



Bwrdd Gwasanaethau Cyhoeddus
Pen-y-bont ar Ogwr
Bridgend
Public Services Board

annual report



bridgend county
sir pen-y-bont

2019 | 20

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Contents

Welcome to the annual report



Introduction from Chair	2
Transformation	4
Working Regionally	5
Five Ways of Working	
Collaboration	8 - 10
Integration	12 - 13
Involvement	14 - 16
Long Term	17 - 19
Prevention	20 - 22
How We Are Delivering the Plan	23
Measuring Wellbeing	24



Ymddiriedolaeth
Ddiwylliannol
Cultural Trust



Valleys to Coast



Cydeithas Mudiadau Owirfoddol Sir Penybont



Bridgend
Business Forum
Forwm Busnes
Pen-y-Bont ar Ogwr



Bridgend College
Coleg Penybont

South Wales
Fire and Rescue Service



Gwasanaeth Tân ac Achub
De Cymru



Cyfoeth
Naturiol
Cymru
Natural
Resources
Wales



Department
for Work &
Pensions



Cwmni Adsefydlu Cymunedol
Cymru
Wales
Community Rehabilitation Company



Lywodraeth Cymru
Welsh Government



Prawf Cymru
Wales Probation



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board

Cyngor Bwrdeistref Sirol



BRIDGEND
County Borough Council

Introduction

Statement from our Chair



Welcome to the Bridgend Public Service Board Annual Report for 2019/20 as we continue to focus on the delivery of our objectives as set out in our Wellbeing Plan.

From the outset we have taken the approach that the PSB needs to be about working differently and the use of our collective expertise to make real changes, and to promote a truly integrated approach to partnership working, in order to improve the well-being of people and places in Bridgend.

Our well-being plan sets the direction of the PSB and throughout the report you will see how the PSB has continued to make a positive contribution to partnership working that will enable us to deliver across our four wellbeing objectives.

In addition, we have sought to develop our relationship with partners on a regional basis, recognising the changes in health board boundaries and the opportunities this brings to work on a more consistent approach to delivering services. Whilst this is an exciting development for the PSB, our first responsibility is to the communities within Bridgend and we will not lose that focus.

To ensure that we remain on track, the work of the PSB has been subject to a number of scrutiny meetings throughout the year and, to further improve our accountability, we have invited elected members of the PSB scrutiny committee to be part of the sub-groups.

I would like to take this opportunity to thank all the partner agencies for their contribution to the Public Service Board this year and I look forward to working together over the next year.

I hope you enjoy reading through the report.

Our Annual Report

The sustainable development duty in the Wellbeing of Future Generations Act asks us to work towards the seven wellbeing goals for Wales, in a way that meets current needs without preventing future generations to meet their own needs. Working in this way is demonstrated in the five ways of working: Collaboration, Integration, Involvement, Long Term and Prevention. This year in our annual report we wanted to show the how the way we are working is reflecting each of these as well as delivering on our wellbeing objectives.

Whilst throughout this last year our sub boards have continued to focus on the delivery of the steps in the wellbeing plan, the PSB has focused very much on developing our regional working with the Cwm Taf Morgannwg area. We will continue to focus on this in the coming year.

This downloadable and printable report is available on the PSB website where you can find more information on Bridgend Public Services Board, its member organisations and minutes of PSB meetings and download copies of

- **The Bridgend Wellbeing Assessment**
- **The Bridgend Wellbeing Plan**

Our Wellbeing Plan

Bridgend PSB Annual Report



Our wellbeing plan outlines the things that Bridgend PSB will work together on; our wellbeing objectives and steps, and how we want Bridgend to look in the future. We chose the objectives:



Best start in life



Support communities in Bridgend to be safe and cohesive

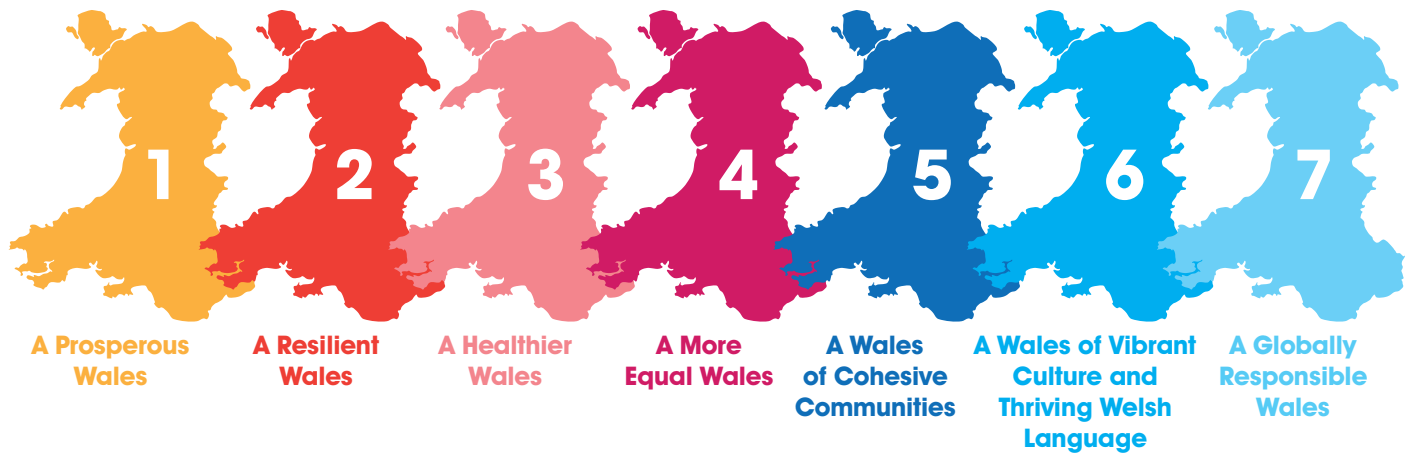


Reduce social and economic inequalities



Healthy choices in a healthy environment

These are designed to work together in an integrated way to contribute to the achievement of the seven wellbeing goals for Wales



