

exchange

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SUMMER 2016

Wales: The next five years

Eisteddfod Genedlaethol Sir Fynwy a'r Cyffiniau 2016

Pa stori mae ein data yn dweud am bobl a chymunedau yng Nghymru?

Dydd Mawrth, Awst 2, 10:30 - 11:30am
Pabell y Cymdeithasau

Bob blwyddyn, mae miloedd o bobl yn cael eu helpu gan ein rhwydwaith o swyddfeydd Cyngor ar Bopeth ledled Cymru.

Dewch draw i gael gwybod am y materion sy'n codi a thrafod atebion posibl.

Tamed a Thrafod am brosiect Cyngor Da, Bywyd Da

Dydd Iau, Awst 4, 12 - 1pm
Stondin WCVA (221-24)

Mae prosiect arloesol 'Cyngor Da, Bywyd Da' yn darparu cyngor mewn amrywiaeth o leoliadau gofal iechyd ar draws Cymru ac wedi'i ariannu gan Lywodraeth Cymru.

Dewch i glywed beth sydd gan y bobl sy'n cyflwyno a defnyddio'r gwasanaeth i'w ddweud am sut y mae'r prosiect yn effeithio ar eu bywydau

Darperir lluniaeth.

National Eisteddfod Monmouthshire and District 2016

What story does our data tell about people and communities in Wales?

Tuesday, August 2, 10:30 - 11:30am
Societies Stand

Every year, thousands of people are helped by our network of Citizens Advice Bureaux across Wales.

Come along to find out about the issues and discuss possible solutions.

Lunch and Learn about the Better Advice, Better Lives project

Thursday, August 4, 12-1pm
WCVA stand (221-24)

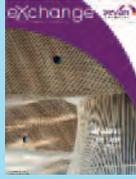
Citizens Advice Cymru's innovative Better Advice, Better Lives project funded by Welsh Government, delivers advice in a range of health care settings across Wales.

Come and hear what the people who deliver and use the service have to say about how the project impacts on their lives.

Lunch will be provided.



citizensadvice.org.uk



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Feature *Laura McAllister*

Laura McAllister is Professor of Governance at the University of Liverpool's School of Management.



Wales' politics gets exciting

The 2016 National Assembly election was a strange one. The campaign was initially dominated by UK-wide issues like reaction to the Tata Steel crisis and party leadership rows in London. Then, almost at its last gasp, attention turned back to the policy areas where our elected representatives might actually make a difference. When the results eventually came in it looked as if nothing much had actually changed despite the sound and fury of campaigning and several years of speculation about future governments and their complexion.

Welsh Labour again emerged as the largest party but, with 29 seats was short of a majority. Every other party did worse than they would have hoped but to differing extents. The exception was UKIP, for whom the election campaign was always a complete irrelevance as,



The lack of change at the very top of our politics has meant Wales continues to be dominated by a “you’re either with us or against us” attitude.

provided its vote held up, the party was guaranteed its first multiple representation in a domestic legislature. For those who deduce from this that Wales is somehow inclined towards UKIP, it’s worth noting that the party’s actual share of the vote in the forty Welsh constituencies went down from last year’s General Election - from 13.4 per cent to 12.5 per cent - but our semi-proportional electoral system meant a fair reward of seven seats for a consistent and evenly spread performance across the nation.

Election over, there we were gearing ourselves up for the ‘excitement’ around the state theatre of the investiture of the new Presiding Officer and Deputy Presiding Officer when the docile and usually predictable world of Welsh politics was thrown into a spin. Rather than the simple confirmation of a single

nomination for First Minister for Welsh Labour leader Carwyn Jones, we began to hear that Plaid Cymru was planning to nominate its own leader, Leanne Wood. The drama of what happened next has been reported extensively, but what is more interesting and intriguing is why this happened in the way that it did and, more importantly, what might happen next.

Much of the stand-off that followed dates back to a damaged and increasingly toxic relationship between Labour and all of the other parties in the last Assembly, but especially with Plaid Cymru. It culminated in the ill-advised “cheap date” comment from the then Minister for Public Services which resulted in the collapse of the Public Health Bill on the very last day of Assembly business. That was childish, public and shocking but, in truth, the relationship has been conditioned by far longer, deeper and private historical factors. These, in my view, have their roots in a disturbing lack of pluralism in both attitude and thinking across the whole political scene in Wales.

It would be wrong to blame one party, as there is no doubt that all of them are a million miles away from the electorate’s views of the Assembly, of Welsh politics and of sharing power. The lack of change at the very top of our politics has meant Wales continues to be dominated by a “you’re either with us or against us” attitude, where proper scrutiny and regular, robust challenge are at best tolerated and at worst undermined and discredited.

Equally, post-election events would also suggest that little real, strategic thinking around the brave new world of coalitions, minorities, deals and arrangements has occurred in the political parties or, if it has, no-one has



In George Orwell's words: "The slovenliness of our language makes it easier for us to have foolish thoughts."

thought to share its take with each other. As several of us commented after the One Wales Coalition agreement between Labour and Plaid in 2007, there was scant recognition that the deal meant that nothing in Welsh politics would be the same again. However, a much improved result for Labour in the 2011 election, coupled with a divided and fractious set of opposition parties seemingly incapable of mounting a strategic challenge within or without the Assembly chamber, miraculously wiped organisational memories and, as if by magic, the political equilibrium was restored.

So, by 2016 normal service was to be resumed: the largest dominant party in charge, parent-child relationships to be continued. But from Plaid Cymru's perspective, this was not on. Now relationships between the leaders of the two biggest parties have been imperfect for some time. This time, post election, there was no soothing presence in the teams around each leader to seek out clear party objectives in the critical negotiations necessary within what is effectively a hung parliament.

The decision by Plaid to nominate Leanne Wood was an incredibly brave and bold one. That's fairly obvious, but it was also one that reflected a new spirit of risk within Plaid's ranks as well as symbolising the new muscular approach from a new team of AMs less naturally consensual in style and keener to stake out the party's political position in the new landscape. That's entirely natural of course, but every political intervention of this kind should be clear what its goal or end point is. The truth is that, with only 12 AMs, Plaid's goal wasn't clear. This was understandable as few had faith in the workability of an ultra-minority



Plaid government, although it could, in theory, have worked with deals struck with all the other parties on a case by case basis.

As we know, the confirmation without a vote of Carwyn Jones as First Minister a week later put a temporary halt to the phoney spin war that was damaging for both 'sides'. Labour (MPs mainly) accused Plaid of jumping into bed with the Tories and UKIP - a slight that was somewhat weakened by later suggestions that Nathan Gill (UKIP's leader in Wales but not of its Assembly group) might do a proper deal rather than just vote for a rival candidate for First Minister. One is tempted to say if the deal wasn't done then, then surely it could have been done at some point in the future, say over the M4 relief road route perhaps? Meanwhile, Plaid reminded Labour that in any parliamentary institution without an outright majority for one party, any party can nominate a candidate for First Minister. There are plenty of precedents, for



It is worth noting that at any time an average of two-thirds of governments of EU member states are coalitions - majority is the new minority.

example the Scottish Conservatives’ Ruth Davidson challenging Nicola Sturgeon’s coronation after she took over the SNP leadership from Alex Salmond in 2014.

Several people have used terms like ‘shambles’ and embarrassment to refer to these events, and described what happened next as ‘grubby, dodgy deals’ and ‘climb-downs’. Now, I understand that the public were a bit baffled by what went on in the chamber, but I suspect that the Assembly website has had more hits in that week than it ever did during its various admirable, but mostly ignored, public engagement campaigns. In truth, this is a learning process for us all as we adjust to proper minority government, rather than the ‘majority-lite’ of the last Assembly when Labour’s job could scarcely have been made easier by its opponents.

We need to watch our language – body and speech – as we manage these political growing pains. We can all learn from these early salvos, and there must now surely be a responsibility to better contextualise and report our new politics. Bitchy insults thrown at each other by party activists are not the basis for serious analysis and understanding. Many mainstream broadcasters reported events as if they were witnessing a shrunken and less professional version of Westminster. Comments about ‘who’s ‘jumped into bed’ with who’, which party committed the biggest betrayal, whose arrogance was to blame, all sounded like the transcript from a bitter divorce case. In George Orwell’s words: “The slovenliness of our language makes it easier for us to have foolish thoughts.”

