



# **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 4<sup>th</sup> 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:

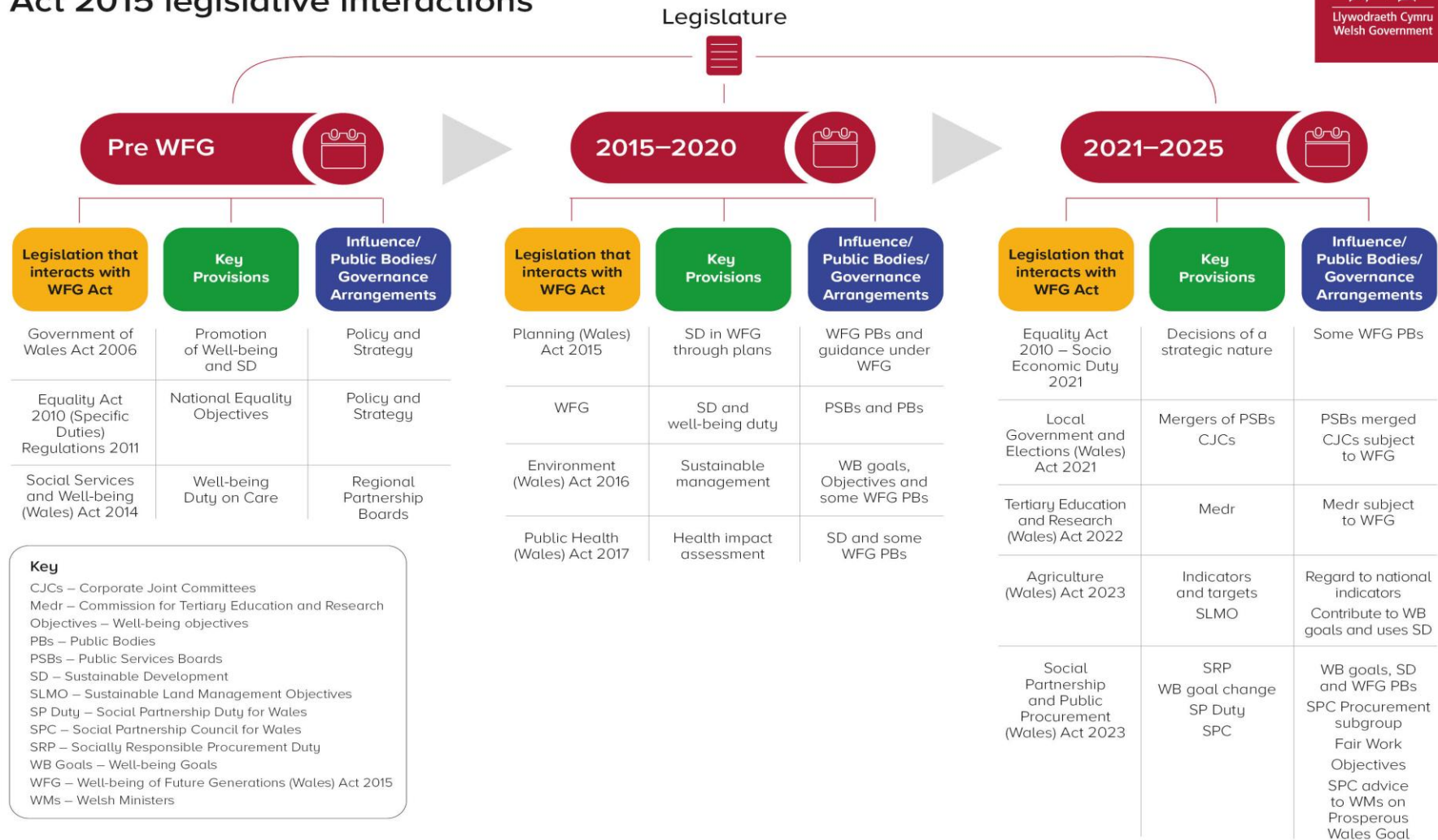
*"Public bodies are often not able to demonstrate the impact of various plans and activities, or the value for money they are achieving".*

*"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.