Transformation

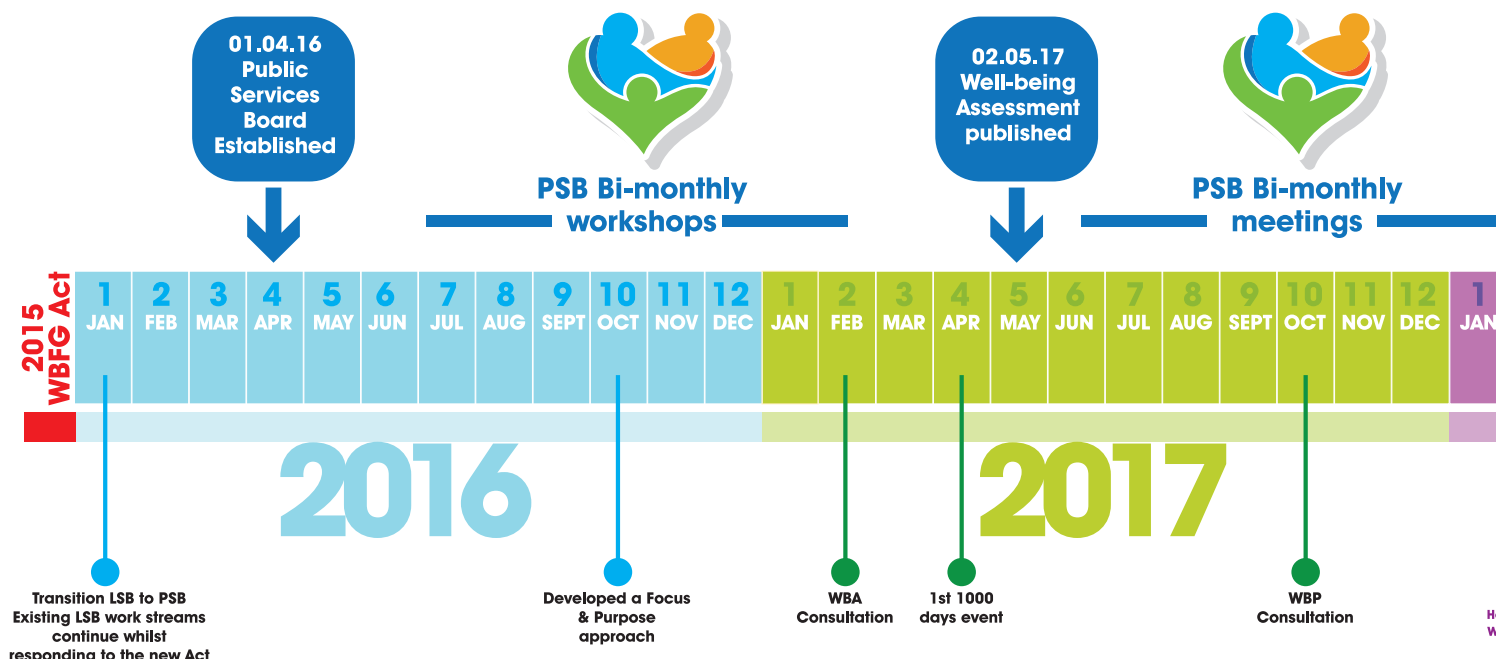
Bridgend PSB Annual Report



Our wellbeing plan is focused on only those actions that require a partnership approach to achieve real change for people living in Bridgend. From its inception, we have been clear that Bridgend PSB is about working differently, and better, together; about making real changes to services. We want to move away from organisational silos and have a more integrated future.

Whilst this transformation can be a lengthy process these are examples of how we are moving from 'business as usual' to a more integrated, citizen centered approach to improving wellbeing. This may include working with new partners, taking an in-depth look at how we are currently working and remodelling services by working across partners.

- We know that new partners bring different perspectives and add to the depth and richness of our understanding of issues affecting wellbeing in our areas. In April 2019 health board services moved to become Cwm Taf Morgannwg joining with Rhondda Cynon Taff and Merthyr areas. New members on our PSB and sub boards have introduced us to new regional networks and new approaches such as work on sexual health and workforce wellbeing where we can share good practice and bring our approaches together on a regional basis.
- Early work by the Children Young People & Families Sub Board has evaluated experiences from a service users' point of view by talking to parents with young children. Overall they have had a good experience of services but there is potential for services to work better together for young families who face a range of challenges. We have joined with the Cwm Taf co-construction project to re-imagine an integrated early years' system for children from the first 1000 days i.e. from conception to 2 years of age and then up to 7 years. Our research adds to the 'live lab' analysis of current services undertaken with Cwm Taf PSB.
- Children in the justice system often have multiple and complex needs. Our youth justice services seek to divert children from risky behaviour, address these needs and support them break the cycle of offending. The Youth Justice Board inspection of our youth offending services highlighted a need to fundamentally remodel the service. The Bridgend Youth Justice Service Management Board was refreshed this year. The Board now reports directly to the PSB to provide high level strategic support. By working closely across all partners we have improved the interface with safeguarding services, health and wider multi-agency provision for children and young people.