If the post-election period has taught us anything, it is that we can be different in Wales, but first, we need to be confident that different is ok. Wales just might be showing Westminster a glimpse of its own future. There was nothing wrong with the main opposition party putting forward its own candidate for First Minister, whether as a genuine attempt to form an ultra-minority government or as a shot across the

bows to signal political intent, especially around a change in the operating culture for the Fifth Assembly.

Equally, the fact that the ensuing talks were held quietly and constructively between two respected figures from the parties and without leaks is a positive surely? Parliamentary and political interchanges in pluralist systems are always messier and less smoothly played out in public than in strictly majoritarian ones. So is this simply about the communication and representation of our new political realities? This was exciting because we genuinely didn’t know the eventual outcome (although we could speculate).

There was no real risk to the citizens of Wales and their good governance in this instance. Ask the people of Ireland if they ‘managed’ without a government for 70 days after their General Election in February this year had produced no clear winner, or the people of Finland, where governments take an average of 55 days to be formed post-election.

My point is that if we report ‘normal’ events as if they are chaotic, shambolic and amateur, we are at risk of reflecting back to ourselves some long-standing misconceptions about how politics must always be done and missing the wind of change blowing around us. I genuinely feel that the events following the First Minister vote are, overall, positive ones for the Assembly and Welsh politics. I also strongly dispute the claim that the original impasse or what followed made the Assembly or our politicians a “laughing stock”. Far from it. These kinds of things happen regularly elsewhere in the world where pluralist politics, proportional representation and shared power are the norm. It is worth noting that at any time an average of two-thirds of governments of EU member states are coalitions - majority is the new minority. So, instead, let’s see this as a belated sign that our elected politicians are recognising the reality of the new pluralist context in which they now find themselves.

Public Services *Michael Trickey*

Michael Trickey is Director of the Wales Public Services 2025 Programme.



Wales' public finances after the election and Brexit



Among the many uncertainties thrown up by the Brexit decision is the impact on public finances and public services. They come on top of the huge challenge which Wales already faces in resourcing its public services over the next few years and in meeting new commitments made during the election.

Following the post-election agreements between Welsh Labour and Plaid Cymru and Welsh Labour and Welsh Liberal Democrats, we now have a better idea of the broad direction that public service policy is likely to take. Less clear is how the many new commitments made are to be funded or how Wales is going to handle the further 4 – 5 per cent decline in its resource budget that we can anticipate by 2020. By that year, the Welsh resource budget will have fallen by more than 10 per cent over the decade since 2010.

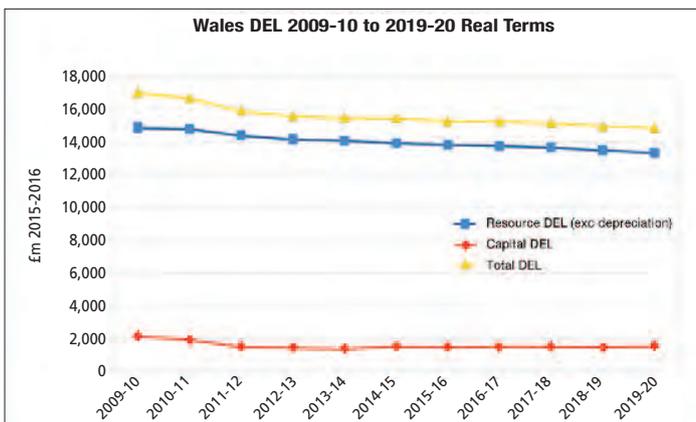
The first question is whether austerity still hold in the new climate. The post-referendum decision by George Osborne to abandon the 2020 target for a balanced budget has certainly thrown UK fiscal policy up in the air, compounded at the moment by the competing views of the Tory leadership contenders. The IFS and other observers think that the result of the Osborne announcement may be to prolong public sector austerity further into the 2020's. Some economists anticipate further cuts in spending or increased taxes. Who knows where will all this leave the Brexit commitments to spend more on the NHS and making good lost EU funds.

It may be some time before all of this resolves. Amidst such big uncertainties and EU funding aside (a big aside), it is worth reflecting on the situation as we know it now.

How to talk with the electorate about the tough spending choices that austerity imposes has continued to be something politicians shy away from. Our analysis¹ shows that the Assembly election party manifestos included a wide range of new spending commitments.

Against this, they also often acknowledged that fiscal times were tough and some included references to efficiency savings. Plaid Cymru had an ambitious target of releasing £1 billion across the Welsh budget to reallocate to priorities and the Liberal Democrats spelled out some savings. But manifestos generally offered more detail about spending commitments than on how to reconcile the growing long-term pressures on public services such as health and social care, schools and housing with declining spending power and the impact of welfare changes.

The post-election agreements include spending commitments on infant class sizes, more nurses and primary health staff, a New Treatment Fund, 30 hours free



Source: WPS2025 analysis of November 2015 Spending Review

childcare, a floor for future local government funding settlements and ‘protections’ for higher education. It is impossible to put a precise figure on these, and much depends on timing, but estimates of free childcare costs, for example, were over £50 million and class sizes around £40 million over 4 years. These do not appear huge sums in the context of the whole £14 billion Welsh resource budget but they are more significant at the margin.

This is before looking at other manifesto commitments on the cost of care for older people, increased business rate relief and money for raising school standards.

The manifestos said little about the use of new taxation powers to raise additional revenue – most of the commitments related to changes to, for example, business rates and council tax to achieve economic and social policy goals, important in their own right rather than to the Welsh budget bottom line. Scotland was cautious about its use of tax powers to generate extra revenue and Wales, understandably, shows every sign of being the same.

Much depends on future discussion about a new fiscal framework for Wales with the Treasury, following the agreement with Scotland in February. At the time of writing, it is not clear what the establishment of a new UK Government will mean for the timing of this. The sheer volume of international negotiations around Brexit, the decoupling legislation and complexities of the situations in Scotland and Northern Ireland, could well suck the capacity of the UK Government (and maybe the Welsh Government) away from questions such as how the Welsh block would be reduced to reflect the transfer of tax revenues from the UK to the Welsh Government. At some point, the future of Barnett will have to be addressed, the question is when. Any impact on the Welsh bottom line seems likely to be a slow burn.

This means that for the Fifth Assembly, managing the new commitments and growing demand for public services with less money is likely to depend on a mix of further cuts, efficiency savings and accelerating reform in the way that services are designed and delivered.

We have seen cuts across Wales in ‘non-protected’ services such as libraries, leisure and the arts but the impact of austerity on public services would have been even deeper but for the unprecedented period of pay restraint across the public service workforce. The UK Government plans are based on the assumption that this will continue – but is this an assumption too far?

The welcomed introduction of the National Living Wage will have a big impact on pay and on costs in the care sector in particular and, more generally, a continued

private sector pay recovery will begin to change the pay-bargaining climate across public services and the labour market. For example, the steep rise in agency costs for NHS nursing is being felt right across the UK and is linked to staff shortages. We are also used to talking about the demographic time bomb and rising demand for health and social care, but demographic trends will have an impact on the workforce too. And this is before taking account of the impact on staffing of Brexit and the scale of contribution made by workers from outside the UK.

All this means that we are likely to hear more about ‘delivering with less’, efficiency and service transformation – easier to talk about than to deliver.

In England, the NHS has been set a gargantuan target of £22 billion efficiency gains by 2020 (a Wales equivalent would be over £1 billion). How it is proposed to achieve this is slowly becoming clearer – though not less daunting. There has been no equivalent target set in Wales, although the Plaid manifesto did reference the Carter Review which is seeking £5 billion savings in acute services in England through tackling unjustifiable variations in performance of NHS trusts. Although the Welsh context is different, there is clearly scope for improving efficiency in our NHS – and other public services. But it will require drive and commitment at all levels.

