



**Evidence and Insight -**

**“Shaping the future by improving our understanding of what matters to the people of Powys through evidence and insight”**

Author: James Langridge-Thomas

Deputy Head of Transformation and Democratic Services, Powys County Council

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**Introduction**

Within the [Well-being Plan](#), there is a detailed community to shaping the future by improving our understanding of what matters to the people of Powys through evidence and insight. To deliver this ambition, seven key strategic aims were devised. These have been outlined below, alongside how they support the [seven well-being goals](#) and [five ways of working](#), whilst also identifying what good looks like. This will be used as the basis of evaluation criteria for this step when reflecting upon our work as a Public Service Board (PSB).

It is important to note this is not an exhaustive definition of success factors, but to act as a guide for PSB members.

To deliver each of the seven ambitions within this step, the later action plan has been devised. This action plan is cross cutting in nature, as there are activities planned to be undertaken which will impact upon several of these ambitions.

When reflecting upon this action plan, it is important to reflect that:

- The action plan is predominantly based upon years one to three of the Plan (delivering change), as these resources will be required to support the development of the well-being assessment and well-being plan in years four and five.
- Further work is to be undertaken once the other steps’ workplans are developed to ensure alignment and that this workstream is supporting their aspirations.
- This plan will be reviewed and developed iteratively as the work of the PSB progresses.
- There will be a need to collaborate on an ad hoc, task and finish basis at the direction of the Board outside of this Action Plan.
- Timescales and resources within the plan are indicative; and will need to be reviewed by PSB members to ensure Partners are able to commit the required resource to ensure effective delivery.



## What the Well-being Plan said we would do?

**1** We will create a network between PSB partners and the wider public to share, collaborate, and co-ordinate engagement activity, with the aim to involve as many people as possible within the work of the PSB and shaping the future of Powys

**How does this contribute towards the Well-being goals?**

A Prosperous Wales	A Resilient Wales	A Healthier Wales	A More Equal Wales	A Wales of Cohesive Communities	A Wales of Vibrant Culture and Thriving Welsh Language	A Globally Responsible Wales
✓	✓	✓	✓	✓	✓	✓

**How does this consider the Five Ways of Working?**

Long Term	Prevention	Integration	Collaboration	Involvement
✓	✓	✓	✓	✓

**How will we know we have achieved this? What does success look like?**

1. PSB Partners will share the findings of any engagement activity in a co-ordinated manner to help Partners understand the well-being of the people of Powys and what needs to be done collectively to improve this.
2. Engagement will be undertaken together as Partners, rather than in isolation, allowing for economies of scale whilst reducing engagement fatigue for the people of Powys in understanding their well-being.

**2** We will explore the formation of a Powys People's Assembly, endeavouring to represent as wide a range of our diverse population through language of choice, to act as a steering group for the work of Powys PSB, seeking to empower residents to participate in and influence decision making

**How does this contribute towards the Well-being goals?**

A Prosperous Wales	A Resilient Wales	A Healthier Wales	A More Equal Wales	A Wales of Cohesive Communities	A Wales of Vibrant Culture and Thriving Welsh Language	A Globally Responsible Wales
✓	✓	✓	✓	✓	✓	✓

**How does this consider the Five Ways of Working?**

Long Term	Prevention	Integration	Collaboration	Involvement
✓	✓	✓	✓	✓

**How will we know we have achieved this? What does success look like?**

1. A Powys People's Assembly will be established and held regularly, with their views contributing to shaping their well-being, alongside the activity and decision making of PSB Partners
2. People from a diverse range of backgrounds, including those who speak Welsh, will feel empowered and given equal voice within the Powys People's Assembly



**3** We will **explore how people can use the arts and physical activity**, such as accessing the natural environment, to understand what is important to people's well-being

**How does this contribute towards the Well-being goals?**

A Prosperous Wales	A Resilient Wales	A Healthier Wales	A More Equal Wales	A Wales of Cohesive Communities	A Wales of Vibrant Culture and Thriving Welsh Language	A Globally Responsible Wales
✓	✓	✓	✓	✓	✓	✓

**How does this consider the Five Ways of Working?**

Long Term	Prevention	Integration	Collaboration	Involvement
✓	✓	✓	✓	✓

**How will we know we have achieved this? What does success look like?**

1. The use of creative arts and culture will be well established as a medium for the PSB to engage with the people of Powys.
2. Engagement will be undertaken through physical activity alongside traditional platforms, such as within the range of green and blue spaces within Powys's natural environment, encouraging people to connect with their lived environments.

