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Adborth ar Hunan-Fyfyrio i Gyngor Conwy

Cynnydd tuag at

Amcanion Llesiant: offeryn hunan-fyfyrio 2017-18

Gorffennaf 2019



Self-Reflection Feedback for Conwy Council

Progress towards

Well-being Objectives: self-reflection tool 2017-18

July 2019



Canfyddiadau sector-benodol: *Ilywodraeth leol*



Sector specific findings: *local government*



Ar draws llywodraeth leol

Capasiti mewn Llywodraeth Leol

Nid yw Llywodraeth Cymru wedi darparu digon o adnoddau ar gyfer gweithredu'r ddeddfwriaeth yn nhermau cynorthwyo datblygu arweinyddiaeth ar gyfer newid trawsffurfiol na darparu'r seilwaith sy'n ofynnol o dan y Ddeddf – naill ai yn y sectorau a noddir gan Lywodraeth Cymru nac ar gyfer cyflawni'r ddeddfwriaeth o fewn Llywodraeth Cymru ei hunan. Fel y cyfryw:

- Mae'r pwysau ariannol sy'n wynebu Awdurdodau Lleol yn cyfyngu ar y gallu i arwain newid hirdymor. Nid yw hyn o reidwydd yn ymwneud ag angen am wasanaethau newydd neu fwy o bobl, ond yn hytrach â gallu gwasanaethau sydd wedi cael eu cwtogi a meysydd corfforaethol Awdurdodau Lleol i arwain newid, i feddwl yn arloesol ac ymroi i gydweithio ac integreiddio gydag eraill – tra hefyd yn rheoli swyddi dyddiol sydd o dan bwysau cynyddol.
- Yn gyffredinol, yr heriau a adroddwyd am weithredu'r Ddeddf oedd integreiddio prosesau a deddfwriaeth Llywodraeth Cymru, yn arbennig y rhybudd byr am setliadau ariannol a dyraniadau cyllideb un flwyddyn. Mae hyn yn arwain at benderfyniadau tymor byr ar gyfer gwneud yr arbedion sy'n ofynnol ac yn ennyn ofn arloesedd, methiant a risg. Tra bo hyn yn anochel yn cyflwyno rhai heriau i Awdurdodau Lleol wrth iddynt gyflawni eu dyletswydd i weithredu cynllunio hirdymor, dylid hefyd gydnabod bod cyllid ar y cyfan yn gymharol statig, a gellir ymgymryd â chynllunio hirdymor ar y sail hwnnw os ydyw Awdurdodau Lleol mewn gwirionedd yn croesawu'r Ddeddf fel rhan o'u busnes craidd, fel yr ydym yn ei hyrwyddo yn y cyngor hwn.
- Mae yna nifer o swyddogion llywodraeth leol sy'n barod i sbarduno dulliau newydd o weithio, ond ar y cyfan mae yna heriau o safbwynt gallu swyddogion i arwain a sbarduno newid trawsffurfiol. Mae gweithredu'r Ddeddf yn ei gwneud yn ofynnol i gael arweinyddiaeth mewn sefydliad a fedr hawlio newid a chreu'r diwylliant sy'n neilltuo amser ac adnoddau i roi cynnig ar bethau gwahanol, herio'r 'status quo' a chyfleu dysg. Rydyn ni'n awyddus i weld y newid hwn mewn agwedd a gweithred – dylid adrodd yn glir a thryloyw yr hyn sy'n wahanol i'r hyn yr oedd o'r blaen.



Across local government

Capacity in Local Government

The Welsh Government has not sufficiently resourced the implementation of the legislation in terms of leadership development support for transformational change or delivering the infrastructure required under the Act – either in the sectors sponsored by Welsh Government or delivery of the legislation within the Welsh Government itself. As such:

- Financial pressure facing Local Authorities is limiting capacity to lead long-term change. This is not necessarily about needing resources for new services or more people, but rather about the capacity of the stripped back services and corporate areas of Local Authorities to lead change, think innovatively and reach out to collaborate and integrate with others - whilst also managing increasingly pressurised day jobs.
- Challenges reported in implementing the Act commonly were the integration of process and legislation from Welsh Government, particularly the short notice of financial settlements and one year budget allocations. This leads to short-term decision-making to make the required savings and fear of innovation, failure and risk. Whilst this inevitably presents some challenges to Local Authorities in fulfilling their duty to carry out long-term planning, it should also be recognised that the vast majority of funding is relatively static and long-term planning can be undertaken on that basis if local authorities are genuinely embracing the Act as part of their core business, as we are advocating in this advice.
- There are a number of local government officers who are willing to drive new ways of working but overall there are challenges regarding lack of sufficient officer capacity to lead and drive transformational change. Implementing the Act requires the leadership of an organisation to demand change and create the culture that allocates time and resource to try different things, challenge the status quo and communicate learning. We want to see this shift in attitude and action – what is different to before should be reported clearly and transparently.



Ar draws llywodraeth leol

Capasiti mewn Llywodraeth Leol (parhad)

- Gall swyddogion Awdurdodau Lleol sy'n llunio newid yn eu sefydliad deimlo'n rhwystredig ac ynysig. Rydyn ni'n annog ymuno â rhwydweithiau megis Rhwydwaith Cydlynwyr Datblygu Cynaliadwy Cymru, rhwydweithiau CLILC ac eraill, a ffurfio agendâu sy'n dod yn setiau dysgu i helpu i rannu'n ddiffuant heriau ac arfer arloesol, yn arbennig ar adegau o galedi lle mae rhai'n dod i ben â'r her yn well nag eraill.
- Nid oes digon o ffocws o fewn Llywodraeth Leol ar drawsffurfio dulliau o weithio yn y saith maes corfforaethol o newid. Er bod enghreifftiau da o rai sefydliadau'n ceisio diwygio eu hymagwedd tuag at gaffael, megis Cyngor Sir Fynwy, Cyngor Caerdydd a Chyngor Conwy, a nifer o enghreifftiau o rai'n ceisio lleihau eu hallyriadau carbon yn gyflymach drwy ddefnyddio'u hasedau, nid yw Awdurdodau Lleol wedi cyfeirio'n ddigonol at y modd y maent yn ymgymryd â'u gwaith cynllunio, rheoli risg eu gweithlu a chynllunio ariannol yn unol â'r pum dull o weithio a'u dyletswyddau statudol i gymryd pob cam rhesymol i gyflawni eu hamcanion llesiant. Dywedodd y Comisiynydd yn ei '[Llesiant yng Nghymru; y siwrnai hyd yn hyn](#)' bod yn rhaid i gyrff cyhoeddus gychwyn adrodd ar y modd y mae meysydd corfforaethol o newid yn addasu eu dulliau o weithio a rydyn ni'n monitro eich cynnydd ar hyn.
- Cynllunio ariannol a rheoli risg yw dau o'r saith maes corfforaethol sy'n rhaid iddynt wneud yr egwyddor datblygu cynaliadwy'n rhan hanfodol o'u gweithgareddau, ac mae'r Comisiynydd yn ddiweddar wedi cytuno ar ddiffiniad o [wariant ataliol](#) gyda Llywodraeth Cymru. Dylai Awdurdodau Lleol hefyd fabwysiadu hyn a'i ddefnyddio i drwytho penderfyniadau ar wariant.



Across local government

Capacity in Local Government (cont.)

- Local Authority officers who are change makers in their organisations can feel frustrated and isolated. We encourage joining networks like the Sustainable Development Co-ordinators' Cymru Network, the WLGA networks and others, and forming agendas that become learning sets to help honestly share challenges and innovative practice, especially in times of austerity where some are managing this challenge better than others.
- There is insufficient focus within Local Government on transforming ways of working in the seven corporate areas of change. Whilst there are good examples of some organisations seeking to reform their approach to procurement, like Monmouthshire Council, Cardiff Council and Conwy Council, and quite a few examples seeking to accelerate reducing their carbon emissions through use of their assets, Local Authorities have made insufficient reference to how they are undertaking their work force planning risk management and financial planning in line with the five ways of working and their statutory duties to take all reasonable steps to meet their wellbeing objectives. The Commissioner set out in ['Well-being in Wales: the journey so far'](#) that public bodies must begin reporting on how corporate areas of change are adapting their ways of working and we are monitoring your progress on this.
- Financial planning and risk management are two of the seven corporate areas that must place the sustainable development principle at their heart, and the Commissioner has recently agreed a [definition of preventive spend](#) with Welsh Government. Local Authorities should also adopt this and use it to inform spending decisions.



Ar draws llywodraeth leol (parhad)

Mae cynnydd yn cael ei wneud ar gyflawni amcanion llesiant mewn rhai meysydd, ond mae yna amrywiaeth yn y modd y dangosir sut mae gosod amcanion a gwneud penderfyniadau'n cymhwyso pob un o'r pum dull o weithio.