There is a consensus that the biggest long-term opportunity for making better use of resources lies in reshaping the way public services work. The party manifestos frequently referred to joining up health and social care, a greater emphasis on primary and community care, encouraging service delivery through social enterprises, co-production and improving accountability. Most parties now acknowledge the importance of shifting to early intervention and prevention – and of course the new Future Generations Act gives expression to that. The issue for Wales is not so much the absence of aspirations but turning those into day-to-day reality on the ground. It will require more and sustained effort than we have been used to.

The Wales Public Services 2025 Programme will be saying more about the figures and the choices in the autumn, in association with new Welsh studies by the Institute for Fiscal Studies and the Health Foundation.



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1. Zolle, N (2016) *Implications of party manifestos for public services: the National Assembly for Wales elections. Wales Public Services 2025*

Health *Marcus Longley*

Marcus Longley is Professor of Applied Health Policy and Director of the Welsh Institute for Health and Social Care at the University of South Wales.



Obstacles to change: is the health service treading water?

I'm no Mystic Meg, but I can predict one thing with certainty: crisis-laden headlines about the NHS at the end of this Assembly term will be depressingly similar to those at its start. Will this Groundhog Day never end?

History offers some modest ground for optimism. The NHS in Wales has had the same problems for years, but it has done quite a good job of maintaining performance, despite relentless demand, ever-improving (expensive) new treatments and diagnostics, and really tough financial pressures. This might sound like damning with faint praise, but things really could be a lot worse.

For example, the median waiting time for non-emergency treatment in NHS Wales – the time from referral by your GP to getting the definitive treatment for your condition – has increased from 8 weeks in March 2012 to 9.2 weeks in March 2016. That's a deterioration of about 4 per cent a year; but on the other hand, a couple of months or so probably doesn't

seem too bad? In the same four-year period, the number of referrals to hospital has increased by 27 per cent, while the number of hospital staff has gone up by about 3 per cent. In 2015, 71 per cent of people said they were 'very satisfied' with their experience of hospital care, a figure which ranged from 64 per cent in 25-44 year olds to 79 per cent in those aged over 75.

Outside hospitals, the number of GP consultations has gone up by about 3 per cent every year for a decade or more, but the number of GPs in Wales per 10,000 population hasn't increased since 2007. In 2015, 37 per cent of people surveyed reported that it was fairly or very difficult to get a GP appointment.

So what can the new government do? Is this gradual decline the best we can hope for, if we are not going to invest vast new sums? The answer depends upon how the NHS responds to the two-fold challenge of prioritisation and efficiency: to do the right things, and to do things right.

Only do what works

Prioritisation has always been hard – each Health Board has about 60 top priority targets, about half of which will not be met. The Government could be brave and reduce this number, but that would require a level of consensus and maturity in the political system which it hasn't managed to achieve so far.

Another approach to prioritisation is to enlist the help of the patient – what do they want the NHS to do? In the last Assembly, the Health Minister, Mark Drakeford, adopted a policy of 'prudent healthcare' as a potentially revolutionary approach to answering the question 'what should the NHS focus on?' The answer was that professionals and patients should be clear what outcomes the patient wanted at the outset of treatment, and then should work together to do only what is necessary to achieve those outcomes. This might sound like stating the obvious, but the NHS wastes huge amounts of effort in unnecessary, duplicative and unproven activity, and is often slow to adopt good practice. In some cases, as many as a third of patients wish they hadn't had their operation when asked two years afterwards. Tackle that, and suddenly rising demand isn't quite so scary. Or so the theory goes...

We don't yet know what effect being 'prudent' will have on the capacity of the NHS to cope – it's quite possible that in some areas, focusing on what the patient really wants might generate additional work – but it's certainly worth giving it a try, and the new Minister has already said that 'prudence' is here to stay.

Work more efficiently

Efficiency is better explored territory. There is a lot of detailed work going on in the Welsh NHS as clinical teams look critically at the 'patient pathway', asking whether services can be streamlined and rationalised. Lots of improved efficiency and effectiveness comes from this, especially where Health Boards can capitalise on their oversight of both primary and secondary care.

A crucial bit of pathway re-design is re-shaping the workforce. Healthcare is labour intensive and quite expensive (the average salary in the NHS is about £28000 per year), so it's crucial to allow staff to use all the skills they have, and to make sure that the mix of staff reflects patient needs. There is a big task here to develop new roles, to develop expert 'generalists' who can deal with people in the round, and to get the numbers right – workforce planning in the NHS has too often been a story of feast and famine, as we cyclically train too many and then too few. Can we break this cycle? On the other hand, labour relations in NHS Wales are going through a good patch – the new Minister will want to keep it that way.

Efficiency and effectiveness through service reconfiguration is a three-legged stool – rationalising hospitals, shifting from hospitals to the community, and merging health and social care. Hospital reconfiguration is largely unfinished business. We have had painful and controversial public consultations around Wales over recent years about reducing the number of specialist units and centralising some aspects of care, and so far, very little has changed. But the pressures continue to build, and some crucial decisions will reach the Minister's desk in his first year. Will the public be persuaded of the need for change?

At the same time we also need to shift some care away from hospitals and into the community. Historically, this has been really hard, against a background of mounting pressures on GPs and a seeming inability to free resources from hospitals to transfer to the community. Hard work and frustration await here.

The third leg is bringing health and social care together. Despite many warm words, progress in Wales seems to lag behind that in Scotland and parts of England. The Minister has just acquired new legal powers to force the pace of change – how will he use them?

Deal with crises

As if all that wasn't enough, the Minister has to deal with crises. Because of our size, local problems in Wales very rapidly become national problems. So should we better insulate the Minister from the day-to-day decisions ('take politics out of the NHS') by creating an NHS Wales Executive responsible for delivering Ministerial priorities?

In summary, the Welsh NHS does seem to do quite a good job of managing ever-increasing demand through improved efficiency, but at the cost of slowly deteriorating accessibility and dubious long-term sustainability.

Demand trends are well-established and are unlikely to change much in five years. Inputs into healthcare are also fairly predictable. Thanks in part to adroit financial management, and the usual serendipitous discovery of money down the back of the governmental sofa, the financial situation is unlikely either to improve or deteriorate catastrophically. The trouble is, 'business as usual' is not a sustainable strategy, and we seem to find major change very difficult.

No pressure then, Minister! Good luck.



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A message to the Education Secretary

A warm welcome and best wishes as you become the first non-Labour politician to hold the post of Education Minister in the Welsh Government. What might be the key features of a progressive policy programme for your time in office? I would offer the following eight areas to consider.

First, it would be good to have again (it has been absent since The Learning Country document of 2001) a clear vision and prospectus for education in Wales.

Currently we have little more than vacuous notions such as ‘developing a self-improving system’ that have been borrowed from England where they are part of the language of the neo-liberal marketization of the education system that has led to independent academies and hollowed-out local authorities. Policy borrowing of this type never works and whilst policy learning from other countries is more sensible, if there is anything we should learn from the English experience it should serve as a dire warning not to go there!

Those of us who wanted devolution, including education devolution, aspired to much more than being ‘England-lite’ and it would be great if you could be the Minister to articulate an ambitious, inclusive and distinctively Welsh policy programme of the type that we don’t have at the moment.

Second, it is time to seriously question the dominance of current school improvement policies based on extensive accountability and high-stakes national testing.

The effect of these policies on schools has

led to declining teacher morale and growing challenges with teacher recruitment and retention. The effect on young people is even more worrying, with growing wellbeing problems being reported by those who work in children’s and public health services.

Third, replace this accountability and testing-led approach with one based on supporting teachers, encouraging greater family and community involvement and improving equity in education.

The greatest weakness in our education system continues to be its inequity- the background of a child, the area they come from and the school they attend all have far too much significance in what they will achieve in education and in later life. If we are to stop Wales being blighted by this situation in the future, we need to place far more emphasis on **prevention** of future poverty and disadvantage. Expecting schools to do this alone, through





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‘narrowing gaps’ is completely unrealistic. Schools need to be supported in working with the most disadvantaged young people in their care, not demonised because they are unable to transform their achievement.

Undoubtedly, the publication of the PISA results later this year, will be a critical moment for you in relation to the two areas above. Whatever the outcomes of PISA for Wales, there will be those who will tell you that we should put great faith in them and those who will argue that they are but another indicator and like all the rest, one with limitations. You would do well to heed the latter position.