**4** We will **create a network** between Partner's data colleagues and the wider public (where appropriate) **to share data and analysis**, and identify opportunities to collaborate to improve understanding of well-being

**How does this contribute towards the Well-being goals?**

A Prosperous Wales	A Resilient Wales	A Healthier Wales	A More Equal Wales	A Wales of Cohesive Communities	A Wales of Vibrant Culture and Thriving Welsh Language	A Globally Responsible Wales
✓	✓	✓	✓	✓	✓	✓

**How does this consider the Five Ways of Working?**

Long Term	Prevention	Integration	Collaboration	Involvement
✓	✓	✓	✓	✓

**How will we know we have achieved this? What does success look like?**

1. PSB Partners will share the findings of any data and analytics activity in a co-ordinated manner to help Partners understand the well-being of the people of Powys and what needs to be done collectively to improve this.
2. Future Powys PSB Well-being Assessments will have reduced evidence gaps and increased number of data sources, improving the understanding of the people of Powys, which is used by PSB Partners to inform future plans.



<b>5</b> We will seek to <b>develop data and analysis related skills of PSB Partners</b> , and the wider public, in turn supporting skills development through further training and working opportunities						
<b>How does this contribute towards the Well-being goals?</b>						
<b>A Prosperous Wales</b>	<b>A Resilient Wales</b>	<b>A Healthier Wales</b>	<b>A More Equal Wales</b>	<b>A Wales of Cohesive Communities</b>	<b>A Wales of Vibrant Culture and Thriving Welsh Language</b>	<b>A Globally Responsible Wales</b>
✓	✓		✓	✓	✓	
<b>How does this consider the Five Ways of Working?</b>						
<b>Long Term</b>	<b>Prevention</b>	<b>Integration</b>	<b>Collaboration</b>	<b>Involvement</b>		
✓	✓	✓	✓	✓		
<b>How will we know we have achieved this? What does success look like?</b>						
<ol style="list-style-type: none"> <li>1. Data analysis skills within PSB organisations will be supported to be improved.</li> <li>2. Data analysis skills will be supported be improved for the people of Powys who are interested in developing their capabilities in this area</li> </ol>						

<b>6</b> We will <b>establish a means for smaller, more targeted workstreams to access PSB as easily as possible</b> and harness the energy and additional value of the PSB						
<b>How does this contribute towards the Well-being goals?</b>						
<b>A Prosperous Wales</b>	<b>A Resilient Wales</b>	<b>A Healthier Wales</b>	<b>A More Equal Wales</b>	<b>A Wales of Cohesive Communities</b>	<b>A Wales of Vibrant Culture and Thriving Welsh Language</b>	<b>A Globally Responsible Wales</b>
✓	✓	✓	✓	✓	✓	✓
<b>How does this consider the Five Ways of Working?</b>						
<b>Long Term</b>	<b>Prevention</b>	<b>Integration</b>	<b>Collaboration</b>	<b>Involvement</b>		
✓	✓	✓	✓	✓		
<b>How will we know we have achieved this? What does success look like?</b>						
<ol style="list-style-type: none"> <li>1. PSB members will have a defined mechanism to draw upon the expertise and collective value of the PSB and raise awareness of activities which could have additional value when supported by PSB members.</li> <li>2. The PSB will support delivery of work beyond the Well-being Plan on an ad hoc basis to support the well-being of the people of Powys.</li> </ol>						