- Mae angen i Awdurdodau Lleol ddangos yn well sut y maent wedi cymhwyso'r pum dull o weithio a dyletswyddau i gymryd pob cam rhesymol i gyflawni'r amcanion yn eu penderfyniadau. Mae'r Comisiynydd wedi darparu adnoddau i helpu gyda hyn – megis [Fframweithiau Cenedlaethau'r Dyfodol](#). Yn y blynyddoedd sy'n dod bydd yn ystyried sut yr ydych wedi dangos yn glir bod yr adnoddau hyn wedi cael eu defnyddio i weithio drwy gynigion, penderfyniadau a chraffu.
- Mae'r Ddeddf wedi dechrau arwain at gynllunio tymor hwy ac arloesedd. Ond, wrth gyflawni amcanion, dylai Llywodraeth Leol ddangos yn fwy clir sut y maent wedi ystyried tueddiadau hwy a senarios. Mae gan y mwyafrif, er enghraifft, amcanion ar sgiliau ond prin yw'r rhai sydd wedi dangos sut y maent (gyda neu heb bartn eriaid eraill) wedi ystyried pa sgiliau fydd eu hangen yn y dyfodol tu hwnt i gynllunio ar gyfer bylchau mewn sgiliau presennol. Heblaw am ddefnyddio asesiadau o lesiant, a ystyriodd y tueddiadau hirdymor a data ar gyfer pob maes nid yw ystyried tueddiadau hirdymor eto wedi eu hymgorffori yn y prosesau penderfynu. Mae llawer iawn o hyn, ymddengys, oherwydd capasiti ac arbenigedd. Dylai'r Llywodraeth, Awdurdodau Lleoll a'r GLILC ddarganfod ffyrdd o adeiladu capasiti yn y maes. Mae rhai Awdurdodau Lleol wedi defnyddio cyllid rhanbarthol Byrddau Gwasanaethau Cyhoeddus i adeiladu capasiti ar gyfer meddwl am y dyfodol (megis yng Ngwent), ond dylai'r Llywodraeth sefydlu adnodd wedi ei dargedu at gyrff cyhoeddus ungiol yn benodol at y diben hwn.
- Tra bo cydweithio wedi cynyddu drwy weithio ar lefel Byrddau Gwasanaethau Cyhoeddus, dylai Awdurdodau Lleol chwilio am fwy o gyfleoedd i gynyddu cysylltedd rhwng eu hamcanion hwy ac amcanion eraill. Mae angen i Awdurdodau Lleol chwilio am gyfleoedd ar gyfer cydweithredu tu hwnt i'r bobl arferol. Gall cyrff cenedlaethol nad oes ganddynt rôl yng ngwaith Byrddau Gwasanaethau Cyhoeddus, er enghraifft, yn ogystal ag ystod ehangach o gyrff y trydydd sector, colegau, prifysgolion a chwmnïau'r sector preifat chwarae eu rhan mewn cyd-gyflawni amcanion llesiant. Dylai Awdurdodau Lleol ymgymryd ag asesiad o'r partneriaid posibl a fedrai eu helpu i gyflawni amcanion llesiant gyda'r bwriad o ddarganfod capasiti i swyddogion adnabod a datblygu'r fath bartneriaethau.



Across local government (cont.)

Progress is being made on meeting well-being objectives in some areas, but there is variation in demonstrating how setting objectives and decision-making is applying all of the five ways of working.

- Local Authorities need to better explain how they have applied the five ways of working and duties to take all reasonable steps to meet objectives to their decision-making. The Commissioner has provided resources to help with this – such as the [Future Generations Frameworks](#). In future years, she will be considering how you have demonstrated clearly that these resources have been used to work through proposals, decision-making and scrutiny.
- The Act is starting to bring about longer term planning and innovation. But, in meeting objectives, Local Government should more clearly demonstrate how they have considered long term trends and scenarios. Most, for example, have objectives on skills but very few have demonstrated how they have (with or without other partners) considered what skills will be needed in the future beyond planning for existing skills gaps. Aside from the use of well-being assessments, which considered the long-term trends and data for each area, consideration of long-term trends is not yet embedded in decision-making processes. A large part of this appears to be due to capacity and expertise. The Government, Local Authorities and the WLGA should seek to find ways to build capacity in this area. Some Local Authorities have used PSB regional funding to build capacity for futures thinking (such as in Gwent), but Government should establish a targeted resource to individual public bodies specifically for this purpose.
- Whilst collaboration has increased through working at PSB level, Local Authorities should look for more opportunities to increase connectivity between their objectives and those of others. Local Authorities need to seek opportunities to for collaboration beyond the usual suspects. National bodies who do not play a part in PSBs, for example, as well as a broader range of third sector bodies, colleges, universities and private sector companies can play a role in jointly delivering well-being objectives. Local Authorities should undertake an assessment of the potential partners who could help them to deliver well-being objectives, and aim to find capacity for officers to identify and develop such partnerships.



Ar draws llywodraeth leol (parhad)

Mae cynnydd yn cael ei wneud ar gyflawni amcanion llesiant mewn rhai meysydd, ond mae yna amrywiaeth yn y modd y dangosir sut mae gosod amcanion a phenderfynu'n cymhwyso pob un o'r pum dull o weithio (parhad)

- Mae yna enghreifftiau clyfar o ble mae'r Ddeddf yn sbarduno arloesedd a dulliau gwahanol o wneud pethau. Rydyn ni'n casglu'r rhain at ei gilydd i mewn i adnoddau'n gwefan, yn cynnwys llawer sy'n ymddangos yn adnoddau Y Gallu i Greu y Comisiynydd. Ond, dylai arloesedd gael ei osod o fewn cyd-destun gweledigaeth hirdymor ddealladwy ar gyfer y sefydliad, yn hytrach na bodoli mewn seilos, ac enghreifftiau ad hoc. Er enghraifft, wrth feddwl yn arloesol am drafnidiaeth, gallem ystyried trydan, hydrogen a cherbydau heb yrwyrl fel y pethau arloesol, a byddai hyn yn ein symud ymlaen oddi wrth 'fusnes-fel-arfer'. Fodd bynnag, mae arloesedd gwirioneddol yn ystyried sut y gellir datrys problemau ar draws y system, gan sbarduno manteision niferus. Er y bydd angen seilwaith cerbydau trydan, mae manteision tymor hwy ychwanegol i iechyd drwy leihau carbon a thlodi yn fwy tebygol o gael eu hennill drwy gyflwyno trafnidiaeth gyhoeddus gyflymach, fwy cyfleus, rhatach, carbon isel a seilwaith a gynlluniwyd ar gyfer cerddwyr a beicwyr – nid modurwyr. Mae'r Comisiynydd yn datblygu adnoddau gan ddefnyddio offeryn y dyfodol 'Three Horizons' i helpu pob corff cyhoeddus i feddwl yn fwy arloesol am eu gweledigaeth hirdymor.
- Ni fedrwn weld yn glir ddigonoldeb y cysylltiad â chyrrff cyhoeddus eraill, sy'n hollbwysig ar gyfer cyflawni amcanion llesiant a osodwyd gan Awdurdodau Lleol. Mewn rhai achosion mae yna ddiffyg eglurhad o'r modd y mae blaenoriaethau a darpariaeth ymhlith seilwaith dinas-ranbarth neu fargen dwf, byrddau partneriaethau rhanbarthol ac eraill yn cael eu halinio â chyflawni amcanion llesiant awdurdod lleol. Er enghraifft, mae adrodd mewn llawer achos yn ddiffygiol mewn eglurhad o'r modd y mae amcanion sy'n berthnasol i sgiliau/cyflogaeth yn cael eu cyflawni gyda Bargeinion Twf, Dinas-Ranbarthau, Partneriaethau Sgiliau Rhanbarthol ac ysgolion, colegau neu unrhyw Sefydliad Addysg Uwch o fewn yr ardal.
- Gallwn weld arloesedd mewn gwella llesiant cymdeithasol, yn arbennig drwy nifer o enghreifftiau sy'n berthnasol i weithrediad y Ddeddf. Er enghraifft, cydlynwyr llesiant mewn syrjeris meddygon teulu; mentrau presgreibio cymdeithasol a gweithgareddau mewn ysgolion i wella iechyd. Ond collir cyfleoedd i fynd ati i gyflawni'r amcanion hyn drwy ddefnyddio lens llesiant cymdeithasol, economaidd, amgylcheddol a diwylliannol. Er enghraifft, wrth ddylunio rhaglenni presgreibio cymdeithasol, ni fedrwn weld tystiolaeth bod Awdurdodau Lleol a Byrddau Iechyd yn ystyried mentrau megis 'presgreibio gwres yn y cartref' sydd nid yn unig yn gwella llesiant cymdeithasol yn nhermau iechyd a thlodi tanwydd ond yn cyfrannu tuag at lesiant yr amgylchedd drwy leihau allyriadau carbon hefyd.



Across local government (cont.)

Progress is being made on meeting well-being objectives in some areas, but there is variation in demonstrating how setting objectives and decision-making is applying all of the five ways of working. (cont.)