Fourth, ensure that schools work in ever closer partnership with other public services, agencies and Welsh Government programmes to provide a holistic and community-based approach to education.

You should work with other Minister’s in the public services area to ensure that all policies and funding streams are underpinned by the importance of the early years in a child’s life, the need for early intervention to address disengagement and low achievement and the need to develop skills, qualifications and aptitudes that enable all young people to find future good quality employment. When the time comes to review, for example, the future of the Pupil Deprivation Grant, these should be the criteria to be employed.

Fifth, forge ahead with the development of the new school curriculum and ensure that high-class professional development is available for our teachers.

Graham Donaldson has provided us with an innovative approach to developing a new curriculum and this has been accompanied by proposed reforms to initial teacher education and considerably vaguer promises of a ‘New Deal’ for teachers. Our record in implementing changes to the education system in Wales has been extremely mixed and this will need to be overcome if these reforms are to be successfully implemented. The reforms of initial teacher education and a clearly articulated policy for teacher

development need to be fast-tracked; Donaldson will need more measured implementation.

Sixth, it would be good if you could make clear that you believe that our education system is about much more than schools and higher education.

Hopefully, attention to what has been set out above will ensure that pre-school education is given greater prominence. Post-16 education, in the form of further education and adult/community learning is probably one of Wales’ greatest success stories and yet it does not always get the attention and the share of the funding it deserves. It has a critical role to play in developing family and community learning and the employability skills that will be needed to create a successful and equitable education system.

Seventh, use the publication of the Diamond Review to re-consider the whole role and position of higher education in Wales.

Most of the attention will be of course on what the Review recommends on tuition fees and how you respond. It always seemed unrealistic to think that the funding formulae introduced in 2010 was a sustainable one and it now looks increasingly untenable. It would be good to think that Wales could return to being a country where higher education was a right and not a cost to students. The creation of a mass-market for higher education, the effects of austerity and an inevitable reluctance to use tax-raising powers in this area, all make this unlikely.

What you might also consider, however, is the future viability of the mass-market in higher education we currently have. Is progress to any form of higher education actually justified by the economic returns that are being achieved? A more balanced approach to providing routes to employability through study in further education, high quality apprenticeships and appropriate higher education routes might be a more sensible and affordable way forward.

And finally, you almost certainly need better independent expert advice than you have currently. If we have Chief Medical, Scientific and Nursing Officers’ in Wales, then why not a Chief Education Officer and a National Education Council, all appointed publically through a Nolan process and empowered to provide you and your officials with the best possible independent advice?

There will of course be many other areas of policy for you to consider and many more wish lists that you are offered. Best of luck with finding the prescription that will, hopefully, mark your Ministerial period as a successful one.



The post-Brexit prospectus for Wales' economy

As the dust of the Brexit vote settles, the shape of the new economic landscape within which Wales must prosper is still clouded. This will likely be for months if not years, as the 'asks' of the UK Government in exit negotiations and the EU's response to them emerge. Despite this continued uncertainty, there is value in assessing just how the Welsh economy (and which specific parts) will be affected by Brexit – whether this comprises a total break, or a partial relationship via membership of the European Free Trade Association (EFTA) and hence the European Economic Area (EEA).

Known-knowns and known-unknowns: the outcomes of Brexit

Whatever the outcome of EFTA and EEA negotiations, the UK will move outside existing EU legislation on (and support for) agriculture, fisheries and the environment. In the case of fisheries, this is likely to attract some media and political attention, but is economically unimportant for Wales (fewer than a thousand work in Welsh fisheries, landing mostly shellfish).

Agriculture is more important of course; economically, culturally and in terms of the landscape. Here the prospects are bleak, at least in the short term. Single Farm Payments and Agri-Environmental grants comprise around £300m of income for farmers in Wales annually, and without such payments (or their swift replacement) many thousands of Welsh hill and dairy farmers will no longer be viable – and swathes of the Welsh countryside will be unproductive and potentially unmanaged (for better or worse). For agriculture there is a more subtle but also important

impact of Brexit: tariff-free trade with countries such as New Zealand and Canada might well make Wales' food exports to the rest of the UK – which we at the Business School estimate at three to four times larger than our international exports – much less competitive. Any shake-up of the Welsh landscape may well generate with a more varied, profitable and (potentially) ecologically appropriate set of economic activities, but the transition would be culturally, politically and economically painful.

For the environmental sector and development more generally, the economic outlook is perhaps more positive, in pure economic terms at least. There are a number of projects, facilities and investments where EU environmental or climate regulation have a limiting impact. This can be clearly evidenced by the proposal to develop a Severn Barrage, which ran aground mostly on cost and credibility issues, but also faced the prospect of being likely illegal under the EU Habitats Directive – a hurdle that will no longer be faced. UK government inability (or unwillingness) to respond to EU (and NGO) pressure on air and water quality, and its support for onshore fossil fuel extraction (despite climate and pollution uncertainties), together with a general 'rowing back' from prior environmental commitments implies (given no change in Westminster Government) a more development-oriented context, at least where that Government has influence.

Similar arguments can be made with regard to EU employment regulations to which the UK is currently signatory, affecting areas such as the treatment and payment of agency workers, and the Working Hours Directive. However, any hope here that deregulation might positively impact employment growth in the UK needs to reconcile with the fact that the UK (and especially recently, Wales) has considerably outperformed the EU in terms of employment rate during the time such directives have been in force, suggesting they are no great brake on job creation.

The withdrawal of European Structural and Cohesion spending in Wales – ERDF and European Social Fund – are likely to be short-term deleterious, although they may be honoured to the end of the 2014-2020 period, beyond which Wales may not have qualified for further tranches at the highest level (although yes, we have heard this before). Whilst such funds have signally failed to transform GVA or employment growth in Wales (unsurprising given their relatively small scale), it is difficult to assess the counterfactual – what would economic conditions have been without them?



Brexit is likely to negatively impact Wales in the short and medium term economically, both directly and in terms of indirect UK effects.

Additionally, they have a number of social and environmental co-benefits, most visibly in terms of countryside and cultural infrastructures, and investments in the urban realm in the Valleys. It is perhaps here they will be most missed. Also notable will be the extent and speed at which key projects such as the Capital Region Metro and City Deal can progress without ‘pump priming’ from EU matched funds, and the efficiency with which the raft of scientific research and educational collaborations under EU auspices can be replaced. In this, as with so much else, outcomes will depend on whether the UK Government has the will and ability to react swiftly and effectively to plug any financial and capacity gaps.

Other important impacts will be industrial and longer term. The commanding heights of the Welsh economy – particularly in energy and utilities; and in large-scale manufacturing in metals, chemicals, automotive and aerospace – have long been overwhelmingly owned and controlled by non-regional (and mostly non-British) firms. Brexit makes the attraction of *new* overseas investment likely to be more difficult for reasons of policy and economic uncertainty, even if this may be in part counterbalanced by cheaper sterling and, potentially, EEA single market access. More important for Wales though will be decisions made by *existing* inward investors, with the apparent falling away of some Tata bidders being only the first example. Multinationals’ plants in Wales, such as GE Aviation in

Nantgarw and Ford in Bridgend engage in repeated, sometimes existential, rounds of bidding to attract internal corporate investment, vying with other group plants across the UK, EU and world. How far Brexit affects their ability to win such work will be critical in the medium term. One might only imagine how Brexit looks from Airbus corporate HQ in Toulouse.

Brexit: an effect not a cause

Brexit is likely to negatively impact Wales in the short and medium term economically, both directly and in terms of indirect UK effects (e.g. higher taxes and lower spending). However, the factors that led to Brexit are long-term, deeply structural and particularly troublesome for Wales. Globalisation, offshoring and outsourcing has, in part, contributed to the economic marginalisation of large swathes of Wales’ population. Many have sought to punish the EU for their lack of economic worth as that was the name on the ineffective sticking plaster placed over the wound of globalisation, but the fundamental fragmentation in working lives, the diminution of employees’ power and the automation of jobs will not stop because we leave the EU or because (even) fewer Eastern Europeans arrive in Wales. More likely, they will accelerate and the consequences of these trends will comprise an ever increasing problem for Welsh and UK Governments that have been so far singularly unable or unwilling to recognise and respond to them.