<b>7</b>	We will promote the role and work of the PSB and Well-being of Future Generations (Wales) Act, and seek to create opportunities to maximise its reach and raise the awareness of well-being and sharing best practice by establishing networks with other existing Partnership arrangements, alongside other potential partners such as those within other sectors and industries						
<b>How does this contribute towards the Well-being goals?</b>							
<b>A Prosperous Wales</b>	<b>A Resilient Wales</b>	<b>A Healthier Wales</b>	<b>A More Equal Wales</b>	<b>A Wales of Cohesive Communities</b>	<b>A Wales of Vibrant Culture and Thriving Welsh Language</b>	<b>A Globally Responsible Wales</b>	
✓	✓	✓	✓	✓	✓	✓	
<b>How does this consider the Five Ways of Working?</b>							
<b>Long Term</b>	<b>Prevention</b>	<b>Integration</b>	<b>Collaboration</b>	<b>Involvement</b>			
✓	✓	✓	✓	✓	✓		
<b>How will we know we have achieved this? What does success look like?</b>							
<ol style="list-style-type: none"> <li>The PSB will support (and not duplicate) other Partnership arrangements in delivery, such as the Regional Partnership Board and Community Safety Partnership</li> <li>Town and Community Councils and young people have an improved the awareness of the WBFG Act</li> </ol>							

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## Action Plan

Ref	Action	Status	Start Date	End Date	Duration	Outcome(s)	Value	Potential Impact	Resources (Subject to funding)	Which of the identified areas above does this action contribute towards?						
										1	2	3	4	5	6	7
<b>Engagement – Internal</b>																
1	Hold and <b>initial workshop of engagement colleagues</b> to create connections, network, and identify common purpose	Closed	01/04/2023	30/06/2023	3 months	Partnership operational understanding of the direction of PSB	High	High	1.5 hours per Organisation	X	X	X			X	X
2	Hold <b>Member's Development Session</b> to raise awareness of Councillors surrounding the work of the PSB	Closed	01/05/2023	30/07/2023	3 months	Partnership operational understanding of the direction of PSB	Medium	Medium	0.5 hours per step lead plus preparation time	X	X	X	X	X	X	X
3	Work with PSB Engagement Colleagues to identify and <b>apply for grant opportunities</b> to support delivery	In Progress	01/04/2023	31/03/2024	12 months	Step activity can be funded to deliver beyond existing resource	High	High	1 hour per month per Organisation	X	X	X	X	X	X	X
4	Create a <b>shared calendar of engagement</b> activity be undertaken by Partners (including events)	In Progress	01/09/2023	31/12/2023	3 months	The PSB will be able to identify opportunities to collaborate, avoid duplication or promote activity	Medium	Medium	0.5 hours per month per organisation	X	X	X			X	X
5	Create a <b>shared space</b> for all PSB officers to share ideas, resources, findings and identify opportunities to	In Progress	01/09/2023	31/12/2023	3 months	The PSB will be able to identify opportunities to collaborate,	Medium	Medium	0.5 hours per month per organisation	X	X	X			X	X



Powys Public Service's Board

Step Action Plan

Ref	Action	Status	Start Date	End Date	Duration	Outcome(s)	Value	Potential Impact	Resources (Subject to funding)	Which of the identified areas above does this action contribute towards?							
										1	2	3	4	5	6	7	
	collaborate					avoid duplication or promote activity											
Engagement - External																	
6	Develop an <b>easy read version of the PSB Well-being Plan</b>	In Progress	01/05/2023	31/12/2023	8 months	More people will be able to understand what the PSB is looking to achieve	High	Medium	Commissioned provider – c.£3k	X	X	X				X	X
7	Hold an <b>event with Town and Community Council's</b> to develop their understanding of Powys Public Service's Board and the Well-being Plan	In Progress	01/07/2023	31/12/2023	3 months	Town and Community Councils will have an awareness of the work of the PSB and how they can contribute to this plan	Medium	Medium	2 hours per partner plus preparation time	X	X	X				X	X
8	To <b>undertake facilitation training</b> as Partners to be able to consistently support the work of the PSB	Not Started	01/01/2024	31/03/2024	3 months	PSB Officers will be able to consistently facilitate future sessions	Medium	Medium	3 hours (delivered via training – provider identified)	X	X	X				X	X
9	To <b>research models of People's assemblies</b> that could be incorporated by PSB (including delivery tools and resources)	Not Started	01/01/2024	31/12/2024	12 months	The PSB is well equipped to be able to undertake people's assemblies	Medium	Low	0.5 hours per month per organisation	X	X	X				X	X