Transformation

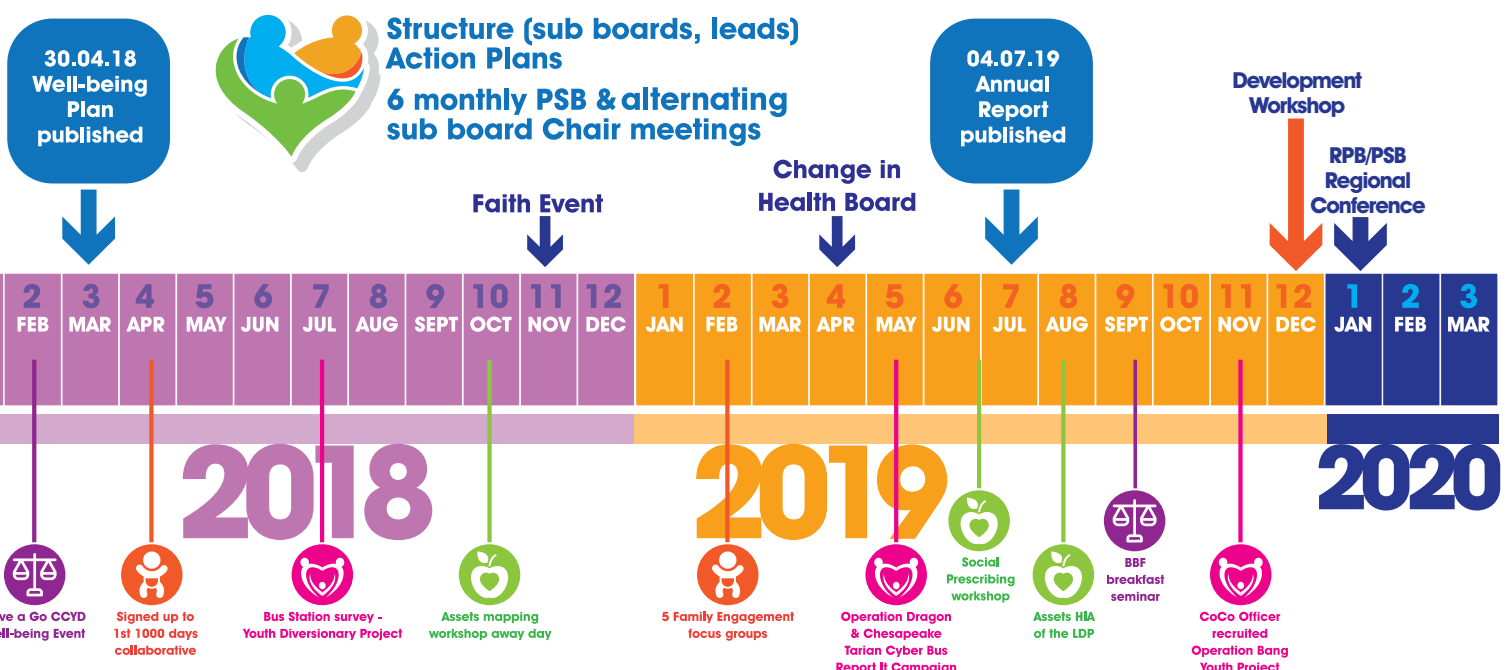
Bridgend PSB Annual Report



- We have taken the time this year to reflect on our activity and identify lessons for the future. This is an element of our performance management framework that helps us to ensure priorities remain relevant and on track. The PSB Development Workshop held in December 2019 looked at how the current structure was working and considered if responses to wider and longer term issues such as vulnerability, foundation economy, Brexit and climate change were needed. Overall our structure and governance was felt to be right but further focus across work streams is necessary on climate change and vulnerability/ serious organised crime as well as improving working between the sub boards, measuring outcomes and engaging with stakeholders.

- PSBs have been in place across Wales since 2016. In 2019 Wales Audit Office did a review of Public Services Boards in Wales and we have closely considered their recommendations. Our current way of working already reflects many elements of the recommendations and we have worked to keep a small membership of organisation heads with members all having an equal status. To improve accountability this year, elected members on the PSB scrutiny committee have joined the sub boards to play a more active role in ensuring community focus.

- The study by Wales Audit Office and one by Welsh Government recognised that organisations meet in a wide range of partnerships and benefit could be had by rationalising these. Regional Partnership Boards, established by the Social Services and Wellbeing Act, share a focus with PSBs on improving wellbeing, in particular prevention of ill health. Following the national seminar to explore the potential of joint work between PSBs and RPBs, we came together with Cwm Taf PSB and Cwm Taf Morgannwg RPB to hold a conference to consider how we can work in a more integrated way in our region. We will work towards a shared assessment, common overarching priorities and the establishment of a new regional body, including a combined Cwm Taf Morgannwg PSB. In the shorter term the three boards will identify a few common priorities to work together on. Topics discussed in the workshop included vulnerability, homelessness and climate change.



Working Regionally

Bridgend PSB Annual Report



Whilst different organisations and boards cover different or overlapping footprints, they often share the same issues e.g. poor health, low skills and vulnerability. Many of our partners on Bridgend PSB cover the regional Cwm Taf Morgannwg area including Cwm Taf Morgannwg University Health Board, South Wales Police, South Wales Fire and Rescue Services, HMPPS, South Wales Police and Crime Commissioner and Natural Resources Wales.

Over the last year we have looked for opportunities to do more regionally and build relationships with new partners across the area so that we can reduce duplication and increase the range and effectiveness of services to citizens.