Housing *Kevin Howell*

Kevin Howell is Director of CIH Cymru.



What could the next five years hold for Welsh housing?

Housing is crucial to the economic and social wellbeing of communities. It is an important national asset, and as such the Chartered Institute of Housing (CIH) Cymru believes that housing should be viewed as a critical form of infrastructure, alongside transport, utilities and communications infrastructure.

Carl Sargeant AM is to return to the housing brief as the Cabinet Secretary for Communities and Children, a decision which has been warmly received by the housing community. He has already indicated a determination to meet ambitious house building targets.

Many of the challenges over the coming term of government will be heading our way from Westminster as austerity policies continues to impact. Changes to benefits including the local housing allowance and restrictions on under 35's accessing private sector rentals are just some of the issues we will be grappling with. If social housing cannot house the poor and vulnerable who will? This continues to raise a real moral and ethical dilemma for us all.

The revised Wales Bill has arrived, plotting the future journey of Welsh devolution and all in the context of the EU referendum result. The challenges are aplenty and these are just some of CIH Cymru's housing predictions for the next term.

An increase in affordable housing supply

We called on the new Welsh Government to set an ambitious target for housing and they have. A target of 20,000 affordable homes has now been confirmed by Labour although we are yet to find how this is made up. What is really important is that those new homes reflect what the evidence tells us about local need and income levels. For example, in some areas shared ownership may be a useful option for those who want to take the first step towards home ownership but it should not be at the expense of genuinely affordable rented homes if evidence shows this is needed.





If social housing cannot house the poor and vulnerable who will? This continues to raise a real moral and ethical dilemma for us all.

New legislation

We are anticipating new legislation, most notably ending the right to buy and right to acquire, which CIH welcomes. Another big issue is the review by the Office for National Statistics of the classification of Registered Social Landlords (RSLs) in devolved nations. All indications are that this review will reclassify RSL's from private bodies to public bodies for UK National Accounting purposes. This will bring the debt and borrowing of social landlords into the public sector, reducing both the independence of the social housing sector and its ability to control its finances and strategy in the long term. The Welsh Government and its partners are working ensure that any reclassification can be reversed, which may require legislation. Regulatory reform is a must if this is to happen.

Improving the private rented sector

For many people in Wales the private rented sector is now their permanent form of tenure. Increasing the affordability, security and quality of private rented homes are all high priorities for tenants. We expect the strengthening of the private sector to continue, with Rent Smart Wales beginning the enforcement stage later this year. Take up by landlords so far has been positive, and over the coming term we expect to see support for the private sector to enable it to continue to grow, improve and professionalise.

The last term of government has brought some notable policy successes in Wales: tenancy reform, strengthening the private rented sector, homelessness prevention, protection of the supporting people budget and continued public investment in social homes and support services. All had cross-party support. But despite these successes there are still a huge number of people living in Wales who cannot afford a decent quality home. According to the late Alan Holmans' analysis, Wales needs an additional 12,000 homes per year, 5,000 of which should be in the social sector. In 2014-15 we built barely half this number - 6,170 homes in total, of which 2,218 were additional affordable housing units. We are making progress, but must do more to meet increasing demand.

Improving housing in Wales is not something any one player in the industry can achieve alone. CIH Cymru is looking forward to continued effective collaboration to build a stronger Wales together.

Health *Paul Thomas*

Dr Paul Thomas is Chair of Sport Wales.



A 'Team Wales' approach to health and wellbeing

Growing up in an area where being active, playing sport and using the facilities and environment around me was the natural thing to do was an immense privilege. It has served me well throughout my career, and I am proud to now be the Chair of Sport Wales.

I am a great advocate of the benefits of being active, not just for physical health, but for developing resilience, raising aspirations, building self-confidence and the ability to learn soft skills that can be vital for future employment. I want to use my role to ensure that every child, young person and adult has the opportunity to enjoy the benefits of an active lifestyle.

The levels of poverty we experience in Wales are a blight on our communities and have been central to the programmes of successive governments. This has rightly focussed around improving health outcomes, raising educational attainment and job creation, but I have always wondered if we are using *all* the levers available to tackle poverty?

Sport and the arts have a huge contribution to make, not as a luxury but as a provider of vital life experiences. We cannot tackle the issues facing us through working in silos and individually meeting the duties placed on us by legislation. We have to become greater than the sum of our parts. This means recognising that no one agency

holds all the solutions, but that together we can empower communities. Tackling inequalities and poverty should not be a bolt on activity to ‘business as usual’, it should be core to our planning and delivery as public bodies and to those partners we invest in.

At Sport Wales we recognise that if you live in a poorer community you are less likely to be physically active through sport. We have made tackling inequality in participation a central part of our approach to community sport and have invested in a wide range of partners to achieve this. We do this not only because it is morally the right thing to do, but because we recognise that a whole range of benefits are denied through non-participation. Ensuring that we are not only tackling the participation gap, but that sport and physical activity are recognised as a positive force for change, is crucially important. I have seen first-hand how sport can offer young people a positive outlet which where they can build confidence, skills and, for some, trust in adult role models. More can be done to utilise the “engagement factor” that sport and being active has for young people in order to help them find their way, support their studies and provide them with the tools to achieve their aspirations.

Participating in physical activity is something that must be supported from an early age. The new curriculum provides the opportunity to embed physical activity experiences for all children and young people, but these experiences must be supportive, inclusive and fun. Education in Wales should not solely be about academic success, but also about providing pupils with the broadest experience and skills to be productive, healthy and effective citizens. We cannot wring our hands about rising obesity rates and then not provide our children with the skills, confidence and motivation to enjoy a lifelong positive relationship with physical activity. This cannot be placed in the box marked ‘too difficult’ anymore, and I am determined to leave a strong legacy of inclusivity and change. The challenge will now be how we take the next step. It should come as no surprise that I will not be satisfied until every person in Wales has the opportunity to become physically active and will continue to bang the drum for more opportunities for those underrepresented in our participation figures. However, we can only truly achieve greater participation and the subsequent impact on the health and well-being of the nation if we are open to working differently and becoming more responsive to the communities that we serve.

We all know that the landscape of sport and physical activity in Wales is changing – traditional models of consumption have served us well, but as people’s lives are changing, we need to raise the bar. People now want

to participate in different ways with a strong community focus and it is imperative that we listen, act and innovate to meet that demand. From a glass half full perspective, these are opportunities to review our approach and seek collaboration in the delivery of sport in Wales. Sporting opportunities must also be unique, offer value for money, and be adaptable to change.

If we are serious about ensuring that local services meet local needs, a diverse range of groups need to be engaged. Sports clubs are often the hub of the community, and we should look to harness this so that we can maximise the impact on alleviating inequality.

Finally, we have to stop the attitude of ‘doing to’ people. Most people know that they need to be more active, despite somewhat complex physical activity recommendations. We have been guilty of providing communities with what we think they want, rather than working together to empower them to achieve a healthier lifestyle. In the sport sector we have made some progress with Young Ambassadors providing us with the voice of children and young people, but we need to do more to define what being active could look like for those who are currently not engaged. This involves breaking down barriers so that people of all ages, ability and socio-economic background can lead a healthy lifestyle.

In Wales we have a unique opportunity to utilise all aspects of public policy to improve the lives of our population in the form of the Well-being of Future Generations (Wales) Act 2015, which commits us all to protecting our greatest assets, including our people. We have seen during Euro 2016 and will during the Rio Olympics and Paralympics, how the nation comes together to support our sportswomen and men on the international stage. We need the same type of approach for the health and well-being of our nation - a ‘Team Wales’ approach - where we are all working toward the same outcomes, confident in what we can deliver and collaborating to achieve more for our communities. It is time to move from talking about collaboration, shared budgets and joint outcomes, to genuinely putting in place the partnerships to serve Wales in the best possible way.



We cannot wring our hands about rising obesity rates and then not provide our children with the skills, confidence and motivation to enjoy a lifelong positive relationship with physical activity.



