issue.

Our cohesion approach relies on effectively leveraging the insights and resources of all partners so I very much appreciate the recommendation to intensify that partnership working.

The emerging threats to cohesion are not entirely in our gift to address but we are committed to showing leadership to help communities demonstrate solidarity and reject division and hate.

2. Recommendations

Recommendation 1

“The Welsh Government should establish an Expert Group on Social Cohesion to devise a set of immediate, medium- and long-term actions. The group should bring together representatives from local government, police, cohesion teams, the third sector, Strategic Migration Partnership and those with a lived experience to develop those actions. We suggest this work mirrors the urgent approach the Welsh Government took to the cost-of-living crisis. It is hard to overstate the urgency of this work, and we expect the government to move with unprecedented speed to implement this recommendation. The Expert Group should be established by mid-November and report before the end of the year. The work of the Expert Group on Social Cohesion should include:

- Developing a national overarching social cohesion guiding principles document, similar to the Nation of Sanctuary ‘10 principles’.*
- Adopting a framework for measuring social cohesion and monitoring the work of the community cohesion programme, considering the work of Oldham Council.*
- Reviewing funding for the cohesion teams, agreeing what is needed beyond March 2026.*
- Enabling new and improved opportunities for sharing best practice nationally across the public, private and third sectors. This could include the development of a best practice guide.”*

Response: Accept

An Expert Group on Social Cohesion has been established, independently chaired by Gaynor Legall CBE. Welsh Government officials will provide secretariat functions for the Group. With the agreement of the First Minister, the Wales Centre for Public Policy will support the work of the Group to draw on the best available evidence and expertise. The Expert Group will first meet in November and meet regularly until March 2026. The Group will be asked to devise medium- and long-term cohesion actions, including improved measurement and monitoring, which the next Welsh Government can consider.

In the short-term, the Group will be asked to review and advise on the draft cohesion principles which the Welsh Government has been developing in conjunction with Regional Cohesion teams.

As part of the draft Budget 2026/27 process we have reviewed the funding for the Community Cohesion Programme. An extension to the funding until March 2029 has been agreed by the Cabinet Secretary for Social Justice.

Finally, the Expert Group will be asked to consider the best ways of sharing and embedding best practice across sectors to support cohesion.

Financial Implications

The costs of providing the secretariat for the Expert Group and developing the required actions will be able to be accommodated within existing budgets. The financial implications of the actions suggested by the group will need to be considered by the next Welsh Government.

The cost of continuing the Community Cohesion Programme is approximately £1.63m per annum, which has already been allocated within the 2026/27.

Recommendation 2

“The Welsh Government must move forward at pace and take action to protect community spaces. The Committee’s findings support the introduction of a Community Right to Buy and should be considered together with the Community Assets Commission’s report expected in the Autumn. The Welsh Government should update the Committee on the next steps by the end of 2025.”

Response: Accept

Welsh Government has committed to exploring a Community Right to Buy. A Bill is being prepared for consideration in the next Senedd term, informed by the Community Asset Commission’s recommendations and aligned with UK developments, together with this Committee’s recommendation and the Future Generations Report 2025. The current expectation is that the Community Assets Commission’s report will be published before the end of the year.

Financial Implications

No financial implications.

Recommendation 3

“The Welsh Government should assume a leadership role for dealing with misinformation and disinformation. This should include:

- working in collaboration with local authorities, community cohesion teams and the third sector, ensuring greater awareness of resources and guidance available and co-ordinate consistent messages.*
- commissioning the HateLab Dashboard or a similar monitoring service to highlight flashpoints or concerns which require action and resources.*
- exploring the work undertaken by Oldham Council to address misinformation and disinformation.”*

Response: Accept

We will continue our collaborative work with Ofcom, local authorities, the third sector and others, to identify and appropriately address misinformation and disinformation. This includes sharing good practice with communications teams and co-production of resources.

We recognise more can be done to raise awareness of resources and tools to assist people in identifying false or harmful information. We will continue to work with our partners. Where appropriate, and in compliance with Government Communication Service best practice, we will continue to provide consistent messaging to tackle false information, as we have in relation to Welsh Government policies with our fact check blog, For the Record.

We are exploring whether an online monitoring system can provide us with insights to improve our response. Any system would need to comply with our data protection and public procurement obligations, as well as providing value for money for the public.

We work closely with local authorities, Police and the third sector on emerging local tensions or flashpoints. However, we recognise a current gap in ensuring the Welsh public and fearful community members can quickly find accurate information from reputable sources.

Following the Committee's report officials have met with Oldham Council to discuss their work to address misinformation and disinformation, and we will continue this engagement to feed into our wider work.

Welsh Government does not have the powers to regulate harmful content online, which may be mis- or disinformation. The UK Department for Science, Innovation and Technology, Ofcom, and Police Forces have substantial powers and responsibilities address these issues.

Financial Implications

Much of this recommendation could be delivered through the strengthening and formalisation of existing partnerships and structures. However, the cost of procuring an online monitoring system is currently unknown. We accept the need for improved monitoring of how misinformation and harmful information is spreading but costs and impact will need to be fully understood before a final decision is reached. We would also need to consider the long-term delivery and management costs of the system

Recommendation 4

“In response to the increasing threats to social cohesion from the rise of extremist views and activities, the Expert Group on Social Cohesion should pinpoint the challenges this poses for Wales and identify best ways to tackle far-right activities which can create division and ultimately lead to community disturbances which we saw in Llanelli.”