- We are looking at what information we hold that can help us to predict which children and young families will need the most support from our services. We have joined a vulnerability profiling pilot project for Cwm Taf Morgannwg region that has looked at the information partners hold for 13521 babies over the first 4 years of their life. Analysing this will help us to plan services across the region to support those children and young families that need them most. It will also enable us to provide support at the earliest possible stage so that their situation doesn't get worse.
- We know that keeping active and spending time with friends is important to keep us healthy. Sometimes being helped to take part in community activities can help us be healthier and need to go to the doctor less often. Through the regional social prescribing group for Cwm Taf Morgannwg we are improving the way we work by sharing good practice and having a common approach to collecting information and seeing how people's circumstances are improving. We are supporting the groups and activities in the communities so that more people can benefit.
- To live a life free from violence and abuse is a human right that applies to everyone. We are working across the Cwm Taf Morgannwg area to commission a new regional service to address violence against women, domestic abuse and sexual violence (VAWDASV). Over the last year we have undertaken a comprehensive needs assessment for Bridgend County Borough. This has been used to develop a commissioning strategy for the Cwm Taf Morgannwg area that will ensure all victims receive a needs led, gender specific service. The new service is planned to commence on 1st May 2021.
- Staff in local and regional organisations are receiving training to recognise the signs that a child is being sexually exploited. They advised how to respond in the best way so that children and young people are protected and given the support they need at the earliest possible stage.

Delivers on our Wellbeing objectives:



Best Start
in Life



Support
communities in
Bridgend to be
safe and cohesive



Healthy choices
in a healthy
environment

Working Regionally

Bridgend PSB Annual Report



- We know that Bridgend and South Wales share a fantastic natural landscape of mountains, green spaces and coast. We want more people to be able experience these places and get the benefits to health and wellbeing that brings. Bryngarw Country Park and Parc Sliip Nature Reserve have been chosen to be gateways to the Valleys Regional Park so that visitors and local people can find out about them and use the wide range of green spaces across the region. New activities and opportunities will be linked to these gateway sites so that more people can enjoy them.

- Cwm Taf Nature Network aims to form a collaboration of organisations in the Cwm Taf Morgannwg region to manage the green infrastructure of the region for the benefit of people, businesses and communities. The project is split into three themes that align with the Cwm Taf and Bridgend Well Being Plans

Cwm Taf Nature Network aims to form a collaboration of organisations in the Cwm Taf Morgannwg region to manage the green infrastructure of the region for the benefit of people, businesses and communities. The project is split into three themes that align with the Cwm Taf and Bridgend Well Being Plans

Enable

Increasing access to green infrastructure.

Empower

Improving environment quality for thriving communities.

Unite

Creating a connected network of green spaces.



Delivers on our Wellbeing objectives:



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Collaboration

Bridgend PSB Annual Report



Under the Well-being of Future Generations Act, collaboration is seen as acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives. To Bridgend PSB this is at the heart of what we do and the Wellbeing Plan includes only things that require a partnership approach. Some examples from this past year include reaching out to wider partners across our organisations and area:

- Besides having ecological, landscape, social and amenity value, trees also improve local air quality, capture carbon, reduce flooding, cool urban environments and benefit well-being. The i-Tree surveying process enabled a programme of activity with Bridgend Swansea and Neath Port Talbot PSBs and have identified the best locations for planting in Bridgend to achieve the most benefit. Building on this work, partners in the PSB Assets Sub Board continue to support the tree planting and woodland management schemes at the Bryngarw Country Park tree nursery and the Bridgend County Borough Council owned woodland Local Nature Reserves at Craig y Parcau and Tremains Wood.
- Our early work mapping services for families and children in their first 1000 days, from conception to two years old, showed the extensive range of support that partner organisations provide. The early help hubs bring these key partner services together. They provide an integrated service to families and also provide a means of sharing information and understanding each service better. Case studies are being developed and an evaluation being undertaken on the benefits of South Wales Police PCSO's working in the 3 early help hubs to see how that approach can improve and also be adopted elsewhere.
- Social prescribing supports people to get involved in community activities to improve their health and wellbeing. Members of the PSB Assets Sub Board have a wide range of assets and opportunities that citizens can benefit from. They came together for a social prescribing workshop to learn about each other's activity and developing approaches to social prescribing across partners. This has helped identify the most important factors for them to focus on, particularly information and communication and the importance of securing a long term future for community assets.
- Bridgend Green Network has been established to bring together volunteer coordinators for environmental projects and conservation activity. They are coordinating a 'balsam bashing' programme across the County Borough, involving volunteers and raising awareness of this problem. Volunteers and partners are also able to have opportunities to attend South East Wales Biodiversity Records Centre (SEWBReC) training on recording species and training on dealing with invasive species.

Delivers on our Wellbeing objectives:



Best Start
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Supporting
communities to
be safe and
cohesive



Reducing social
and economic
inequalities



Healthy choices
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Collaboration

Bridgend PSB Annual Report



- The Town Centre Management Group has broadened its membership to include a wider range of stakeholders with an interest in addressing anti-social behaviour and making the town centre a safe place to visit.
.....
- All communities have the potential for tensions to arise, which may lead to some form of conflict. The monthly hate crime monitoring tool collects information from staff across partner organisations to build a picture at neighbourhood level. This will help identify tension 'hotspots' in order to carry out early intervention, and prevent issues escalating
.....
- BCBC Street Scene officers have been trained to recognise and respond safely to drug related litter. They will help to identify hot spots of drug use so that services can be targeted where needed and ensure local people and staff are safe from injury.
.....
- Partners have come together to provide a coordinated support for rough sleepers in Bridgend.
 - Bridgend churches and the Zone provide help during the day time every day which is in addition to existing overnight provision.
 - Vulnerable people including those who are homeless or sleeping rough have received advice and support on a range of issues including debt, employment, housing and health at a weekly Crisis café in the Zone in Bridgend where PSB partners have come together to provide a drop in service
 - People who volunteer to work with rough sleepers are have been given access to support from specialist workers to help them better understand the issues affecting rough sleepers and recognise and respond to important matters of safety.
- Staff involved in partnership working say that it develops their skills and knowledge of other partners. Experience of working across organisations has helped the PSB apprentice to apply and be accepted to train as a police officer.
.....