Towards a fairer Wales

I am in my role Equality and Human Rights Commissioner for Wales because fairness, dignity and respect matter. They matter to me, they matter in our schools, workplaces and communities and they matter in our delivery of public services. These values underpin the work of the EHRC to safeguard and advance equality and human rights. I am committed to working with all those in Wales who share these values and share a practical commitment to making Wales fairer.

Listening and Learning

I have spent my first month as Commissioner listening. Listening as I joined the EHRC Cymru/Wales Committee in meeting public service leaders and front-line staff in North East Wales to hear about their challenges and achievements. Listening again at the annual gathering of the Equality and Human Rights Exchange where the focus was on fairness in Welsh workplaces. Those attending heard from Swansea University about how they are taking a completely fresh approach to recruiting operational staff for their new campus to avoid perpetuating gender imbalance and occupational segregation – and that it's working.

And I intend to continue listening, to inform the formal responsibility I share with the EHRC Cymru/Wales Committee of developing our understanding so that we can provide useful

insight in our statutory advice to the EHRC and to Government. During the year October 2014-15, the Committee and Wales EHRC team met face-to-face with over 1,000 people to hear their experiences. That's a great way of building a sound understanding.

Monitoring and Reporting

As well as listening and advising, EHRC Cymru/Wales has an important formal role to play in noticing and recording what's happening. Our formal reporting

explains whether Wales is getting fairer, how we compare with elsewhere, and where our greatest inequalities and challenges lie.

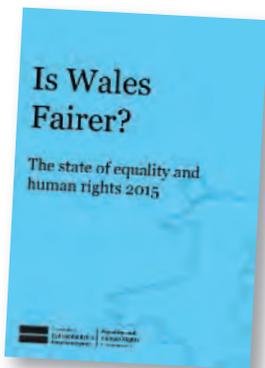
In looking back over five years, our *Is Wales Fairer?* report found some areas of improvement, such as reduced hostility towards lesbian, gay and bisexual people. It also identified areas of persistent or widening inequalities, evidenced, for example, in the experience of young people accessing employment, housing or mental health services. It noted wide gaps between the attainment levels of groups of children at school: for example between boys and girls; those with or without special educational needs; those eligible or not for Free School Meals; and differences related to ethnicity. It showed inequalities in access to employment with, for example, Muslim people less successful in getting jobs despite being on average younger and better qualified than the Welsh population as a whole.

We know that many people in Wales – nearly one in four – live in poverty, shown to affect adversely their life-chances, their health and wellbeing and, of course, also Wales' prosperity. A higher percentage of disabled people, 27%, live in poverty, as do 38% of those of ethnic minority.

From a distillation of all the evidence, *Is Wales Fairer?* set out seven key challenges, which are to:

- close attainment gaps in education
- encourage fair recruitment, development and reward in employment
- improve living conditions in cohesive communities
- increase access to justice and encourage democratic participation
- improve access to mental health services and support to people experiencing poor mental health
- prevent abuse, neglect and ill-treatment in care and detention
- eliminate violence, abuse and harassment in the community

The purpose of such evidence gathering is to inform





We know that many people in Wales – nearly one in four – live in poverty, shown to affect adversely their life-chances, their health and wellbeing and, of course, also Wales’ prosperity.

surprisingly since recent research suggests that more than three-quarters of pregnant women and new mothers experience negative and potentially discriminatory treatment at work.

These resources complement the statutory powers that the EHRC has to regulate and enforce equality and human rights law; for example, by

undertaking investigations and inquiries, assisting or intervening in cases in the courts or tribunals, or entering into agreements to ensure compliance with the law.

In Wales, the Older Person’s, Welsh Language and Children’s Commissioners also have distinctive powers and evidence that can inform us about the fairness of Wales, as do the Public Services Ombudsman and Auditor General. I am keen that the work of the Cymru/ Wales Committee benefits from shared insights, and also that we work very closely with the Future Generations Commissioner, with her complementary responsibility for the statutory goal of ‘a more equal Wales’.

We will build on the work done during Ann Beynon’s time as Commissioner that has seen the challenges identified in *Is Wales Fairer?* reflected by the Welsh Government and Welsh public authorities in setting objectives in their statutory equality duties.

Working for a Fairer Wales

There is much to do if we want to say in five years’ time that Wales is fairer. Recognising the many people already working hard to make their school, workplace, community or public service fairer, my commitment in this role is to join with others in working hard to make it so.

and assist public, private and third-sector organisations in focusing their efforts to address inequalities. It can also assist us in seeing where doing more of the same thing might make a difference or where a different approach is needed. It challenges – and also helps – us to make Wales fairer, faster.

Working with Others

If we are to have any chance of success, we need to combine and align our efforts. We need to be clear about what each of us offer, uniquely, and then make sure we recognise and complement others’ roles.

As well as our formal reporting, EHRC provides authoritative advice and guidance for individuals, employers and other organisations. We share expert information in an accessible way through our website to ensure a better understanding of equality and human rights, and improved compliance with the law. Material recently published there includes:

- videos and Q&A aimed at demystifying Human Rights, and
- guidance tailored for employers and mums-to-be to ensure pregnancy and maternity rights are understood and secured.

Such material has a wide reach: a “Power to the Bump” video of five top tips for pregnant women has already been viewed more than 18,000 times, perhaps not

Regeneration *Lis Burnett*

Lis Burnett is Deputy Leader and Cabinet Member for Regeneration and Education at the Vale of Glamorgan Council.



Whole town regeneration: a case study



A quiet revolution has been going on in the Vale of Glamorgan. We call it *Whole Town Regeneration* and nowhere is it more evident than in Barry – Wales' largest town. Recent images of tens of thousands of happy visitors returning to the newly-regenerated Barry Island with its eye-catching beach huts and iconic climbing wall are plentiful. But don't be misled into thinking that's all that's happening in the town.

All too often regeneration is narrowly focused on urban or physical regeneration schemes in which large scale economic initiatives are planned in the hope that they will have a trickle-down effect to the economy of the area. I flinch at terms like 'worklessness' which patronise people, inferring a passive role in their own future with no thought given to their potential to drive the development or economic growth of their community.

Whole Town Regeneration in the Vale of Glamorgan is holistic and sustainable, and means people and place are the foundation of work that spans Cabinet portfolios. It includes housing and education as much as economic development and planning.

Regeneration in Barry includes the provision of safe and stable homes for local people in safe and stable communities. Not far from the new waterfront development, on a dockland brownfield site, the Castleland renewal area has upgraded hundreds of homes in one of the town's most disadvantaged communities. Complementary renovation projects have brought a new vitality to the town centre, providing new shop frontages and accommodation. By working with Newydd Housing Association, we have delivered numerous affordable homes on brownfield sites and in previously vacant buildings.

A commitment to delivering top quality education has seen a range of new schools being built alongside a

programme to renovate existing schools. Our management approach supports and challenges schools to deliver the best outcomes possible for their students.

But it's not all about big projects.

Small scale initiatives play their part, such as a book writing project that has seen mums from Communities First areas work with story tellers and illustrators to produce publications that would grace any library shelf and which have received praise from Michael Morpurgo and Michael Sheen in the process.

Our belief in local people is also reflected in our programmes to help them to grasp employment opportunities locally and in the enterprise zones in St Athan and Cardiff. There's recognition that local small businesses are an essential part of the mix and that we need to support local start-ups by removing the barriers they face. The *Inspiring the Vale* business start-up scheme has now seen forty one young people start their own business in an initiative that turned the usual 2:1 male to female ratio for start-ups on its head.

People-focussed regeneration has also seen a programme of play area and open space renovation to support increased physical activity and provided tailored support for individuals from community well-being coaches. In Castleland, working with Communities First and the local primary school we've transformed previously underused and neglected open spaces into safe and vibrant community play areas. The increasingly popular Barry Island Parkrun established by volunteers has just celebrated its 5,000th runner.

Building the confidence of the town and its people is a



key part of our strategy: it is no mistake that our summer events programme and Christmas lights spectacular are as much about local people as visitors. As a result of that new-found confidence, events are increasingly staged by local people and organisations using the renovated open spaces as a blank canvas. If you haven't experienced GlastonBarry or drunk your tea from a Barrybados mug you haven't lived! That confidence is also evident in the town's social media presence: a quick Google, Twitter or Instagram search will bring up hundreds of positive images of Barry and its island. People say that the town not only looks different but it feels different.