Powys Public Service's Board

Step Action Plan

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										1	2	3	4	5	6	7
10	Identify a web domain and platform, and commission the <b>development of a PSB website</b>	In Progress	01/01/2023	31/12/2024	24 months	The PSB will have its own standalone digital identity, sharing the resources of the PSB	Medium	High	c.£250 domain costs, £8k design costs, £3k training and £2k ongoing administration plus content development	X	X	X	X	X	X	X
11	To map existing groups and networks (both internal to Partner organisations and external community groups) in Powys into a <b>shared repository</b> and establish relationships with these groups at a PSB level	Not Started	01/01/2024	31/03/2026	36 months	The PSB will be engaging with the diversity of the people of Powys	Medium	High	0.5 hours per month per organisation	X	X	X	X	X	X	X
12	Hold an <b>event with Young People (aged 4 to 25) to develop their understanding of the WCFG Act, Powys Public Service's Board, and the Well-being Plan</b>	Open	01/09/2023	31/12/2024	15 months	Young People's views will be incorporated into the work of the PSB, and they will have an enhanced understanding of well-being	Medium	Medium	Start Well involvement, travel costs c.£3k Preparation time c.2 hours per partner organisation	X	X	X			X	X
13	Undertake <b>pilots of People's assemblies'</b> models with differing settings, populations etc to refine model and develop skills	Not Started	01/04/2024	30/09/2025	18 months	PSB will be able to iteratively develop and refine their approach	High	High	c.£50k to commission (will require grant funding)	X	X	X			X	X





Powys Public Service's Board

Step Action Plan

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										1	2	3	4	5	6	7
										14	Develop a <b>People's steering group to support data workstream</b> to provide scrutiny and challenge to data and analytics workstream outputs	Not Started	01/04/2024	30/09/2025	18 months	PSB information will be based upon quantitative data alongside qualitative lived experience
15	<b>Undertake People's assemblies' using a refined model</b> across the County to begin shift in engagement with the people of Powys	Not Started	01/10/2025	31/03/2027	17 months	People of Powys will be involved in public sector decision making	High	High	c.£50k to commission (will require grant funding)	X	X	X			X	X
16	Work with Partners to <b>develop a framework for cultural and environmental engagement</b> and how this can be incorporated into PSB decision making	Not Started	01/04/2024	31/03/2025	12 months	The PSB will have a defined approach to how it will engage with people using the natural environment and Welsh culture	Medium	Medium	c.£25k to commission (will require grant funding)	X	X	X			X	X
17	Undertake <b>engagement using cultural mediums to support the use of art and heritage</b> in understanding what matters to the people of Powys	Not Started	01/04/2025	31/03/2027	24 months	People of Powys will be involved in public sector decision making using creative mediums	Medium	High	c.£25k to commission (will require grant funding)	X	X	X			X	X
18	Undertake <b>PSB engagement activity</b>	Not Started	01/04/2025	31/03/2027	24 months	People of Powys will be	Medium	High	c.£25k to commission	X	X	X			X	X