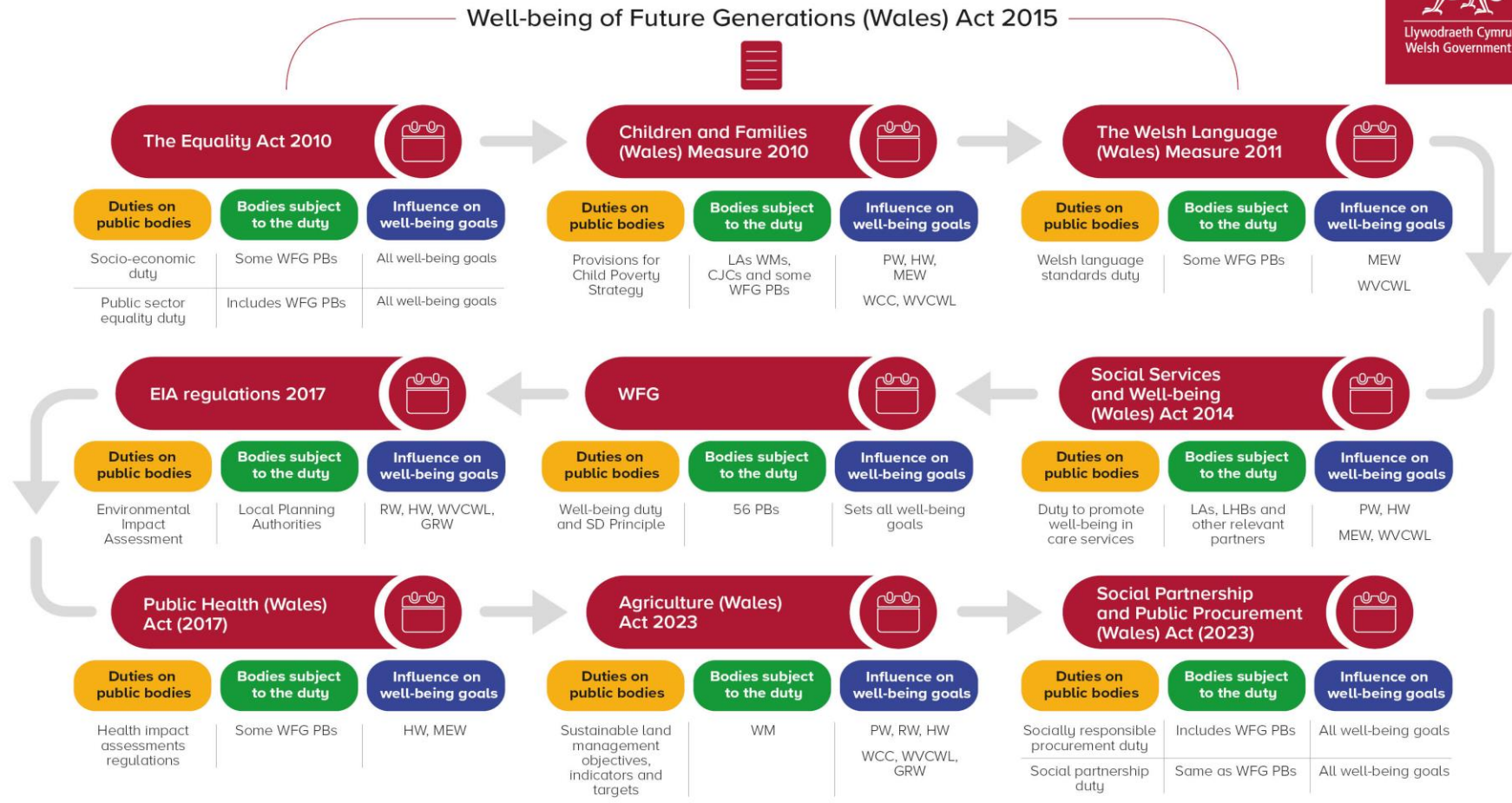
## 8. Annex 1 – WFG Landscape Maps

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





# Duties on public bodies



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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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<sub>2e</sub>), 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

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**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

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**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

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**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

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**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

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**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.

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**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**

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**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**

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**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.