Delivers on our Wellbeing objectives:



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Collaboration

Bridgend PSB Annual Report



Bridgend PSB works together with local partners to improve wellbeing.

The Wellbeing Plan only includes things that we want to do together.

This year we have been working with some new partners in Bridgend and also in neighbouring areas.



2210

trees planted at 6 locations across Bridgend County

1203

families supported by early help hubs involving staff from 5 different services

27

organisations provide community activities or events

22

Members from 14 different organisations in Bridgend Green Network are working with volunteering to improve our green spaces.

27

Members on town centre management group from 14 different organisations

76

officers across 5 organisations use the tension monitoring form to report incidents in communities

40

street scene officers will be having special training to deal with drug related litter

5

Hours of day time support provided for rough sleepers every day Monday to Friday throughout the year



Delivers on our Wellbeing objectives:

Integration

Bridgend PSB Annual Report 2019-20



Under the Well-being of Future Generations Act, integration is seen as the approach of considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies. In Bridgend PSB we have examples of how public bodies and wider partners are finding that working more closely together and taking a common approach to issues meets their own objectives whilst collectively delivering on the wellbeing goals and wellbeing objectives of the PSB.

- In our wellbeing assessment citizens said that having secure well paid employment is vital to their wellbeing. Local people in all areas and of all ages are able to access a wide range of support with employment issues such as health, basic skills and confidence under one banner – Employability Bridgend. Public sector partners and businesses have taken part in jobs fairs, family fun days and recruitment events to engage with local people and provide advice and access to programmes.
- Coming into the workplace for the first time can be really daunting. As well as having a workplace mentor to support their learning and development needs, apprentices in local businesses have been able to share experiences with each other and get advice and support from other local employers as part of a pilot mentoring circle.
- Members of partner organisations were able to share their good practice and explore opportunities to work together in a regional workshop focused on support for children in their early years, natural and historical community assets and supporting older people to age well.
- Local town and community councils have brought their own community perspective into the working of the PSB as members from Local Town and Community Councils Forum have joined the PSB Assets Sub Board. The Act requires that the larger town and community councils must play a part in delivering local wellbeing plans and the PSB has been keen to work with town and community councils in an integrated way through the forum.
- Community navigators have been employed by BAVO to form a social prescribing resource to support people improve their health and wellbeing through taking part in local activities and using local assets. They are developing community assets and partners in the PSB Assets Sub Board are coming together to bring their own activities and opportunities into this framework
- People interested in setting up their own enterprise have taken part in a week long 'Pop up' business school. They had advice on the first steps and more depth on a range of topics within an alternative business course showing practical ways to start a business for free.
- Veterans from our armed forces can raise any issue that they are finding difficulties with at the Veteran's Hub drop in café in The Zone on Friday mornings. Each week partner organisations are available to provide advice and on health, banking, benefits and employability.

Delivers on our Wellbeing objectives:



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Healthy choices
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Integration

Bridgend PSB Annual Report



We are all working to improve wellbeing in our communities. In Bridgend PSB we have examples of how working more closely together is improving things for all our service users.



50 • 300

Stalls from over **50** businesses and organisations were at the Jobs Fair in Porthcawl where over **300** people came to see opportunities available.

72

young people are doing a junior apprenticeship in Bridgend College.

Bridgend College
Coleg Penybont

9

community navigators are employed by **BAVO** to help people to use local community activities to improve their health and wellbeing.

BAVO



44

delegates attended a Western Bay regional workshop on support for children and babies, improving green spaces and helping older people to be healthy.

80

More than **80** local entrepreneurs have been helped to start their own business after attending a week-long course with the PopUp Business School in Bridgend.



Delivers on our Wellbeing objectives:



Involvement

Bridgend PSB Annual Report



Under the Well-being of Future Generations Act, involvement is seen as the importance of involving people with an interest in achieving well-being. It is about finding out what matters to people in their communities and using that to influence decisions. Bridgend PSB sub boards have involved local people, businesses, staff and community organisations in a range of discussions in lots of different ways so that we can better understand their issues, provide advice and support and focus our activity on the most important things.

- Bridgend Business Forum provides members from across the business community with a regular programme of business events and networking opportunities with other businesses. Members of the PSB Workforce Wellbeing Sub Board attended the employers' wellbeing event with information about their activity to promote health and wellbeing amongst their staff. Information is also being prepared for small businesses working with Employability Bridgend so that we can share approaches and contacts.
.....
- By offering apprenticeships, businesses are not only helping their own business to grow but are making an invaluable contribution to boosting our economy and ensuring our future workforce is equipped with the right skills. An SME business breakfast was hosted by Bridgend College where local small and medium sized businesses heard from local business owners and the National Training Federation for Wales on the available support to them and the benefits of engaging apprenticeships into their businesses.
.....
- Apprenticeships can be a route to an exciting and fulfilling future career for all ages. The Bridgend Learning Partnership is working to improve information for young people and people from diverse backgrounds about apprenticeships. We have collaborated with several key local employers to run 'Have a Go' events at Coleg Cymunedol Y Dderwen where 3000+ school pupils have taken part in engaging activities to raise awareness of apprenticeship career options in STEM subjects.
.....
- Our survey on community cohesion found that most people felt that they belonged to their local area and were a part of their community. A small number however had experienced discrimination or been a victim of hate crime. The survey on Community cohesion and the impact of Brexit was undertaken through partner networks, online and with citizens at community events, PACT meetings and the South Wales Police Open Day in Bridgend. The findings have helped to improve our understanding of the things that are concerning people in our communities and also will help us to improve awareness of services and support available and how to access them.
.....