Powys Public Service's Board

Step Action Plan

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										1	2	3	4	5	6	7	
											whilst in green and blue environments/spaces, attempting to understand well-being whilst connecting with the natural environment					involved in public-sector decision-making reflecting upon their natural environment	
<b>Data</b>																	
19	<b>Undertake high-level gap analysis</b> of the Well-being Information Bank and Well-being Assessment, building upon good practice and lessons learned from previous WBA, supporting future WBAs	In Progress	01/04/2023	31/12/2023	9 months	Powys PSB will have an awareness of their gaps in understanding well-being	High	Medium	2 hours per organisation	X			X	X	X	X	
20	<b>Undertake detailed gap analysis</b> and work as Partners to resolve data gap - <b>Environment</b>	Not Started	01/09/2024	31/03/2024	6 months	Powys PSB will have a wider awareness surrounding well-being - environmental	Medium	Medium	10 hours per organisation	X			X	X	X	X	
21	<b>Undertake detailed gap analysis</b> and work as Partners to resolve data gap – <b>Economy</b>	Not Started	01/04/2024	30/09/2024	6 months	Powys PSB will have a wider awareness surrounding well-being - economy	Medium	Medium	10 hours per organisation	X			X	X	X	X	
22	<b>Undertake detailed gap analysis</b> and work as	Not Started	01/10/2024	31/03/2025	6 months	Powys PSB will have a wider	Medium	Medium	10 hours per organisation	X			X	X	X	X	



Powys Public Service's Board

Step Action Plan

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										1	2	3	4	5	6	7
											Partners to resolve data gap – <b>Social</b>					awareness surrounding well-being - social
23	<b>Undertake detailed gap analysis</b> and work as Partners to resolve data gap – <b>Culture and Community</b>	Not Started	01/04/2025	30/09/2025	6 months	Powys PSB will have a wider awareness surrounding well-being – culture and community	Medium	Medium	10 hours per organisation	X			X	X	X	X
24	<b>Create a shared virtual space for all PSB officers to share ideas, resources, findings and identify opportunities to collaborate</b>	Open	01/04/2023	31/12/2023	9 months	The PSB will be able to identify opportunities to collaborate, avoid duplication or promote activity	High	High	0.5 hours per organisation per month	X			X	X	X	X
25	<b>To create a forum with a People's group to participate in decision making</b> by testing and validate data analysis and findings versus lived experience and provide challenge (Link to action 16)	Not Started	01/04/2025	30/09/2025	6 months	PSB information will be based upon quantitative data alongside qualitative lived experience	Medium	Medium	1 hour per organisation per quarter	X			X	X	X	X
26	<b>To create a network beyond PSB members to share data analysis and develop associated</b>	Not Started	01/04/2025	31/03/2027	24 months	Staff within public bodies will have improved data	Medium	High	1 hour per organisation per month	X			X	X	X	X



Powys Public Service's Board

Step Action Plan

Ref	Action	Status	Start Date	End Date	Duration	Outcome(s)	Value	Potential Impact	Resources (Subject to funding)	Which of the identified areas above does this action contribute towards?							
										1	2	3	4	5	6	7	
	skills within organisations to support public bodies in their decision making					handling and analysis skills to support their organisation											
27	To create networks with wider community groups and interesting individuals to share and develop data analysis skills to future proof the sector	Not Started	01/04/2025	31/03/2027	24 months	The people of Powys will have improved data handling and analysis skills, which could support PSB members workforce challenges	Low	Medium	2 hours per organisation per quarter	X			X	X	X	X	
28	Work with PSB Data Colleagues to identify and apply for grant opportunities to support delivery	In Progress	01/04/2023	31/03/2028	60 months	Step activity can be funded to deliver beyond existing resource	High	High	1 hour per organisation per month	X	X	X	X	X	X	X	X
<b>Overarching (all workstreams)</b>																	
29	Agree data processing and information sharing agreements across all Partners - Completion of Data Protection Impact Assessment and Information Sharing Protocols	In Progress	01/04/2023	31/03/2024	12 months	The PSB is compliant with information regulations	High	High	3 hours per organisation each quarter	X	X	X	X	X	X	X	X