Barry has rarely been eligible for external funding, so we've adopted an innovative approach, merging a range of income streams. The creative use of public and private sector funds, the strategic use of S106 funds from developments and partnership working have brought about a range of whole town initiatives. Nowhere has this approach been more successful than in the recent renovation of the town's historic hydraulic pump house. The Council and Welsh Government worked together to save the structure, which was then completed in partnership with the private sector. The arrival of award-winning Hang Fire Smokehouse's first restaurant in the iconic building was the icing on the cake.

Change is not easy and communicating the approach is often difficult when many see success as a big shiny building - even if it's empty! A £300 deficit in the first year of the beach huts gained far more media comment than the challenges to our £300m budget. Relentless personal attacks mean there is more likely to be discussion of my hair colour than my portfolio. According to critics I'm supposedly 'not capable of giving an old cushion a makeover' or 'not qualified to peel potatoes for chips on Barry Island'. Such comments can be easily laughed off,

but much more serious is the experience of attending so many meetings where nearly all other attendees are male, and where discussion of our approach is met with puzzlement and a quick return to discussing big shiny buildings and city-centric projects. Although I'm speaking English I often feel I'm talking a different language.

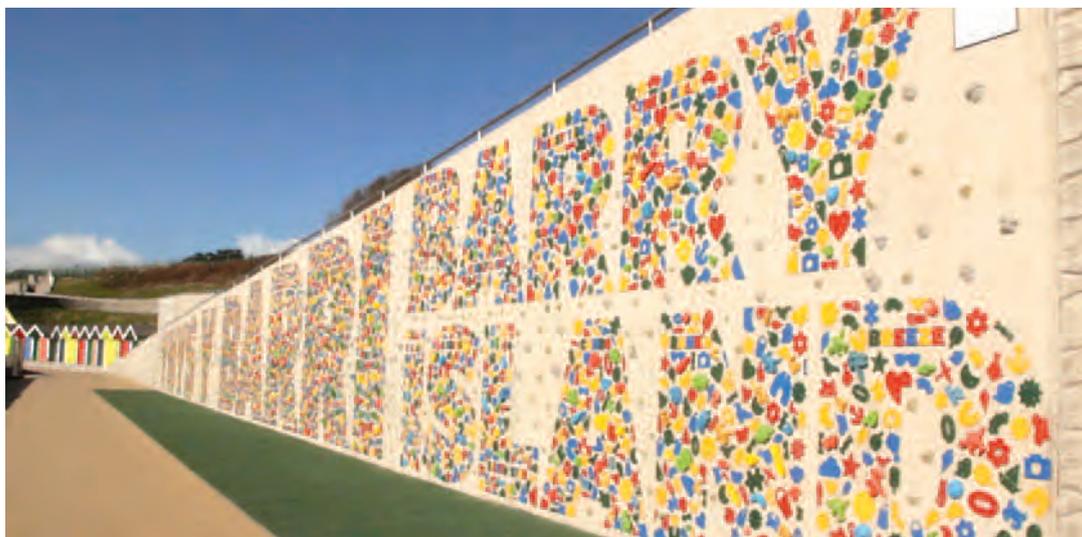
Our regeneration strategy reflects Barry's rich heritage and deep-rooted relationship with the sea. It chimes with the culture of entrepreneurial ambition mixed up with memories of fun-filled seaside holidays. Much of our thinking echoes that of the *Tredegar Deep Place Study* and Dr Mark Lang's recent report for the FSB, 'On the Right Track', both of which call for a much bigger emphasis on 'foundational economics'. It also unashamedly pays homage to Paulo Freire's *Pedagogy of the Oppressed*.

I recently reflected on our approach to regeneration when I bumped into Jo, a young woman who had first been involved in a council project a year ago. Terrified to meet my gaze in that first meeting, she kept her hoodie up and shook from head to foot while she received her certificate of achievement. This time we spoke as equals. She was bright, confident and positive about her future. For me, Jo represents the change that Whole Town Regeneration has brought to the town.

The future is bright for Barry. It's perfectly placed to play a part in the shaping and success of the City Region. The Council's new corporate vision is 'Strong communities with a bright future.' We don't think we need say more.



Building the confidence of the town and its people is a key part of our strategy: it is no mistake that our summer events programme and Christmas lights spectacular are as much about local people as visitors.



Transport *Mark Barry*

Mark Barry is Professor of Practice in Connectivity at Cardiff University and runs M&G Barry Consulting. He no longer works for Welsh Government or Transport for Wales, and these are his views and not that of Welsh Government, Transport for Wales or any other organisation.



Rethinking Cardiff

I have spent much of the last six years involved in some way in what has become known as the South Wales (or Cardiff Capital Region) Metro, initially as an advocate for the idea from the business community, then assessing its impact for Welsh Government and latterly leading the development of the Metro programme for Welsh Government until January 2016. In summary, it is the beginning of a fundamental upgrade of the public transport network in South East Wales.

The South Wales Metro is perhaps the most transformational public transport project anywhere in the UK. It's not as big as Crossrail in financial terms but the impact on the economy of south east Wales will, I suspect, be proportionally far bigger. In ten years' time, people from across the UK will be asking, "How did they do that, it's amazing, Wales is really going places..." This really is a game changer.

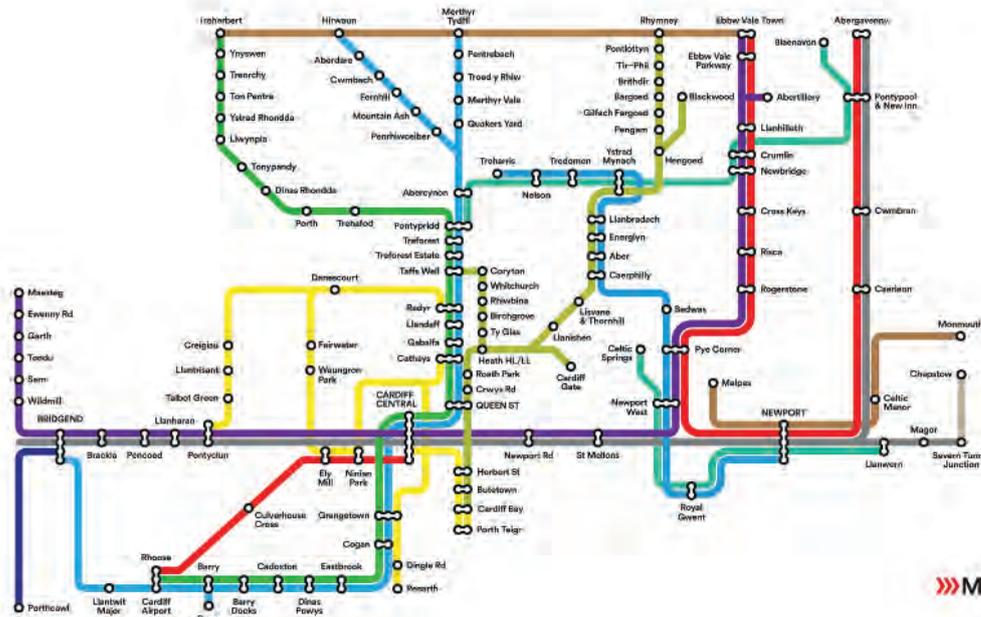
The challenge for us all is how we use Metro to redefine south east Wales and create a new sense of place. This must be broad and include consideration of art, culture, heritage and environment as well as economy and governance. It must also engage with a broad community to ensure legitimacy.

Governance

We need sort out our regional governance. The argument has been in play since Prof Marquand said some 70 years ago:

"... a more rapid movement of population up and down the valleys must be encouraged, so as to save the inhabitants of the northern towns from economic isolation. How that rapidity of movement can best be secured should be decided by an authority responsible for a co-ordinated transport service throughout the

Figure 1. Illustration of potential Metro network from Welsh Government's, "Rolling out our Metro" in November 2015



Region. No such authority exists ... political and social institutions have failed to adopt themselves with sufficient rapidity to the economic changes that have taken place. One small symptom of this is the maintenance of local government boundaries which have long lost their significance and of authorities which are inadequate to the larger tasks which need to be undertaken.”