- There are clever examples of where the Act is driving innovation and different ways of doing things. We are drawing these together into our website resources, including many that are featured in the Commissioner's ['Art of the Possible' resources](#). But, innovation should be set within the context of a coherent long-term vision for the organisation, rather than being siloed and ad hoc examples. For example, in thinking innovatively about transport, we may consider electric, hydrogen or driverless vehicles to be the innovation, and this would move us along from 'business as usual'. However, true innovation is considering how to solve issues across the system, driving multiple benefits. Whilst electric vehicle infrastructure will be necessary, additional longer term benefits to health carbon reduction and poverty are more likely to be gained by introducing faster, convenient, cheaper, low-carbon public transport and infrastructure designed for pedestrians and cyclists – not motorists. The Commissioner is developing resources using the futures-tool 'Three Horizons' to help all public bodies think more innovatively about their long-term vision.
- We cannot see clearly how the connection to other public bodies who are critical to meeting the well-being objectives set by Local Authorities are being adequately made. Explanation of how the priorities and delivery amongst city region or growth deal infrastructure, regional partnership boards and others are aligned with the delivery of local authority wellbeing objectives is lacking in some cases. Reporting in many cases, for example, lacks explanation of how objectives relating to skills / employment are being delivered with Growth Deals, City Regions, Regional Skills Partnerships and schools, colleges or any Higher Education Institutions within the area.
- We can see innovation in improving social well-being, in particular, through a number of examples relating to implementation of the Act. For example, well-being coordinators based in GP surgeries; social prescribing initiatives and school-based activities to improve health. But opportunities are being missed to approach meeting these objectives using the lens of social, economic, environmental and cultural well-being. For example, in designing social prescribing programmes, we cannot see evidence that Local Authorities and Health Boards are considering initiatives like 'heat on prescription', which not only improve social well-being in terms of health and fuel poverty, but contribute to environmental well-being through a reduction in carbon emissions also.



Ar draws llywodraeth leol (parhad)

Mae cynnydd yn cael ei wneud ar gyflawni amcanion llesiant mewn rhai meysydd, ond mae yna amrywiaeth yn y modd y dangosir sut mae gosod amcanion a gwneud penderfyniadau'n cymwysu pob un o'r pum dull o weithio.

- Mae angen i Awdurdodau Lleol ddangos eu bod yn gweithredu ar draws holl feysydd eu sefydliad - yn arbennig mewn meysydd o newid hollbwysig, megis datgarboneiddio. Er gwaethaf rhai mentrau ardderchog, nid yw Awdurdodau Lleol yn dangos yn gyson eu bod yn gweithredu ar draws eu holl feysydd busnes a thrwy gydol eu holl amcanion i ystyried yr heriau hyn sy'n wynebu cenedlaethau'r presennol a'r dyfodol. Bydd angen i hyn wella'n sylweddol ac mae'n rhaid i Awdurdodau Lleol gyflymu eu cynnydd wrth gyflawni eu hamcanion llesiant. Wrth roi cyngor ar eich amcanion llesiant, rydyn ni wedi talu sylw i'r heriau sy'n wynebu cenedlaethau'r dyfodol yng Nghymru a'r camau sy'n rhaid i ni eu cymryd gyda'n gilydd i symud yn fwy cyflym. Er enghraifft: ein targedau i ddatgarboneiddio a lleihau allyriadau yng Nghymru; y dirywiad mewn bioamrywiaeth a chydnerthedd ecolegol; y newidiadau i'n swyddi a sgiliau sy'n gysylltiedig â demograffeg ac awtomeiddio; ein targedau i gynyddu'r nifer o bobl sy'n siarad Cymraeg a mwy. Yn eu hadrodd y flwyddyn hon, rydyn ni'n awyddus i weld sut mae Llywodraeth Leol yn symud o 'wneud newidiadau syml' tuag at 'arwain y ffordd' wrth gyfrannu i'n nodau llesiant cenedlaethol.
- Mae rhai awdurdodau lleol yn colli cyfleoedd ar draws eu holl sefydliad i ymgysylltu â meysydd busnes a pholisi i gymryd pob cam rhesymol i gyflawni eu hamcanion. Er enghraifft, er gwaethaf y ffaith fod dros 100 o amcanion llesiant wedi eu gosod ar feysydd sy'n ymwneud â sgiliau, prin yw'r Awdurdodau Lleol a gyfeiriodd o gwbl at y modd y maent yn gweithio gydag ysgolion ar ddealltwriaeth o'u cyfrifoldebau o dan y Ddeddf. Mae enghreifftiau fel y rhain yn gofyn am weithredu gan Lywodraeth Leol a Llywodraeth Cymru wrth ddisgrifio'n fanwl ofynion y Ddeddf i ddarparwyr addysg a dangos sut y maent yn cael eu hymgorffori wrth gyflwyno'r cwricwlwm newydd.
- Mae llawer o Awdurdodau Lleol yn colli cyfleoedd i gysylltu eu hamcanion a chreu darlun mwy dealladwy ar draws eu sefydliad am y modd y maent yn cyflawni eu dyletswydd i gymryd pob cam rhesymol, a chyfrannu i'r nodau i eithaf eu gallu. Er enghraifft, mae llawer o Awdurdodau Lleol wedi gosod amcanion sy'n ymwneud â rhoi'r cychwyn gorau mewn bywyd i blant ochr yn ochr ag amcanion i wella'r amgylchedd naturiol neu sicrhau fod y cartref yn ddiogel, hygyrch a fforddiadwy. O gofio'r effaith a gaiff yr amgylchedd naturiol (ansawdd aer, mynediad i fannau gwyrdd) a thai (gweler [gasgliadau WHO er enghraifft](#)) ar iechyd a llesiant, mae yna gyfleoedd i gysylltu amcanion a chamau rhesymol yn fwy effeithiol. Rydyn ni'n disgwyl gweld o leiaf ystyriaeth o hyn yn eich adrodd y flwyddyn hon.



Across local government (cont.)

Progress is being made on meeting well-being objectives in some areas, but there is variation in demonstrating how setting objectives and decision-making is applying all of the five ways of working. (cont.)

- Local Authorities need to demonstrate they are taking action across all areas of their organisation – especially in critical areas of change, such as decarbonisation. Despite some excellent initiatives, Local Authorities are not consistently demonstrating that they are taking action across all of their areas of business and throughout their objectives to consider these challenges facing current and future generations. This will need to significantly improve and Local Authorities must increase the pace of progress in meeting their well-being objectives. In providing advice on your well-being objectives, we have highlighted the challenges facing future generations in Wales and the actions we must collectively take to increase pace. For example: our targets to decarbonise and reduce emissions in Wales, the decline of biodiversity and ecological resilience, the changes to our jobs and skills linked to demographics and automation, our targets to increase Welsh speakers and more. We want to see how Local Government is moving from 'making simple changes' to 'leading the way' in contributing to our national well-being goals in this year's reporting.
- Some local authorities are missing opportunities to engage business and policy areas across the whole organisation to take all reasonable steps to meet their objectives. For example, despite over 100 well-being objectives being set on areas relating to skills, few Local Authorities provided any reference to how they're working with schools on understanding their responsibilities under the Act. Examples like this require action from both Local Government and Welsh Government in spelling out the requirement of the Act to education providers and showing how it's being embedded in the rollout of the new curriculum.
- Many Local Authorities are missing opportunities to connect their objectives and create a more coherent picture across their organisation of how they are meeting their duty to take all reasonable steps and maximise contribution to the goals. For example, many Local Authorities have set objectives relating to giving children the best start in life alongside objectives to improve the natural environment or ensure housing is safe, accessible and affordable. Given the impact the natural environment (air quality, access to green space) and housing (see the [WHO findings](#), for example) have on health and well-being, there are opportunities to connect objectives and reasonable steps more effectively. We expect to see at least consideration of this addressed in this year's reporting.



Ar draws llywodraeth leol (parhad)

Mae adrodd yn dal i gael ei weld yn heriol o gofio amserlenni a gofynion eraill sy'n wynebu Llywodraeth Leol

- Mae amseriad y ddeddfwriaeth wedi bod yn broblem i'r mwyafrif o Awdurdodau Lleol. Gwelir yr etholiadau a gynhaliwyd yn fuan ar ôl cyhoeddi amcanion (Mai 2017) a chyhoeddi wedi hynny asesiadau llesiant a chynlluniau llesiant Byrddau Gwasanaethau Cyhoeddus fel anghysonderau o fewn y Ddeddf. Byddem yn annog ailystyriaeth feirniadol reolaidd o amcanion a chmau.
- Ystyrir bod gofynion Mesur Llywodraeth Leol (Cymru) 2009 yn tynnu sylw oddi wrth bethau eraill. Mae awdurdodau lleol wedi dweud wrthym eu bod yn amharu ar eu dymuniad i weithredu yn yr hirdymor wrth ofyn am adroddiad blynyddol sy'n dangos gwelliant mesuradwy bob blwyddyn. Mae hyn yn dal i annog yr ymddygiadau anghywir ac yn ei gwneud yn ofynnol i'r Llywodraeth newid eu hymagwedd. Ystyrir Mesur Llywodraeth Leol fel cyfle i egluro'r sefyllfa, a byddem yn eich annog i ymddiddori yn y Mesur hwn, gwthio nôl yn erbyn y Llywodraeth, herio'r strwythurau rheoli perfformiad presennol gan ddefnyddio'r Ddeddf fel catalydd ar gyfer newid.
- Mae Awdurdodau Lleol yn parhau i gyfeirio mewn dull anghyson at amcanion a chmau llesiant fel 'blaenoriaethau', neu 'weithrediadau' neu 'meysydd ar gyfer gwelliant'. Mae'n anodd penderfynu mewn rhai achosion beth yw'r amcanion a'r camau llesiant, sy'n gwneud asesu'r cynnydd yn eu cyflawniad yn anodd. Mae'r Ddeddf a disgwyliadau'r Comisiynydd yn datgan bod yn rhaid i gyrff cyhoeddus restru eu hamcanion llesiant yn glir, a chymryd pob cam rhesymol i'w cyflawni. Rhaid i hyn gynnwys sut mae'r pum dull o weithio a'r nodau llesiant cenedlaethol wedi cael eu defnyddio i drwytho gosod neu adolygu'r amcanion a'r camau.
- Mae rheoli perfformiad ac adrodd yn dal i ddilyn y dull traddodiadol, sy'n ffocysu ar yr hyn sydd wedi ei wneud ('yr hyn / allbynnau), yn hytrach na'r modd y cafodd ei wneud ('y modd') a'i effaith ('beth felly?'/canlyniadau). Mae rhywfaint o hyn yn cael ei sbarduno gan fesurau perfformiad a osodwyd gan y Llywodraeth y dylid eu hadolygu'n systematig i sicrhau eu bod yn cyd-fynd â'r Ddeddf Llesiant Cenedlaethau'r Dyfodol. Fodd bynnag mae gan Awdurdodau Lleol sy'n atebol, hefyd rôl yn y gwaith o ddangos arweinyddiaeth ar hyn, gan ymroi i fesur yr hyn sy'n bwysig, nid yn unig yr hyn y gellir ei gyfrif. Dylai cyrff cyhoeddus fod yn defnyddio data meintiol mwy ystyrlon a chynyddu eu defnydd o ddata ansoddol i ddangos sut y maent yn symud ymlaen tuag at gyflawni eu hamcanion.