Delivers on our Wellbeing objectives:



Supporting communities to be safe and cohesive



Reducing social and economic inequalities

Involvement

Bridgend PSB Annual Report



- After the UK leaves the EU, EU nationals need to apply to the EU Settlement Scheme to continue living in the UK and maintain their rights to work, health care, study and benefits. Awareness events and drop in advice sessions have been held with citizens, staff, students and county borough councillors to encourage EU nationals to apply so that they and their family members can get the immigration status they need to continue to live, work and study in the UK.
- The Community Safety Partnership Team have been out and about most weeks throughout the year talking to members of the public about community safety, hate crime, domestic violence at various settings around Bridgend County and hearing about their concerns and experiences. A number have been held in the Bus station in Bridgend following up on issues with anti-social behaviour to promote bus users feeling safer. The Community Safety Partnership and the Town Centre Management Group have been able to use this information to understand better where communities are finding problems. They have also made contacts to work with local people and businesses who want to help to improve the situation.
- People may find issues such as health and lifestyle can impact on their ability to get a job. Employability Bridgend have done a range of community based engagement events at venues across Bridgend County which incorporate employment support, with family exercise activities, and healthy eating demonstrations to provide advice, promote the programme and also hear more about the challenges that people find in getting a job and what help they need.
- Engaging with young people in discussions about the kinds of activities they are interested in has helped to develop a programme including Healthy Eating and Cooking Together, Rap and song writing, Learn an instrument, CV and Job Search. These opportunities are offered alongside detached youth work that aims to divert them into more positive activities at locations that have seen an increase in antisocial behaviour.



Delivers on our Wellbeing objectives:

Supporting communities to be safe and cohesive

Reducing social and economic inequalities

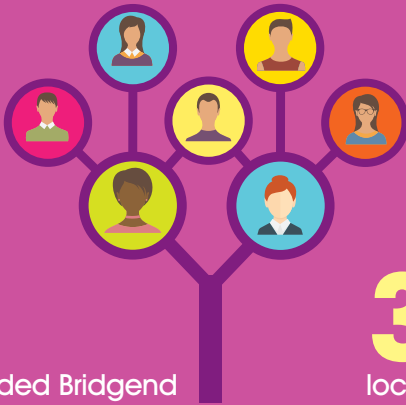
Involvement

Bridgend PSB Annual Report



Bridgend PSB wants to find out what matters to people in their communities so that we can use that to improve services

This year we have talked to local people, businesses, staff and community organisations so that we can better understand their issues and provide advice and support on the things they think are most important.



42

people attended Bridgend Business Forum and HALO wellbeing event

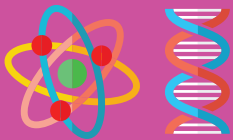
30



local businesses attended the SME business breakfast to promote apprenticeships

183

people responded to the Community cohesion survey



3000+

pupils attended have a go day to promote apprenticeships in science and technology



7



awareness sessions were held for EU settlement scheme at BCBC, Bridgend College, Maesteg Well Being Centre and Bridgend Job Centre

84



Community Safety Partnership awareness sessions were held in year on topics such as domestic violence, hate crime, stalking and safety around bonfire night and general safety.



19



drop in sessions are held each week by Employability Bridgend. 12 engagement events and fun days were held by Employability Bridgend

1857



Young people got involved in 123 outreach activities and drop in sessions across the county to address anti-social behaviour.

Delivers on our Wellbeing objectives:



Long Term

Bridgend PSB Annual Report



Under the Well-being of Future Generations Act, having a long term way of working is seen as an approach that recognises the importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs. Our local wellbeing assessment and ongoing national work on future trends helps us to recognise how our population, communities and environment are changing and expected to change in the future. Below are some of the things we are looking at

- Mental health, diabetes and dementia are predicted to continue to increase in the future. Improving lifestyle can have a positive effect on all of those and we are extending opportunities for people to be active in our green spaces through involvement in the Valleys Regional Park and the Cwm Taf Nature Network.
.....
- The Local Development Plan (LDP) sets out how and where the development of Bridgend County will take place in the future. Its principles include maximising opportunity for promoting good health and wellbeing. The PSB Assets Sub Board have helped to ensure the widest possible aspects of health and wellbeing will be reflected in the LDP by arranging a Health Impact Assessment led by Public Health Wales to be held with sub board members and other stakeholders.
.....
- Securing a common long term vision for improving wellbeing for the region was a commitment from the conference between Bridgend and Cwm Taf PSBs and the Regional Partnership Board (RPB). This will be the product of shared work on the assessments that both PSBs and RPBs have to complete. It will also involve looking at areas which have not been tackled through the regional partnership arrangement currently to agree how we can act together in future. Areas being considered include vulnerability, homelessness and climate change.
.....
- Our population is expected to become more diverse in the future. Tensions may emerge between different ethnic or faith groups, new arrivals and long term residents, young and old, rich and poor or along neighbourhood lines. Improving communication and raising awareness are key components of our approach to community cohesion activity. This year we have introduced monthly tension monitoring and had a programme of awareness and communication through our community cohesion coordinator. Regular communication with local faith groups including with the leader of the Mosque in Aberkenfig and leaders of the Catholic Church in Bridgend Town Centre has helped to promote hate crime awareness and provide support with other issues such as the EU settlement scheme registration.
.....