Response: Accept

The Expert Group has been asked to consider the best ways of tackling extremist views and activities in Wales, informed by analysis undertaken by the Wales Centre for Public Policy and the expertise of Expert Group members.

We have recently awarded funding to two depolarisation projects across Wales, which will be evaluated to inform decisions in the next Senedd term.

Depolarisation projects are intended to both tackle fractured community cohesion following disturbances, and also as a preventative measure to avoid community tensions where lower levels of social connectiveness have been perceived.

Healing the Divide is a locally designed and led project in Llanelli. We are providing funding, leveraging expertise from outside the area, and empowering local multi-agency working – convened by the regional cohesion team - to drive forward positive change. This project has three areas of actions; community recovery and prevention, community mapping, and leadership training for local influencers, and legacy and wider learning.

Financial Implications

Current depolarisation projects have been funded from the cohesion budget. Scope for future projects for the new Senedd term has been factored into the 2026-27 Welsh Government budget. Potential costs arising from Expert Group recommendations are currently unknown.

3. Conclusions

The report identified four conclusions. These focused on the need for urgent collaborative working across the UK; the implementation of the socio-economic duty; declining trust in public institutions and the need for greater community involvement; and improved communication with the public around asylum accommodation.

On conclusion 1 we recognise the importance of a four nations approach and welcome discussion with England, Scotland and Northern Ireland. Although we are urging an Inter-Ministerial Group on this it has not yet taken place, following Ministerial changes at the UK level.

Investment for our communities across Wales is key, but we remain clear the financial assistance powers should be abolished and have not agreed to direct spending by the UK Government in a devolved area, such as through Pride in Place. We are already investing in communities and towns across Wales through schemes including our Transforming Towns fund and Civic Pride. We will work with local government so the UK Government's plans for communities and towns do not duplicate or conflict with devolved provision.

On conclusion 2, the Welsh Government remains committed to tackling inequality of outcome resulting from socio-economic disadvantage, through its application of the Socio-economic Duty. Prior to commencement of the Duty in Wales in 2021, Welsh Government actively worked with and supported captured public bodies in their preparation for the Duty, providing draft guidance, resource materials, and webinar events.

On commencement of the Duty, Welsh Government published [Statutory Guidance](#) and a suite of resources through a dedicated [Socio-economic Duty webpage](#), including an animation and short films. Welsh Government continues to offer guidance and resources through a dedicated [Socio-economic Duty webpage](#) and is in discussion with EHRC regarding its report.

The Equality and Human Rights Commission (EHRC), as the regulator of the 2010 Equality Act, has powers to promote the Duty, as well as advise public bodies on how to implement the Duty and publish research on the Duty's application. Ultimately, responsibility for complying with the Duty sits with the individual public body captured, subject to its arrangements for internal delegations of functions to cabinets, boards, committees or officers.

On conclusion 3, Welsh Government officials regularly convene cross-government discussions to explore initiatives to improve democratic health. We are also working closely with the Office of the Future Generations Commissioner on ways to support public sector involvement of communities.

Councils have duties under the Local Government and Election Wales Act 2021 to encourage participation in decision making. They are required to publish participation strategies which must include how the council promotes and supports ways for local people to make representations about decisions. Participation strategies aim to make it easier for members of the public to understand how local government works; how it makes decisions, and how local people can follow proceedings, input their views, and most importantly, have them considered.

We work with Councils, through the WLGA, to look at the impact of these strategies and to see whether there are lessons to be shared and implemented to improve their impact. The 2021 Act also set out arrangements for councils to keep their own performance under review via a self-assessment process as well as establishing the Panel Performance Assessment process run by the WLGA – both of which consider their approach to participation and are led by the sector.

To progress our commitment to reduce the democratic deficit we are providing funding of £400,000 a year for 2025-26 to 2027-28 through our Democratic Engagement Grant which supports organisations working with those typically under-represented in our democracy to give them the knowledge and confidence to participate fully. We are looking forward to the publication of research we have commissioned to understand how we can measure democratic health. This report will identify a specific set of measures and indicators to track, monitor and assess different components of democracy in Wales. Ministers will consider the findings of this research when it is published early 2026.

The Innovating Democracy Advisory Group was established earlier this year in response to a set of recommendations from the Independent Commission on the Constitutional Future of Wales. It met for the first time in May and its task is to provide expert advice on strengthening democratic participation and creating opportunities for democratic innovation.

The group's membership brings together a range of experiences and specialisms, including leaders in democracy, community engagement and policy development - all experts in their fields. Its work programme sets out a strategic and collaborative approach and seeks to understand where practical actions can help build a stronger, more inclusive democracy for Wales.

On conclusion 4, we are continuing to explore ways to improve our communication with the public regarding complex topics which can often give rise to tensions and misinformation. Our For the Record blog and our work with local authority communications teams are ways that we are promoting more accurate, timely and consistent messages for the public. Partners in Wales are also

working with the Home Office to trial more timely Home Office responses to claims relating to asylum in our communities.

We work very closely with Welsh Councils when UK Government accommodation proposals are known. We work hard to encourage timely, accurate information to prevent misinformation and the harm which can be caused by it. This objective can only be achieved through close collaboration between all relevant public bodies.

We encourage multi-agency consultation regarding any forthcoming accommodation proposals so that the likely impacts on communities can be properly understood, considered and mitigated – or for proposals to be rejected if the evidence suggests the harm will outweigh the benefit. We work with Welsh partners and the UK Government to ensure Wales plays a proportionate and appropriate role in resettlement and dispersal schemes.