Across local government (cont.)

Reporting is still seen as challenging given timescales and other requirements on Local Government.

- The timings of the legislation has been an issue for most Local Authorities. Elections shortly after the publication of objectives (May 2017) and the later publication of Public Services Board well-being assessments and well-being plans are viewed as anomalies within the Act. We would encourage critically revisiting objectives and steps on a regular basis.
- The requirements of the Local Government (Wales) Measure 2009 are seen as a distraction. Local authorities have told us they are disrupting their desire to act for the long-term in requiring an annual report that shows measurable improvement annually. This is still driving the wrong behaviours and requires a change in approach from Government. The Local Government Bill is seen as an opportunity to clarify the situation, and we would encourage you engage with this Bill, push back to Government, challenge the current performance management structures using the Act as a catalyst for change.
- Local Authorities continue to inconsistently refer to well-being objectives and steps as 'priorities' or 'actions' or 'areas for improvement'. It is difficult to ascertain in some cases what the well-being objectives and steps are, which makes assessing progress to meet them difficult. The Act and the [Commissioner's expectations](#) states that public bodies must clearly set out their well-being objectives and take all reasonable steps to meet them. This must include how the five ways of working and national well-being goals have been used to inform the setting or reviewing of objectives and steps.
- Performance management and reporting is still following a traditional approach, focused on what has been done ('the what' / outputs), rather than how it was done ('the how') and its impact ('the so what?' / outcomes). Some of this is being driven by performance measures set by Government which should be systematically reviewed to ensure they are aligned with the Well-being Future Generations Act. However, Local Authorities accountable also have a role in showing leadership on this and seeking to measure what matters, not merely what can be counted. Public bodies should be using more meaningful quantitative data and increasing their use of qualitative data to demonstrate how they are progressing towards meeting their objectives.



Beth ddywedoch chi wrthym



What you told us



Beth ddywedoch chi wrthym

- Rydych chi wedi cyflwyno eich bod chi'n gwneud cynnydd da tuag at y naw amcan a osodwyd gennych yn 2017. Rydych chi'n llwyddo i gymryd y camau rydych chi'n eu gosod i chi'ch hun ac yn chwilio am ffyrdd newydd o weithio. Fel y nodoch yn yr offeryn hunan-fyfyrio, *“Mae'r Cynllun corfforaethol yn ymwneud â symud i ffwrdd o fodolau traddodiadol o ddarparu gwasanaethau cyhoeddus a meddwl yn arloesol i ddiwallu anghenion newidiol cymunedau os ydym am gadw gwasanaethau'n gynaliadwy.”*
- Yn eich Adroddiad Blynyddol, rydych chi'n darparu hunanasesiad o'ch cynnydd, gan gynnwys naratif ar y pum ffordd o weithio, ond hefyd cydnabyddiaeth o feysydd rydych chi'n credu eich bod chi wedi tanberfformio ynddynt. Mae'r adroddiad wedi'i osod yng nghyd-destun y Ddeddf.
- Yn erbyn tri o'r naw amcan rydych chi wedi graddio eich hun fel 'bod yn fwy anturus', 'bod yn berchen ar eich uchelgais' ar draws pump, ac 'arwain y ffordd' mewn un.
- Mae nifer o'ch amcanion yn cefnogi, ac yn gweithio tuag at, feysydd blaenoriaeth polisi'r Comisiynydd, sef tai, sgiliau ar gyfer y dyfodol, modelau amgen i iechyd a lles, ac ACEs, gyda thystiolaeth wedi'i nodi a'i darparu yn yr Adroddiad Blynyddol.
- Mae eich Cynllun Corfforaethol, sy'n cyd-fynd â'r Ddeddf Llesiant a'r saith nod llesiant, yn cael ei adolygu'n flynyddol. Arweiniodd adolygiad eleni at nifer o newidiadau i'r gweithredoedd a'r mesurau. Gwnaethoch gynnal ymarfer ymgysylltu â'r cyhoedd, staff ac Aelodau Etholedig.
- Dywedoch fod y pum ffordd o weithio yn cael eu defnyddio fel pwynt trafod yn ystod adolygiadau perfformiad gwasanaeth.
- Rydym yn cydnabod y sylwadau a wnaethoch am yr heriau mwyaf o weithredu'r Ddeddf; sef gweithio o fewn cyfundrefnau cynllunio ariannol cyfyngedig (er eich bod yn cydnabod y gall hyn orfodi arloesedd a chyfle), y penderfyniadau cyllidebol a wneir gan y Llywodraeth a'r diffyg integreiddio mewn polisi strategol sy'n cael sgil-ffaith ar eich uchelgais. Rydym eisoes wedi codi'r sylwadau hyn gyda Gweinidogion a swyddogion ac yn parhau i geisio'ch cefnogi chi i roi'r Ddeddf ar waith.



What you told us

- You have presented that you are making good progress towards the nine objectives that you set in 2017. You are successfully taking the steps that you set yourselves and are seeking new ways of working. As you set out in the self-reflection tool, *“The corporate Plan is about moving away from traditional models of public service delivery and thinking innovatively to meet the changing needs of communities if we are going to keep services sustainable.”*
- Within your Annual Report, you provide a self-assessment of your progress, including a narrative on the five ways of working, but also recognition of areas in which you believe you have under-performed. The report is set within the context of the Act.
- Against three of the nine objectives you have rated yourself as ‘being more adventurous’, ‘owning your ambition’ across five, and ‘leading the way’ in one.
- A number of your objectives support, and are working towards, the Commissioner’s policy priority areas, namely housing, skills for the future, alternative models to health and well-being, and ACEs, with evidence pinpointed and provided in the Annual Report.
- Your Corporate Plan, which is aligned to the Well-being Act and the seven well-being goals, is reviewed annually. This year’s review resulted in a number of changes to the actions and measures. You undertook an engagement exercise with public, staff and Elected Members.
- You said the five ways of working are used as a point of discussion during service performance reviews.
- We acknowledge the comments you have made about the biggest challenges of implementing the Act; namely working within constrained financial planning regimes (although you recognise this can force innovation and opportunity), the budget decisions made by Government and the lack of integration in strategic policy which has a knock-on effect on your ambition. We have already raised these comments with Ministers and officials and continue to seek to support you in implementing the Act.



Cynnydd tuag at amcanion llesiant: adran 1 o'r offeryn hunan-fyfyrio

<u>Nodau Llesiant</u>	<u>Cychwyn arni</u>	<u>Gwneud newidiadau syml</u>	<u>Bod yn fwy anturus</u>	<u>Perchnogi eich uchelgais</u>	<u>Arwain y ffordd</u>
	1	2	3	4	5
Nod 1 Mae <u>Pobl yng Nghonwy wedi'u haddysgu ac yn fedrus</u>			X		
Nod 2 Mae <u>pobl yng Nghonwy'n ddiogel ac yn teimlo'n ddiogel</u>			X		
Nod 3 Mae <u>gan bobl yng Nghonwy fynediad at lety fforddiadwy, priodol, o safon dda sy'n gwella safon eu bywydau</u>				X	
Nod 4 Mae <u>pobl yng Nghonwy'n iach ac yn annibynnol</u>				X	
Nod 5 Mae <u>pobl yng Nghonwy'n byw mewn sir gydag economi ffyniannus</u>			X		



Progress towards well-being objectives: section 1 of the self-reflection tool

Well-being Objectives	<i>Getting started</i>	<i>Making simple changes</i>	<i>Being more adventurous</i>	<i>Owning our ambition</i>	<i>Leading the way</i>
	1	2	3	4	5
Objective 1 People in Conwy are Educated and Skilled			X		
Objective 2 People in Conwy are safe and feel safe			X		
Objective 3 People in Conwy have access to affordable, appropriate, good quality accommodation that enhances the quality of their lives.				X	
Objective 4 People in Conwy are Healthy and Active				X	
Objective 5 People in Conwy live in a county which has a prosperous economy			X		