Powys Public Service's Board

Step Action Plan

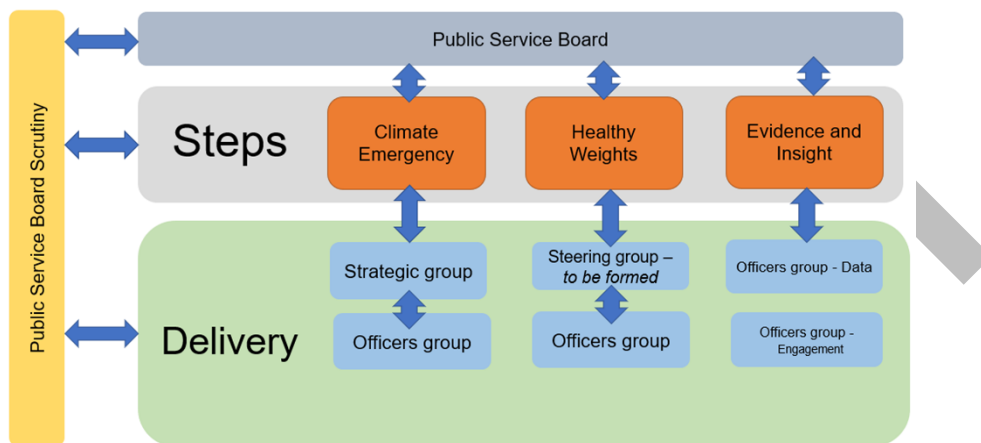
Ref	Action	Status	Start Date	End Date	Duration	Outcome(s)	Value	Potential Impact	Resources (Subject to funding)	Which of the identified areas above does this action contribute towards?						
										1	2	3	4	5	6	7
										30	Well-being Assessment Preparation building upon Evidence and Insight workstream (Last 3/6 months – sign offs)	Not Started	01/03/2025	31/03/2027	24 months	The Well-being Assessment is prepared for

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The below diagram outlines how this workstream interacts with the PSB and its Scrutiny functions, and the subgroups that sit below this Step who are responsible for delivery.

To provide an appropriate escalation (if required) to the Board, Emma Palmer, Director of Corporate Services, Powys Council, is designated Senior Responsible Officer, supported by Catherine James, Head of Transformation and Democratic Services.