Delivers on our Wellbeing objectives:



Best Start in Life



Supporting communities to be safe and cohesive



Reducing social and economic inequalities



Healthy choices in a healthy environment

Long Term

Bridgend PSB Annual Report



- We know that in the future our population will have a greater proportion of older people. Programmes such as Super-agers are supporting communities to develop more opportunities for older people to play an active role in their communities and maintain health and wellbeing. Our Workforce Wellbeing Sub Board is looking at how organisations can support older people in their workforce prepare for a healthy and active retirement.
- The need to think differently about the way we live and move around to respond to climate change has prompted the PSB Workforce Wellbeing Sub board to identify agile working as an area for future joint work. Our respective organisations have different approaches and sharing experiences and approaches will help us to explore further options. Homeworking and other responses to Covid-19 will provide a rich source of experience from a diverse range of services.
- Nature is declining globally at unprecedented rates. The rate of species extinction is accelerating with a million species under threat with grave impacts on people around the world. In Wales this could mean losing 1 in 14 of our species. The new Bridgend Green Network is focusing on encouraging and coordinating volunteer action on biodiversity with a focus on the invasive species Himalayan Balsam. Teams are pulling it up in spring to prevent balsam crowding out native plants, dominating habitats and leaving ground vulnerable to erosion in winter.
- At our development workshop in December we challenged ourselves to look further ahead and consider if the world has changed and does our long term view need to change. We considered climate change, the foundation economy, vulnerability and coercive control, Brexit, Cwm Taf Co-construction project, poverty, social prescribing. PSB members felt that climate change was the primary area for more focus and there are good examples of work to draw on such as the Natural Resources Wales Carbon Positive programme and the ground breaking work of BCBC on local area energy and carbon free energy.



Delivers on our Wellbeing objectives:



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Long Term

Bridgend PSB Annual Report



We have used our local wellbeing assessment and national work to help us to recognise how our population, communities and environment are changing and expected to change in the future. This year we have worked on the following



activity in green spaces to improve population health - 2 gateway sites to the Valleys Regional Park - Bryngarw Park and Parc Slip Nature Reserve. 9 green spaces in Bridgend County with green flag award

21

people from 10 different organisations took part in a health impact assessment on Bridgend's Local Development Plan

42

Delegates in the PSB/RPB event developing long term vision for the region.

64

members of Bridgend Community Cohesion and Equalities Forum which meets every 3 months

30%

increase in our population of people over 65 years is expected by 2043. 10 organisations are working on helping staff have a healthy retirement.

10

organisations are looking at how agile working can help to reduce CO2 emissions.



1 in 14

species under threat of extinction in Wales. – Bridgend green network are working to promote biodiversity

20

members of the PSB are looking at how a long term vision for the PSB can contribute to tackling climate change.



Delivers on our Wellbeing objectives:



Prevention

Bridgend PSB Annual Report



Under the Well-being of Future Generations Act, prevention is seen as how acting to prevent problems occurring or getting worse may help public bodies meet their objectives. For Bridgend PSB this means sharing good practice on preventative measures, learning about the effectiveness of current practice and coordinating activity to improve impact. Examples below also include where we are sharing training and awareness so that issues are identified quickly and addressed effectively before situations deteriorate further.

- As major employers in Bridgend County, PSB members want to prevent staff from becoming unwell and promote healthy lifestyles that will also benefit their families and communities. Our Workforce Wellbeing Sub Board has shared good practice of activities to promote staff wellbeing and taken that learning into our respective organisations. They have also shared the findings from staff surveys to help each other to explore challenges and consider solutions. New contacts developed with Bridgend Business Forum and employers working with Employability Bridgend will bring other perspectives and partners into this work.
- Employment rates for young people with learning and other disabilities are considerably lower than for that age-group as a whole. To prevent the long term impact that worklessness has on individuals and families, Bridgend Learning Partnership with Bridgend College has supported another cohort of 9 young people into an internship at the Princess of Wales Hospital in Bridgend. Outcomes for the first cohort in 2018-9 have been fantastic with most of the interns going on to gain full employment and all reporting an improvement in confidence and skills to bring to a future employer.
- Traders in Bridgend town centre are concerned that anti-social behaviour, homelessness and substance misuse is deterring shoppers and visitors to the town centre. The new Town Centre Management Group has provided opportunity to coordinate activity and gather information from many different organisations to address the challenges. Alongside commissioned work with young people South Wales Police are taking a strong approach to tackling substance misuse and frustrating supply chains and arresting key individuals.
- Schools have a vital role in ensuring that young people are educated about drugs and alcohol, their effects and potential consequences. They must also ensure they are equipped to deal with incidents of substance misuse in an appropriate way. Patterns of substance misuse are changing all the time. To ensure that policies across partners and schools are consistent, relevant and up to date the Community Safety Partnership is working with schools to review and update current policies and shares information with partners to ensure we have an up to date view of substance misuse in the area.

Delivers on our Wellbeing objectives:



Best Start in Life



Supporting communities to be safe and cohesive



Reducing social and economic inequalities



Healthy choices in a healthy environment

Prevention

Bridgend PSB Annual Report



- The PSB have pulled together people from a number of organisations to identify how we can collectively improve our ability to reduce the likelihood of suicide and to better support people who are affected by suicide or attempted suicide and self-harm. Implementation has continued on the Suicide Prevention Strategy to raise awareness, respond to crises, support individuals and families and reduce access to the means of suicide. Suicide rates are starting to drop in Bridgend. The Suicide Review and Response Group won the South Wales Police and Crime Commissioner partnership award for their collaborative work on the strategy.
- It is essential that staff have the knowledge, skills and confidence to identify instances of violence against women, domestic abuse and sexual violence. 'Ask and Act' training is being provided to frontline staff, managers and trainers across partner organisations and regionally. Staff are trained to ask about these issues and to respond effectively. It also looks at the culture, procedures and monitoring in an organisations to ensure that systems respond as well.
- The Prevent awareness training is part of the National Counter Terrorism Strategy to prevent people from being drawn into terrorism. Frontline staff, including staff from schools and from across partner organisations have been trained to identify when someone may be vulnerable to radicalisation and given the confidence and ability to raise concerns.
- To prevent young people and vulnerable adults from being drawn into far right extremist groups, the Community Safety Partnership is working with an organisation called Small Steps to provide frontline staff across partner organisations with training. The sessions raise awareness about the ideology of the far-right, how such groups operate, what the counter-narratives are and how staff can help challenge this by recognising tell-tale warning signs.