Cynnydd tuag at amcanion llesiant: adran 1 o'r offeryn hunan-fyfyrio

Nodau Llesiant	<u>Cychwyn arni</u>	<u>Gwneud newidiadau syml</u>	<u>Bod yn fwy anturus</u>	<u>Perchnogi eich uchelgais</u>	<u>Arwain y ffordd</u>
	1	2	3	4	5
Nod 6 Mae <u>pobl yng Nghonwy yn gwerthfawrogi ac yn edrych ar ôl yr amgylchedd</u>					X
Nod 7 Mae <u>pobl yng Nghonwy'n byw mewn sir lle mae treftadaeth, diwylliant a'r iaith Gymraeg yn ffynnu</u>				X	
Nod 8 Mae <u>pobl yng Nghonwy yn cyfrannu at eu cymuned. Maent yn cael gwybodaeth, yn cael eu cynnwys ac yn cael llais</u>				X	
Nod 9 <u>CBSC yn gryf</u>				X	



Progress towards well-being objectives: section 1 of the self-reflection tool

Well-being Objectives	<i>Getting started</i>	<i>Making simple changes</i>	<i>Being more adventurous</i>	<i>Owning our ambition</i>	<i>Leading the way</i>
	1	2	3	4	5
Objective 6 People in Conwy value and look after the environment					X
Objective 7 People in Conwy live in a county where heritage, culture and the Welsh Language thrive.				X	
Objective 8 People in Conwy contribute to their community. They are informed, included and listened to.				X	
Objective 9 CCBC is resilient				X	



Eich agwedd at hunan-fyfyrio



Your approach to self- reflection



Eich agwedd at hunan-fyfyrio

- Agwedd agored a thryloyw tuag at hunan-fyfyrio ac adrodd. Mae'n galonogol gweld bod llawer o'ch Adroddiad Blynyddol 2017/18 yn seiliedig ar wella lles cymdeithasol, amgylcheddol, economaidd a diwylliannol.
- Arweiniodd y Rheolwr Perfformiad a Gwelliant Corfforaethol wrth gwblhau'r offeryn hunan-fyfyrio. Cefnogwyd y dasg hon gan ddau dîm adolygu; y Grŵp Gwella ac Archwilio a'r Tîm Arweinyddiaeth Strategol. Fe wnaethoch ddarparu llawer o adroddiadau cyhoeddedig llawn gwybodaeth i gefnogi'r offeryn hunan-fyfyrio.
- Cyfraniad cadarnhaol y Rheolwr Perfformiad a Gwella Corfforaethol i'r trafodaethau gweithdy rhanbarthol yn Wrecsam. Darparwyd adborth defnyddiol, adeiladol ar y broses hon a sut y gall y Comisiynydd gyflawni ei dyletswyddau yn effeithiol.



Your approach to self-reflection

- An open and transparent approach to self-reflection and reporting. It is encouraging to see that much of your Annual Report 2017/18 is based on improving social, environmental, economic and cultural well-being.
- The Corporate Performance and Improvement Manager took the lead in the completion of the self-reflection tool. This task was supported by two review teams; the Improvement and Audit Group and the Strategic Leadership Team. You provided many informative published reports to support the self-reflection tool.
- The positive contribution made by the Corporate Performance and Improvement Manager to the regional workshop discussions in Wrexham. Helpful, constructive feedback was provided on this process and how the Commissioner can fulfil her duties effectively.



Aesiad o gynnydd cyffredinol



Assessment of general progress



Asesiad o gynnydd cyffredinol

Rydym yn gwerthfawrogi bod y sylwadau hyn yn seiliedig ar amcanion a osodwyd yn 2017/18 a bydd pethau wedi datblygu ers hynny i'ch sefydliad. Gobeithiwn y bydd y cyngor hwn yn ddefnyddiol fel adborth ar gyfer y gwaith rydych chi'n ei wneud ar hyn o bryd i gyflawni'ch amcanion ac ar gyfer adrodd yn y dyfodol.

- Mae'r dystiolaeth a ddarperir yn yr hunan-fyfyriad, yr adroddiad blynyddol a'r ddogfennaeth atodol yn adlewyrchu dealltwriaeth glir o'r Ddeddf a gweithredu ac integreiddio yn niwylliant y Cyngor. Er enghraifft, bodolaeth “Siarter yr Uwch Dîm Rheoli” i ddangos eich cyfeiriad teithio tymor hir ar y cyd.
- Rydym yn croesawu eich ymateb i'r disgwyliadau a nodwyd gan Gomisiynydd Cenedlaethau'r Dyfodol yn adroddiad [Llesiant yng Nghymru; y siwrnai hyd yn hyn'](#) yn Adran 3 o'ch Adroddiad Blynyddol 2017/18. **O ganlyniad, mae eich adroddiad yn gliriach na llawer o rai eraill yn y cynnydd rydych chi'n teimlo rydych chi'n ei wneud a hoffem eich gweld chi'n adeiladu ar y dull hwn eleni.**
- Rydych wedi rhoi pwyslais ar y pum ffordd o weithio a dangosodd eich hunan-fyfyrio sut rydych chi'n ceisio gweithio fel hyn wrth gyflawni'r amcanion. Er enghraifft, ymdrechion i weithio ar y cyd â sefydliadau eraill a chynnwys cymunedau wrth wneud cynnydd tuag at eich amcanion. Mae'r adrannau 'Sut y gallwch chi gymryd rhan' yn eich Cynllun Corfforaethol 2017-22 yn galonogol i'w gweld, yn enwedig wrth iddynt geisio helpu pobl Conwy i gyfrannu at eu lles cymdeithasol, economaidd, amgylcheddol a diwylliannol eu hunain a helpu'r Cyngor i wneud y cyfraniad mwyaf at y saith nod llesiant. **Rydym yn eich annog i adeiladu ar y fformat hwn a hoffem weld astudiaethau achos a thystiolaeth o hyn wrth adrodd ar eich amcanion yn y dyfodol.**



Assessment of general progress

We appreciate these comments are based on objectives set in 2017/18 and things will have developed since then for your organisation. We hope this advice is helpful as a feed-forward for the work you're currently doing to meet your objectives and for future reporting.

- The evidence provided in the self-reflection, annual report and supplementary documentation reflects a clear understanding of the Act and implementation and integration within the Council's culture. For example, the existence of the "Senior Management Team Charter" to show your collective long-term direction of travel.
- We welcome your response to the expectations set out by the Future Generations Commissioner in '[Well-being in Wales: the journey so far](#)' report in Section 3 of your Annual Report 2017/18. **As a result, your report is clearer than many others in the progress you feel you are making and we would like to see you building on this approach this year.**
- You have placed emphasis on the five ways of working and your self-reflection showed how you are seeking to work this way in the delivery of the objectives. For example, efforts to work collaboratively with other organisations and involve communities in making progress towards your objectives. The 'How you can get involved' sections within your Corporate Plan 2017-22 are encouraging to see, particularly as they seek to help the people of Conwy contribute to their own social, economic, environmental and cultural well-being and help the Council maximise contribution to the seven well-being goals. **We encourage you to build on this format and would like to see case studies and evidence of this in future reporting on your objectives.**



Asesiad o gynnydd cyffredinol

- Rydych wedi adolygu'r amcanion a oedd wedi bod ar waith er 2008 trwy lens y Ddeddf ac wedi penderfynu bod yr amcanion hyn yn dal i fod yn berthnasol - gyda mân newidiadau i'r geiriad - ond yn adolygu camau bob blwyddyn. Byddem yn eich annog i ddefnyddio adnoddau Comisiynydd Cenedlaethau'r Dyfodol ar gyfer cyrff cyhoeddus, gan gynnwys Fframweithiau Cenedlaethau'r Dyfodol a'r teithiau tuag at y nodau llesiant sydd ar fin cael ei gwblhau, i adolygu'r camau y gallwch eu cymryd ac adeiladu darlun cydlynol ar draws y sefydliad ar sut rydych chi sicrhau'r cyfraniad mwyaf posibl at y nodau llesiant. **Hoffem weld newid i'r ffordd hon o feddwl yn yr Adroddiad Blynyddol nesaf.**
- Gallwn weld eich bod wedi cymryd agwedd gadarnhaol lle edrychwyd ar bob amcan trwy'r saith nod llesiant i alluogi integreiddio a chynnwys yn y Cynllun Corfforaethol, gan restru sut mae gwasanaethau eraill yn cyfrannu at yr amcan. Fodd bynnag, ar hyn o bryd nid oes cymaint o dystiolaeth o hyn o fewn yr amcanion eu hunain, y mesurau cynnydd a'r adroddiadau blynyddol. Rydych chi wedi dangos ar ffurf diagram sut mae'r amcanion yn cyfrannu at y nodau ond nid ydych chi wedi egluro'ch meddwl yn llawn. **Hoffem weld yn adroddiad eleni esboniad o sut rydych chi'n ystyried sut mae pob amcan yn sicrhau'r cyfraniad mwyaf posibl i bob un o'r nodau llesiant.**
- Nid yw'r mesurau rydych chi'n eu defnyddio i adrodd ar gynnydd bob amser yn cyd-fynd ag uchelgais y camau rydych chi'n eu cymryd o fewn eich amcanion. Mae'r trosolwg yn yr Adroddiad Blynyddol o brosiectau a amlygwyd yn seiliedig ar bedair colofn llesiant yn gadarnhaol i'w gweld. **Dylech fod yn defnyddio tystebau, astudiaethau achos ac enghreifftiau fel rydych chi wedi'u darparu y tu allan i'r adroddiad blynyddol, i roi darlun cydlynol o sut mae Conwy yn cyfrannu at bob un o'r saith nod llesiant ac yn gwella llesiant.**