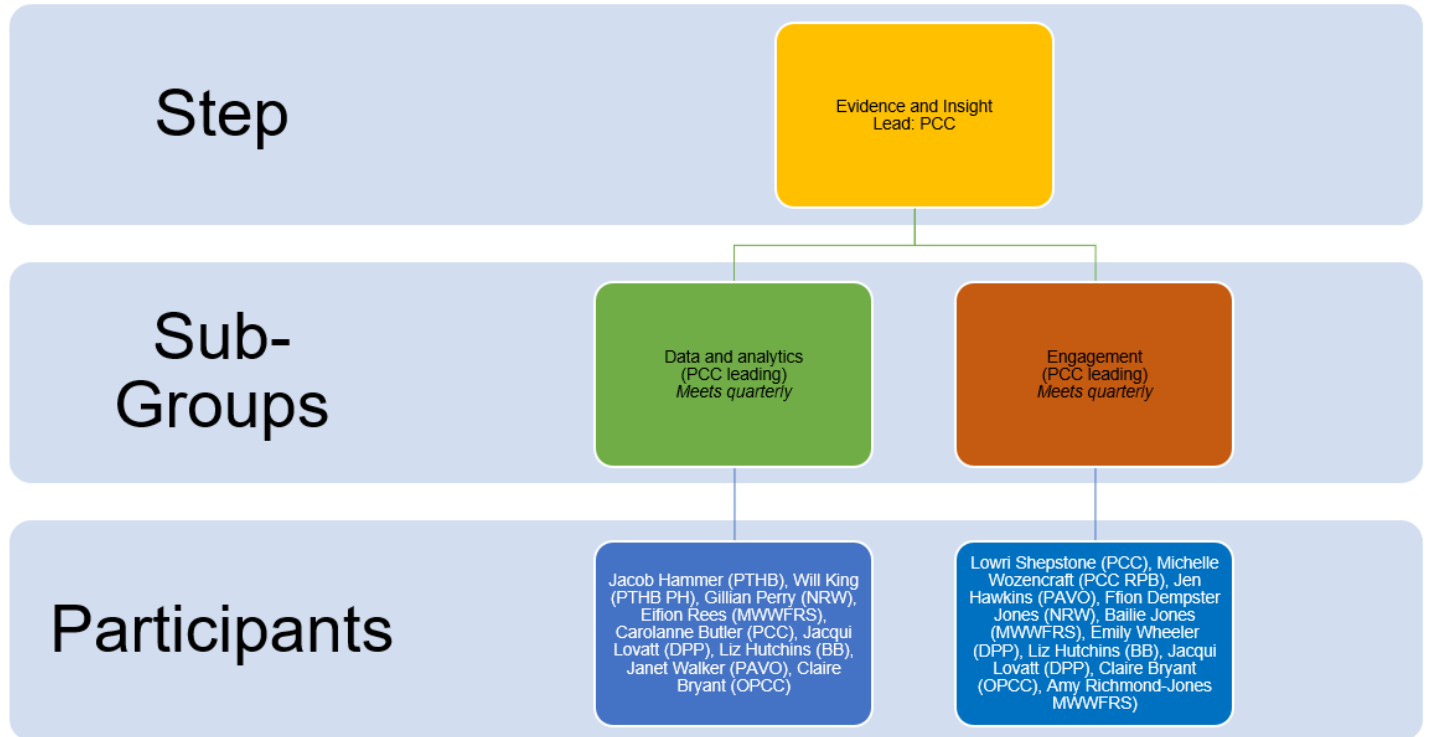


To ensure delivery of the above actions, each of the delivery groups related to this work stream will meet on a quarterly basis.

Terms of Reference (available upon request) for these groups have been drafted and are being finalised and will be shared with groups for approval in the Autumn.

Participation from all PSB members is critical in supporting this Step to be a success. Members of PSB must satisfy themselves that they are appropriately represented within the workstream.

Details of participants are outlined below in the visual below.



## Monitoring and Review

The information outlined below will be used to continuously review the action plan and identify what needs to be done to secure the improvement activity needed.

To monitor delivery of this action plan, the following will be undertaken:

- A quarterly update to the Senior Responsible Officer providing an update of progress
- A quarterly update to the Board as a highlighting what has been done, future actions and any risks to delivery
- An annual evaluation against the outcomes identified previously, which will contribute to the PSB's Annual Report
- Scrutiny (when arrangements have been defined)



**Quantitative Performance Measures**

As an enabling function, the direct impact of this work is difficult to quantitatively measure.

However, the proposed measures have been drafted but are still in development and require further definition.

How much?	How well?	What difference?
Number of people participating in PSB engagement activities	Average number of responses to engagement activity	Percentage who feel able to influence decisions affecting their local area <sup>1</sup>
Number of collaborative engagement activities undertaken		Active global citizenship in Wales
Number of Well-being Information Bank reports developed (by PSB)		

**Qualitative Monitoring**

Qualitative information from this Step will be provided to the PSB when appropriate. These will potentially take the form of the below example, but be developed as the action plan further progresses:

- Case studies
- Surveys
- Interviews

**Risk**

The below currently exist as potential risks to the delivery of this step; and are managed via a quarterly risk register which will be included within the PSBs update. As the PSB does not have a collectively defined approach to risk management, the below risks have been scored and managed using the methodology outlined within Powys County Council's [Risk Management Framework](#).

The below strategic risks have been identified:

- i. IF additional funding is not identified to deliver the evidence and insight workstream THEN this step will not be fully resourced to be able to support the aspirations of the Public Services Board's Well-being Plan.
- ii. IF data sharing agreements are not agreed or implemented THEN the data stream will be limited in its effectiveness to support the Public Service Board and it's understanding of the people of Powys

<sup>1</sup> Well-being Wales National Indicator