Delivers on our Wellbeing objectives:



Best Start in Life



Supporting communities to be safe and cohesive



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Healthy choices in a healthy environment

Prevention

Bridgend PSB Annual Report



To prevent problems occurring or getting worse Bridgend PSB has been sharing good practice, learning about current ways of working and working together to do things better. We are also training jointly so that more people know how to identify problems and how to deal with them before they get worse.



10



Organisations on the Workforce Wellbeing Sub Board are sharing how they work to prevent staff becoming ill.

9



young people are on an internship at the Princess of Wales hospital learning new skills for work.

53



people took part in a survey on anti-social behaviour in Bridgend town centre.

10



Partners are working together on the suicide prevention strategy

26



Delegates had far-right extremism training

5



Prevent awareness training sessions set up to help staff counter terrorism



4907

people to date were trained to recognise and prevent domestic violence and 7 were trained to be a trainer themselves.

Delivers on our Wellbeing objectives:

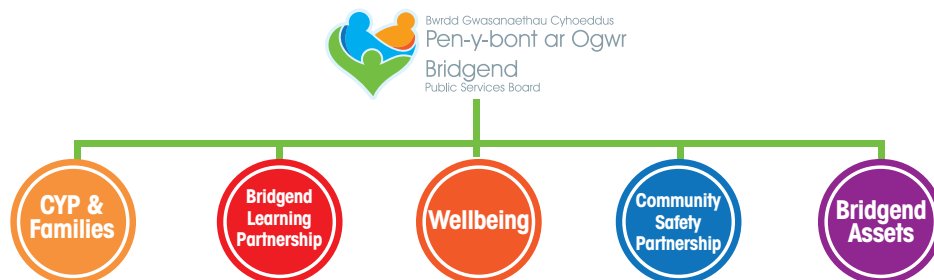


How we are delivering the plan



We are making sure the priorities and steps in our Wellbeing Plan are being delivered through:

Good governance - The five sub-boards coordinate delivery as set out below. Their activity is reported to the PSB and the chairs meet to integrate activity across the objectives and avoid duplication.



Following the development workshop in December we will be looking to develop more opportunities for sub boards to work with one another.

Accountability - The PSB scrutiny panel, including elected members, meet twice a year to review activity and provide advice and support. They have advised on the Annual Report and have had a separate session to look at the work of the Children Young People & Families Sub Board and the Bridgend Learning Partnership sub board. Scrutiny Panel members sit on each of the sub boards to further develop this relationship and bring their own experience.

Strong leadership - PSB has developed a framework of governance for the delivery of the plan and PSB members chair each Sub-board.

Joint resources - Activity across all the sub-boards has been contributed to by all partners, sharing resources and supporting joint bids for funding.

Delivery plans - Delivery plans have been developed by each sub-board setting out actions to be taken to deliver each step in the Wellbeing Plan. They have guided activity and also been used to report on progress to the PSB and Scrutiny panel. They were reviewed collectively at the development workshop in December. Sub boards are working to develop an outcomes framework to fit within the performance management framework for the PSB.

Collective commitment to delivering the plan - All members stress the benefit they get from the relationships built across the PSB in working more collaboratively to deliver better services in Bridgend County. As the health board footprint has changed from Abertawe Bro Morgannwg University Health Board to Cwm Taf Morgannwg University Health Board, the PSB has been developing relationships with Cwm Taf PSB and the Cwm Taf Morgannwg Regional Planning Board.

Community and stakeholder involvement - As set out in this report, the PSB has engaged with citizens, staff and service users to increase understanding of the issues to be addressed and feed into the delivery of the wellbeing plan.

Measuring Wellbeing



This is a long term plan for improving wellbeing in Bridgend County. Our wellbeing plan identifies a small number of quality of life indicators, including national wellbeing indicators, for each of our wellbeing objectives. These will help us to see trends and changes to wellbeing in the long term alongside the Future Trends information, Natural Resources Wales Area Statements, SONAR report and other sources developed by Welsh Government and Data Cymru. Sub boards are working to develop an outcomes framework and related measures to fit within the performance management framework for the PSB.

The wellbeing assessment provided the baseline for the wellbeing plan and we continue to add to this through:

- Story behind the statistics – information from citizens and service users adds to baseline from the wellbeing assessment across all the objectives e.g. community cohesion, anti-social behaviour, social prescribing, apprenticeships, businesses
- Collecting quantifiable data on sub board activity, reflected in the infographics in this plan
- Work on a framework of outcomes and measures for each sub board.

We are working with Cwm Taf PSB and Cwm Taf Morgannwg Regional Partnership board to develop a regional approach for the next wellbeing and population assessments so that we can do as much as possible jointly and bring that together in one assessment.

We continue to welcome your comments and contribution to the delivery of the wellbeing plan to ensure that it continues to reflect local needs, aspiration and ambition.

Delivers on our Wellbeing objectives:



Best Start
in Life



Supporting
communities to
be safe and
cohesive



Reducing social
and economic
inequalities



Healthy choices
in a healthy
environment

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<https://www.bridgend.gov.uk/my-council/performance-plans-and-reports/bridgend-public-services-board/>