Assessment of general progress

- You have reviewed the objectives you've had in place since 2008 through the lens of the Act and decided these objectives are still relevant – with minor wording changes – but review steps annually. We would encourage you to use the Future Generations Commissioner's resources for public bodies, including [Future Generations Frameworks](#) and soon to be finalised [journeys to the well-being goals](#), to review the steps you can take and build a coherent picture across the organisation on how you maximise contribution to the well-being goals. **We would like to see a shift to this way of thinking in the next Annual Report.**
- We can see that you have taken a positive approach where each objective has been looked at through the seven well-being goals to enable integration and involvement within the Corporate Plan, listing how other services contribute to the objective. However, there is currently not as much evidence of this within the objectives themselves, the measures of progress and the annual reporting. You have shown diagrammatically how the objectives contribute to the goals but you have not fully explained your thinking. **We would like to see in this year's reporting an explanation of how you are considering how each objective maximises contribution to each of the well-being goals.**
- The measures you are using to report on progress are not always fitting to the ambition of the steps you are taking within your objectives. The overview in the Annual Report of highlighted projects based on the four pillars of well-being are positive to see. **You should be using testimonials, case studies and examples like you've provided us outside of the annual report, to provide a coherent picture on how Conwy is contributing to all seven well-being goals and improving well-being.**



Aseiad penodol ar gynnydd



Specific assessment on progress



“Mae Pobl yng Nghonwy wedi’u haddysgu ac yn fedrus”

a

“Mae pobl yng Nghonwy’n byw mewn sir gydag economi ffyniannus”

Rydych wedi graddio'r ddau amcan hyn fel 'bod yn fwy anturus' ac wedi darparu hunan-fyfyrio gonest ar feysydd i'w gwella. Mae'n galonogol gweld ymdrech i integreiddio gwasanaethau Addysg a Gofal Cymdeithasol ac i gefnogi datblygu sgiliau a phrentisiaethau. **Gallm weld tystiolaeth gyfyngedig wrth ystyried y pum ffordd o weithio a nodau o fewn eich camau.**

Bellach mae angen setiau sgiliau gwahanol ar gyfer cenedlaethau'r presennol a'r dyfodol. Fel Awdurdod Lleol mae eich rhwymedigaethau o dan y Ddeddf yn llifo i'r Awdurdod Addysg Lleol. Hoffem weld sut rydych chi'n cyfleu'r Ddeddf i ysgolion lleol ac yn deall y camau y gallent fod yn eu cymryd neu yn eu cymryd wrth eich helpu i gyflawni'ch amcanion. Er enghraifft, gyda chreadigrwydd y sgil bwysicaf ar gyfer byd gwaith yn y dyfodol, hoffem weld yn yr adroddiad eleni sut rydych chi'n integreiddio â'ch amcan i annog iaith, diwylliant a threftadaeth. Cyn bo hir, byddwn yn cyhoeddi taith tuag at y nodau llesiant, a ddylai fod yn ddefnyddiol i chi wrth gymryd camau i gyflawni'r amcanion hyn.

Mae'r Pedwerydd Chwyldro Diwydiannol yn achosi dirywiad ar raddfa fawr mewn rhai rolau wrth iddynt ddod yn ddiangen neu'n awtomataidd. Yn ôl [Adroddiad Dyfodol Swyddi 2018](#), mae disgwyl i 75 miliwn o swyddi gael eu dadleoli erbyn 2022 mewn 20 economi fawr. Ar yr un pryd, gallai hyn hefyd greu 133 miliwn o rolau newydd. Mae'r newid yn dechrau gyda chynllunio'ch gweithlu eich hun. Mae'n gadarnhaol gweld y gwaith rydych chi wedi'i ddechrau o fewn eich amcan bod y 'Cyngor yn effeithlon'. Dylech adeiladu ar hyn, gyda phrosesau recriwtio a chynllunio'r gweithlu yn nodi ac yn gwobrwyo'r sgiliau sydd eu hangen ar gyfer byd gwaith deinamig. Yn ddiweddar, nododd y [Comisiwn Gwaith Teg](#) eu hargymhellion ar ddiffinio 'gwaith teg'. Dywedodd y Comisiwn fod cyrff cyhoeddus yn dod yn gyflogwyr 'Gwaith Teg Cymru', yn ymgorffori 'gwaith teg' yn eu hamcanion llesiant ac y dylid gwobrwyo arian cyhoeddus i'r rheini sy'n cyflawni eu diffiniad a'u nodweddion o waith teg, gweddus sy'n hyrwyddo cynwysoldeb a chydaddoldeb.

Mae angen gweithredu ymhellach hefyd wrth archwilio sut rydych chi'n integreiddio'r amcanion hyn â'r rhai ar dai a'r amgylchedd. Fel y dywed [‘Llwybr Carbon Isel’](#) Llywodraeth Cymru, mae her hirdymor datgarboneiddio yn ei gwneud yn ofynnol i ni ganolbwyntio ar wella sgiliau ac ailsgilio pobl o amgylch technolegau, diwydiannau, crefftiau ac ymagweddau newydd. Hoffem weld tystiolaeth bellach o sut rydych chi'n cefnogi'r economi gylchol i leihau ac aildefnyddio ystod ehangach o adnoddau a sut rydych chi wedi archwilio cysylltu'r camau hyn â'ch amcanion o amgylch yr economi a ffyniant. Byddem yn awgrymu mai man cychwyn da fyddai trafodaeth ar gyfleoedd a allai fodoli gyda mentrau cymdeithasol lleol. **Hoffem weld tystiolaeth o sut rydych chi'n gweithio gyda Phartneriaeth Economaidd Gogledd Cymru i weithredu ar y newidiadau hyn yn adroddiadau eleni.**

Objectives

Specific assessment on progress

‘People in Conwy are educated and skilled’

and

‘People in Conwy live in a county which has a prosperous economy’

You have rated both of these objectives as 'being more adventurous' and provided honest self-reflection on areas for improvement. It is encouraging to see effort to integrate Education and Social Care services and to support skills development and apprenticeships. **We could see limited evidence in considering the five ways of working and goals within your steps.**

Different skill sets are now required for current and future generations. As a Local Authority your obligations under the Act flow to the Local Education Authority. We would like to see how you are communicating the Act to local schools and understand the actions they could be taking or are taking in helping you meet your objectives. For example, with creativity the most important skill for the future world of work, we would like to see in this year's report how you are integrating with your objective to encourage language, culture and heritage. We will shortly be publishing a journey towards the well-being goals, which you should find useful in taking steps to meet this objectives.

The Fourth Industrial Revolution is causing large-scale decline in some roles as they become redundant or automated. According to the 2018 [Future of Jobs Report](#), 75 million jobs are expected to be displaced by 2022 in 20 major economies. At the same time, this could also create 133 million new roles. The change starts with your own workforce planning. It is positive to see the work you have started within your objective that the 'Council is efficient'. You should build on this, with recruitment and workforce planning processes identifying and rewarding the skills needed for a dynamic world of work. The [Fair Work Commission](#) recently reported their recommendations on defining 'fair work'. The Commission advised that public bodies become 'Fair Work Wales' employers, incorporate 'fair work' into their well-being objectives and that public money should only be rewarded to those fulfilling their definition and characteristics of fair, decent work that promotes inclusivity and equality.

Further action is also needed in exploring how you integrate these objectives with those on housing and the environment. As the Welsh Government [‘Low Carbon Pathway’](#) states, the long term challenge of decarbonisation requires us to focus around the up skilling and re-skilling of people around new technologies, industries, trades and approaches. We would like to see further evidence of how you are supporting the circular economy to reduce and re-use a wider range of resources and how you have explored linking these steps with your objectives around the economy and prosperity. We would suggest that a good starting point would be a discussion on opportunities which could exist with local social enterprises. **We would like to see evidence of how you are working with the North Wales Economic Partnership to act on these changes in this year's reporting.**



Canlyniad

Asesiad penodol ar gynnydd

Mae gan bobl yng Nghonwy fynediad at lety fforddiadwy, priodol, o safon dda sy'n gwella safon eu bywydau

Rydych wedi graddio cynnydd fel 'Perchnogi ein Huchelgais' ac amlinellu rhai o'r prosiectau y credwch eu bod yn arloesol o fewn y camau hyn ond mae'r rhain yn bennaf o ran atal digartrefedd. Ymhlith yr enghreifftiau yr ydym yn cael ein calonogi ynddynt mae'r Gweithiwr Achos Cyngor ar Bopeth wedi'i leoli yn Datrysiadau Tai sy'n darparu mynediad cyflym at gyngor arbenigol a'r gwaith ataliol, integredig a chydweithredol gydag Ysbyty Glan Clwyd; lleoli swyddog tai yn y "Tîm Camu i Lawr" er mwyn nodi a mynd i'r afael â materion tai a digartrefedd a allai fel arall atal claf rhag cael ei ryddhau o'r ysbyty. Eleni, mae'r Comisiynydd wedi cytuno ar [ddiffiniad](#) o wariant ataliol gyda Llywodraeth Cymru. **Byddem yn argymhell eich bod yn ystyried y diffiniad hwn i asesu a oes camau eraill y gallech eu cymryd i symud tuag at atal sylfaenol yn ogystal â'r atal trydyddol yr ydych wedi'i amlinellu yma a hoffem weld tystiolaeth o hyn yn adroddiad eleni.**

Hoffem weld tystiolaeth o 'berchnogi eich uchelgais' ar draws cynnydd tuag at yr amcan hwn. Er enghraifft, trwy eich cam i gynyddu'r cyflenwad o 'dai fforddiadwy o ansawdd da', dylech fod yn ystyried y dylanwad y gallwch ei gael wrth ddatblygu mentrau Cymreig a chadwyn gyflenwi a all ddarparu tai sy'n addas i'r dyfodol (trwy eich amcanion sgiliau a'ch gwaith ar gaffael). Dylai datblygu'r economi werdd trwy wella sgiliau adeiladu tai, cynnal a chadw a gwella greu swyddi, busnesau trwy'r cadwyni cyflenwi perthnasol a chyfrannu at economi Gymreig carbon isel ffyniannus lle mae pobl yn ennill incwm gweddus o wneud gwaith ystyrion. **Hoffem weld tystiolaeth eich bod wedi ystyried effaith amgylcheddol gadarnhaol net cynyddu'r cyflenwad tai (defnydd o garbon ac ynni; ynni oes gyfan / cost materol adeiladu; ynghyd â rhyngweithio rhwng adeiladau ac ecosystemau / tirweddau).**

Yn ddiweddar, mae'r [Adolygiad Annibynnol i Dai Fforddiadwy](#) wedi adrodd gyda'u canfyddiadau, gan ddarparu argymhellion ar ddull newydd o ymdrin â thai. Dylai tai fod yn addasadwy, yn gallu diwallu anghenion demograffeg sy'n newid, cael effaith amgylcheddol gadarnhaol net (nid yn unig o ran y defnydd o garbon ac ynni; ond ynni bywyd cyfan/ cost adeiladu; ynghyd â rhyngweithio rhwng adeiladau ac ecosystemau / tirweddau), wedi'u hamddiffyn rhag heriau yn y dyfodol - fel llifogydd, tywydd eithafol, erydiad arfordirol, a chyfrannu at les cymunedol trwy agosrwydd at wasanaethau, llwybrau teithio llesol a mynediad i fannau gwyrdd. Dangosodd astudiaeth ddiweddar gyfradd marwolaethau 29.7% yn is mewn ardaloedd â chrynodiadau uwch o fannau gwyrdd o gymharu â'r rhai â chrynodiadau isel. Mae canllawiau cenedlaethol newydd, gan gynnwys [WelTag](#) a [Pholisi Cynllunio Cymru 10](#), wedi'u diweddarau i'ch helpu chi i ystyried cydraddoldeb mynediad, iechyd, ansawdd aer, hyrwyddo teithio llesol a lleihau allyriadau carbon wrth lunio opsiynau ar gyfer penderfyniadau seilwaith.

Hoffem weld tystiolaeth o'r meddwl cyfannol hwn wrth adrodd a gwneud penderfyniadau yn y dyfodol. Mae'r camau y byddai'n rhaid i chi eu cymryd i sicrhau bod gan bobl fynediad at lety fforddiadwy o ansawdd da sy'n gwella ansawdd eu bywydau sy'n debygol o ymestyn y tu hwnt i'r cartref. **Hoffem weld sut rydych chi'n cymhwyso [Polisi Cynllunio Cymru 10](#) newydd, sy'n ymgorffori gofynion Lles Cenedlaethau'r Dyfodol trwy eich Cynllun Datblygu Lleol a phenderfyniadau cynllunio unigol i sicrhau bod dyluniad cynllunio a seilwaith mewn cymunedau yn cefnogi hyn (ac amcanion llesiant eraill.**



Objectives

Specific assessment on progress

'People in Conwy have access to affordable, appropriate, good quality accommodation that enhances the quality of their lives.'

You have rated progress as 'Owning our Ambition' and outlined some of the projects you believe are innovative within these steps but these are mainly in preventing homelessness. Examples we are encouraged by include the Citizens Advice Case Worker based in Housing Solutions providing quick access to specialist advice and the preventative, integrated and collaborative work with Glan Clwyd Hospital; locating a housing officer into the "Step Down Team" in order to identify and address housing and homelessness issues that may otherwise prevent a patient's discharge from hospital. This year, the Commissioner has agreed a [definition of](#) preventative spend with Welsh Government. **We would recommend that you consider this definition to assess whether there are other steps you could take to move towards primary prevention as well as the tertiary prevention which you have outlined here and would like to see evidence of this in this year's report.**

We would like to see evidence of 'owning your ambition' across progress towards this objective. For instance, through your step to increase the supply of 'good quality affordable housing', you should be considering the influence you can have in developing Welsh enterprises and a supply chain that can deliver future-fit housing (through your skills objectives and work on procurement). Developing the green economy by improving skills in house-building, maintenance and improvement should create jobs, businesses throughout relevant supply chains and contribute to a thriving low-carbon Welsh economy in which people earn decent incomes from doing meaningful work. **We would like to see evidence that you have considered the net positive environmental impact of increasing housing supply (carbon and energy consumption; whole life energy / material cost of building and constructions; plus interaction between buildings and ecosystems / landscapes).**

The [Independent Review into Affordable Housing](#) has recently reported with their findings, providing recommendations on a new approach to housing. Housing should be adaptable, able to meet the needs of changing demographics, have a net positive environmental impact (not just with regards to carbon and energy consumption; but whole life energy / material cost of building and constructions; plus interaction between buildings and ecosystems / landscapes), protected from future challenges – like flooding, extreme weather, coastal erosion, and contribute to community well-being through proximity to services, active travel routes and access to green space. A recent study showed 29.7% lower mortality rate in areas with higher concentrations of green space compared to those with low concentrations. New national guidance, including [WelTag](#) and [Planning Policy Wales 10](#), have been updated to help you to consider equality of access, health, air quality, promoting active travel and reducing carbon emissions when you formulate options for infrastructure decisions.

We would like to see evidence of this holistic thought in future reporting and decision making. The steps that you would need to take to ensure that people have access to affordable good quality accommodation which enhances the quality of their lives are likely to extend beyond the home. **We would like to see how you are applying the new [Planning Policy Wales 10](#), which embeds the requirements of the Well-being of Future Generations through your future Local Development Plan and individual planning decisions to ensure that planning design and infrastructure within communities supports this (and other) well-being objectives.**



Canlyniad	Asesiad penodol ar gynnydd
<p>‘Mae pobl yng Nghonwy’n iach ac yn annibynnol’</p>	<p>Rydych wedi graddio cynnydd fel ‘Perchnogi ein Huchelgais’. Mae'n galonogol gweld yr amcan hwn yn cynnwys lles staff, y gydnabyddiaeth y gall gwasanaethau eraill effeithio ar wella iechyd (fel diwylliant), gwahanol ffyrdd o gadw pobl yn iach ac integreiddio gwasanaethau - fel Canolfannau Teulu.</p> <p>Mae'r tystebau rydych chi wedi'u cynnwys gan rieni yn dangos yr effaith y mae Canolfannau Teulu yn dechrau ei chael. Mynychodd aelod o'n tîm rai o gyfweiliadau Swyddfa Archwilio Cymru ar y pwnc ac rydym yn galonogol bod hyn yn parhau i fod yn flaenoriaeth gan fod y prosiect yn anelu at newid cenhedlaeth hirdymor. Mae angen gweithredu ymhellach ar sut rydych chi'n dangos yr effaith ataliol y mae cynnydd tuag at yr amcan hwn yn ei chael ar draws sefydliadau partner yn eich Adroddiad Blynnyddol eleni - gan fod y mesurau ar gyfer yr amcan hwn yn llawer culach ar hyn o bryd na gwir nodau'r rhaglen hon.</p> <p>Mae atal wrth wraidd yr amcan hwn a gall diffiniad cytunedig y Comisiynydd o wariant ataliol gyda Llywodraeth Cymru eich helpu i ddeall y gwahanol bwyntiau ymyrraeth. Hoffem weld hyn yn cael ei fabwysiadu mewn Llywodraeth Leol, i integreiddio gwasanaethau yn well a cheisio mynd i'r afael â'r ystod o faterion a allai effeithio ar les unigolyn yn gyfannol. Hoffem weld sut rydych chi'n symud ymlaen tuag at y nodau hyn yn adroddiadau eleni ac yn enwedig sut rydych chi'n ceisio cynyddu cyfraddau gweithgaredd corfforol ac ymddygiadau iach eraill trwy'r amgylchedd adeiledig (gweler y sylwadau blaenorol ynghylch Polisi Cynllunio Cymru 10 newydd, dyluniad a chynllunio cymunedau).</p>

Objectives	Specific assessment on progress
<p>‘People in Conwy are healthy and active.’</p>	<p>You have rated progress as ‘Owning our Ambition’. It's encouraging to see this objective includes well-being of staff, the acknowledgement that other services can impact on improving health (such as culture), different ways of keeping people well and the integration of services – such as Family Centres.</p> <p>The testimonials you have included from parents show the impact Family Centres are beginning to have. A member of our team attended some of the Wales Audit Office interviews on the topic and we are encouraged that this remains a priority as the project aims for long-term generational change. Further action is needed on how you demonstrate the preventative impact progress towards this objective is having across partner organisations within your Annual Report this year – as the measures for this objective are currently much narrower than the true aims of this programme.</p> <p>Prevention is at the core of this objective and the Commissioner's agreed definition of preventative spend with Welsh Government can help you understand the different points of intervention. We would like to see this adopted in Local Government, to better integrate services and seek to address the range of issues which may impact on a person’s wellbeing holistically. We would like to see how you are progressing towards these aims in this year's reporting and particularly how you are seeking to increase rates of physical activity and other healthy behaviours through the built environment (see previous comments regarding the new Planning Policy Wales 10, the design and planning of communities).</p>



‘Mae pobl yng Nghonwy yn gwerthfawrog i ac yn edrych ar ôl yr amgylchedd’

Rydych chi'n teimlo eich bod chi'n 'arwain y ffordd' yn y camau a gymerwyd o dan Amcan 6 o ran yr amgylchedd, mewn newidiadau i gasgliadau gwastraff na ellir ei ailgylchu; gosod System Rheoli Gwres a Phŵer a Rheoli Adeiladau Cyfun yng Nghanolfan Hamdden Bae Colwyn, ymgymryd ag uwchraddio goleuadau LED a chyflwyno paneli ffotofoltäig ar draws safleoedd y Cyngor a gosod sgriniau yn y Pencadlys i ddangos data defnydd ynni byw i staff. Rydym yn ymwybodol bod eich symud i gasglu gwastraff gweddilliol bob pedair wythnos yn dechrau cael effaith gadarnhaol ac rydym yn croesawu eich ymrwymiad i weithredu'r mesurau hyn. Mae'r camau hyn yn fwy nag y mae llawer o gyrff cyhoeddus wedi'u cymryd ond mae bellach angen mwy o fomentwm wrth gyfrannu tuag at bob nod. **Hoffem weld tystiolaeth bellach o sut rydych chi'n cefnogi'r economi gylchol i leihau ac aildefnyddio ystod ehangach o adnoddau a sut rydych chi wedi archwilio cysylltu'r camau hyn â'ch amcanion o amgylch yr economi a ffyniant.** Byddem yn awgrymu mai man cychwyn da fyddai trafodaeth ar gyfleoedd a allai fodoli gyda mentrau cymdeithasol lleol.

Mae'n ddyletswydd arnoch i uchafu cyfraniad i bob un o'r nodau llesiant. Ar hyn o bryd, **prin yw'r dystiolaeth ar sut rydych chi wedi ystyried y diffiniad cyfreithiol llawn o 'Gymru sy'n gydnerth'**. Rydym yn wynebu dirywiad natur digynsail; rydym bellach ymhlith y gwledydd mwyaf natur-ddiffygiol yn y byd, gyda Chymru yn gweld 57% o blanhigion gwyllt, 60% o ieir bach yr haf a 40% o adar yn dirywio, ac 1 o bob 14 o rywogaethau dan fygythiad o ddifodiant o Brydain Fawr. Dylech fod yn ystyried sut y gall camau i gyflawni'r amcan hwn gefnogi gwytnwch ecolegol, gan wneud yr amgylchedd yn iachach i fywyd gwyllt a phobl. Yn ddiweddar, cyhoeddodd y Comisiynydd y nod 'Taith tuag at Gymru gwydn', a fwriadwyd fel cyngor ac adnodd o astudiaethau achos ar sut y gall gyrff cyhoeddus geisio sicrhau'r cyfraniad mwyaf posibl at y nodau. Dylai hyn roi syniad ichi o sut i gynyddu cyflymder y newid hwn. **Hoffem weld camau pellach i sicrhau bod eich amcan yn ystyried y nod hwn yn ddigonol wrth adrodd yn y dyfodol.**

Yn ddiweddar, mae Llywodraeth Cymru hefyd wedi cyhoeddi'r [‘Llwybr Carbon Isel i Gymru’](#) sy'n gysylltiedig â'n targedau i leihau cyfanswm ein hallyriadau 27% erbyn 2020 a 67% erbyn 2040. Mae trafndiaeth yn cyfrif am 14% o'r allyriadau hyn ac yn cyfrannu at broblemau ansawdd aer - amcangyfrifir bod hyn yn cyfrannu at 2,000 o farwolaethau'r flwyddyn yng Nghymru. **Dylech fod yn ystyried sut rydych chi'n annog eich staff eich hun i deithio'n gynaliadwy**, sut y gallwch chi leihau allyriadau wrth gludo nwyddau, gwasanaethau a phobl a sut y gallwch chi gynllunio seilwaith a thai yn y dyfodol mewn ffordd sy'n galluogi pobl i ddefnyddio trafndiaeth carbon isel, trafndiaeth gyhoeddus, cerdded neu feicio.

Disgwylwch weld momentwm pellach o fewn yr amcan hwn i fapio'r rheolaeth sydd gennych dros yr allyriadau mwyaf; a chael cynllun ar waith i'w lleihau. Dylai'r meysydd ffocws uniongyrchol gynnwys lleihau carbon trwy gaffael, cerbydau allyriadau isel iawn (fflyd), adeiladau, dadgyfeirio tanwydd ffosil, datgarboneiddio gwres, trafndiaeth a thwristiaeth.

Objectives

Specific assessment on progress

'People in Conwy value and look after the environment'

You feel that you are 'leading the way' in the steps taken under Objective 6 regarding the environment, in changes to non-recyclable waste collections; installing a Combined Heat and Power and Building Management System at Colwyn Bay Leisure Centre, undertaking LED lighting upgrades and introducing photo-voltaic panels across Council sites and installing screens at HQ to show live energy consumption data to staff. We are aware that your move to four weekly residual waste collection is starting to have a positive impact and we welcome your commitment to implementing these measures. These steps are more than many public bodies have taken but further momentum is now needed in contributing towards each goal. **We would like to see further evidence of how you are supporting the circular economy to reduce and re-use a wider range of resources and how you have explored linking these steps with your objectives around the economy and prosperity.** We would suggest that a good starting point would be a discussion on opportunities which could exist with local social enterprises.

You have a duty to maximise contribution to each of the well-being goals. Currently, **there is limited evidence on how you have considered the full legal definition of 'a resilient Wales'**. We are facing unprecedented nature decline; we're now among the most nature-depleted countries in the world, with Wales seeing 57% of wild plants, 60% of butterflies and 40% of birds in decline, and 1 in 14 threatened species with extinction from Great Britain. You should be considering how steps to meet this objective can support ecological resilience, making the environment healthier for wildlife and people. The Commissioner has recently published the 'Journey towards a resilient Wales' goal, which is intended as advice and resource of case studies on how public bodies can seek to maximise contribution to the goals. This should give you an indication of how to increase this pace of change. **We would like to see further steps to ensure that your objective adequately considers this goal in future reporting.**

The Welsh Government have also recently published the ['Low Carbon Pathway for Wales'](#) linked to our targets to reduce our total emissions by 27% by 2020 and 67% by 2040. Transport accounts for 14% of these emissions and contributes to air quality problems - it is estimated this contributes to 2,000 deaths a year in Wales. **You should be considering how you encourage your own staff to travel sustainably**, how you can reduce emissions in transporting goods, services and people and how you can plan future infrastructure and housing in a way that enables people to use low-carbon transport, public transport, walk or cycle.

We expect to see further momentum within this objective to map the control you have over the biggest emissions; and to have a plan in place to reduce them. The immediate areas of focus should include carbon reduction through procurement, ultra-low emissions vehicles (fleet), buildings, fossil fuel divestment, decarbonising heat, transport and tourism.



Diolch i chi a'r camau nesaf

Diolch i chi am gymryd rhan yn y broses hunan-fyfyrio hon. Byddwn yn cyhoeddi canfyddiadau cyffredinol yn ddiweddarach yn y flwyddyn.

Rydym yn defnyddio'ch adborth o'ch ffurflenni a'r gweithdai cydweithredu rhanbarthol i gyhoeddi teclyn diwygiedig y gallwch ei lawrlwytho a'i ddefnyddio i lywio'ch gwaith.

Cyn bo hir, bydd y Comisiynydd yn cyhoeddi cyngor ar deithiau i gyflawni'r holl nodau llesiant cenedlaethol a fydd yn eich cynorthwyo i adolygu'r amcanion a'r camau rydych chi wedi'u gosod.

Byddwn yn darparu cyngor wedi'i deilwra'n well ar symud ymlaen tuag at eich amcanion llesiant. Bydd hyn yn seiliedig ar y themâu mwyaf cyffredin sy'n codi o amcanion ledled Cymru. Byddwn yn ceisio'ch barn ar y dull hwn wrth iddo ddatblygu.



Thank you & next steps

Thank you for taking part in this self-reflection process. We will be publishing overall findings later in the year.

We're using your feedback from your returns and the regional collaboration workshops to publish a revised tool you can download and use to inform your work.

The Commissioner will be shortly publishing advice on journeys to meeting the all of the national well-being goals that will assist you in reviewing the objectives and steps you have set.

We'll be providing more tailored advice on progressing towards your well-being objectives. This will be based on the most common themes arising from objectives across Wales. We'll be seeking your views on this approach as it develops.



Paratowyd yr adroddiad hwn gyda chefnogaeth Tîm Adolygu Annibynnol a ddyluniodd ac a ymgwymerodd â hunan-fyfyriad sefydliadau ar eu cynnydd yn erbyn eu hamcanion llesiant ar gyfer 2017-18.

Diolch i:



Owen Davies

Kathy Graham

Richard Newton

Andrew Rogers

Bruce Whitear



This report was prepared with support from an Independent Review Team who designed and undertook the self-reflection of organisations progress against their well-being objectives for 2017-18.

Thank you to:



Owen Davies

Kathy Graham

Richard Newton

Andrew Rogers

Bruce Whitear