Since then many others have covered the same ground. So I am just going to say it. We need a statutory regional framework to plan, develop and deliver transport, land use and economic development. The regional “Strategic Development Plan” anticipated in the Wales planning bill and the “Regional Transport Authority” hinted at in the recent City Deal, provides an opportunity to address this 80-year-old problem. If we don’t do this now, we never will.

Economic Development and Regeneration

Quite rightly there is still some debate about the potential impact of the Metro and how we might deliver benefits across the entire region. I have always been clear that Metro developed as purely a transport project or focussed just on Cardiff would sell us short and those characterising it as such are being a little disingenuous.

In purely transport terms the Metro project works - it couldn't proceed unless it has a compelling business case

developed using standard UK Treasury guidelines. Whilst there is still some debate, there is a growing body of evidence on the wider regional and agglomerative economic benefits that can occur. We therefore need a more nuanced approach to economic development which reflects commercial realities and the need for more, higher paid jobs across the region, especially in Cardiff which is best placed to attract and support such employment. We also need to intervene to ensure place like Pontypridd, Newport, Merthyr, Caerphilly, Bridged and Barry can support more regional employment (some of which is currently in Cardiff).

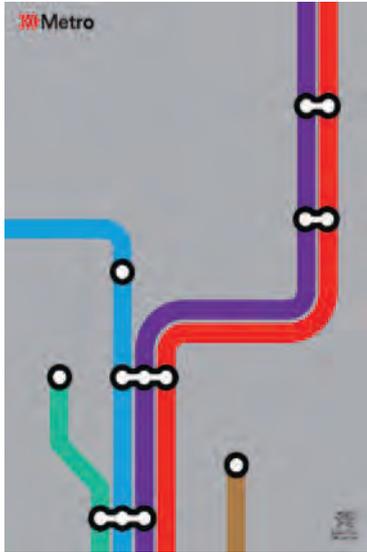
Perhaps more challenging is the need to consider what “economic and regeneration” interventions are required in many of our smaller towns and communities, many of which have suffered years of decline, to ensure benefits can be felt and enjoyed by as many people as possible. If this includes interventions that encourage more local and “foundational” economic activities as others have suggested, then let’s do it. However, if better connected communities also attract more residents who commute (with disposable income to spend locally) and associated development then that also has to be part of the mix. It’s not either / or – it’s what works.



Metro is not all about getting to Cardiff, it is about the entire region and how we recast its economy based on the enhanced connectivity Metro delivers.



Figure 2. “Rolling out our Metro”
November 2015



I'd like to present an assertive example. Many people in Cardiff today without a car would not realistically consider working in Pontypridd – the journey is just too problematic. With only two rail services an hour from the Heads of the Valleys, access from Merthyr, Aberdare and Treherbert to Pontypridd is only marginally better. But Pontypridd is at the physical centre of the region and only ten miles from Cardiff!

There are too few stations across Cardiff and that, combined with limited bus integration, make access to Pontypridd difficult for many people in the city. Imagine living in St

Mellons, Llanrumney or Ely without a car – just commuting to the centre of Cardiff at peak times is enough of a challenge. This restricts Pontypridd's ability to support employment as most of Cardiff's 350,000 population cannot easily get there at peak times.

However, with grade A rentals rising in Cardiff city centre, some businesses will inevitably look at lower cost floor space in locations with a good catchment of people with the appropriate skills/experience... but where?

A “Lighter Rail” type network offering faster and more frequent services to Pontypridd from Cardiff, Merthyr, Treherbert and Aberdare; additional stations in Cardiff (and so better regional accessibility for thousands more people); and integration with bus services across the city and region could enable many more people to get to Pontypridd on a reasonable commute than is possible today. In such a scenario, one could imagine Pontypridd attracting and supporting more employment (and so stimulating secondary activities) and playing a more important role in the regional economy. This enhanced regional connectivity will also allow Cardiff to focus on the more productive jobs the region needs and enable the rest of the region to support some of the employment that is currently located in Cardiff. Metro is not all about getting to Cardiff, it is about the entire region and how we recast its economy based on the enhanced connectivity Metro delivers.

Sense of Place

What does all this mean to someone in Grangetown, or Nelson or Brynmawr?

In articulating a response and providing this “meaning”, we need to go beyond the “harder” economic and regenerative benefits and have a “conversation” that relates to our communities, arts, culture, green

infrastructure history and heritage. This should take place across the region in our schools, colleges, pubs, cafes, shops and involve a wide range of community groups and not be left purely in the hands of central and local government officials, politicians and business groups.

This “conversation” has to be forward looking and confident and one that reflects our shared industrial and geographic heritage. Merthyr and Cardiff are inextricably linked across time and place. They are also both part of a new bigger place that can only work if it augments the deep-rooted allegiances many of us have, especially across the valleys, to our town or local community.

There is an opportunity that could help us frame all these wider discussions and interventions. While the potential for Cardiff to be the 2023 EU Capital of Culture is now in doubt, the scope for the city region to play a leading role is still there. This would not be about new buildings or corporate operating culture, but an opportunity to include arts and community groups from across the whole region. Each Metro station provides a canvas for a discussion about their role in the wider region and a debate about our region's aspirations for its future.

Keeping an Eye on the Future

Whilst we struggle to address decades-old issues we cannot ignore the global trends that will have a profound impact on how we live. For example it is possible that the age of the personal car is already in decline to be replaced by a new “mobilities” paradigm where autonomous vehicles provide a utility service as part of the wider public transport mix. Artificial Intelligence (AI) may mean that we value more “human” activities such as arts, culture, music, and study. Climate change and sustainability may move from being paid lip-service to being at the core of how we live. If we can reflect such considerations and scenarios in our thinking, then we can really create something special in Wales. Metro could be a catalyst to accelerate progress.

Reasons to be optimistic

None of this will happen by itself. It needs a proactive lead from the region's local authorities to support the core Metro project. It also needs wider civic society to be more vocal about the kind of places we want. In doing so I think the role of Cardiff University and the other higher education institutions could also be pivotal in brokering the necessary and often difficult discussions required across government, local authorities, the business community and civil society.

I am optimistic we can, in fact we don't have a choice and we must.



Eight proposals put forward for new devolved taxes

On 15th June 2016 the Bevan Foundation launched 'Tax for Good: Devolved taxes for a better Wales' at a full-booked event at the Senedd. The paper considers the power granted in the Wales Act 2014 for the National Assembly for Wales to introduce new devolved taxes. It considers how Wales' economy, health and the environment could be improved through taxes, levies and tax reliefs through influencing the behaviour of businesses, organisations and individuals.

Suggested new taxes include a tourism levy, a tax on use of sunbed salons and a workforce development levy to help employers to upskill Wales' workforce. The report also looks at the potential for devolving existing areas of UK taxation which are closely aligned with devolved policy areas, such as Research and Development Tax Credits, and replacing them with a 'Welsh' version that is based on existing strategy and need.

The Bevan Foundation's Policy and Research Officer, Nisreen Mansour, said: "Our proposals set out how we think the National Assembly should use these powers, but we also have a more fundamental message about how important this policy lever is to Wales. We hope that this will inspire a wider discussion about what Wales should be doing with its tax powers."

Download the report now via www.bevanfoundation.org/publications

Devolution of working age benefits considered in new report

The devolution of working age benefits – especially for under 25s – needs to be given serious consideration according to the Bevan Foundation's 'Making welfare work for Wales' report. It recommends that the major benefits – such as Job Seeker's Allowance and Employment and Support Allowance – should remain reserved, as should benefits for disabled people. But it calls for the National Assembly to be given much greater control over the Housing Benefit bill, and to co-commission the new Work and Health programme.

Dr Victoria Winckler, Director of the Bevan Foundation said: "Devolution of some benefits has been pretty well off the agenda but we think it's time to take a fresh look. We've concluded that Housing Benefit, the Work Programme and some benefits for young people would be better run by the National Assembly for Wales because they fit so closely with its responsibilities. Housing Benefit alone is worth £1 billion a year and much better use could be made of it."

Find out more about the project via www.bevanfoundation.org/current-projects



www.bevanfoundation.org

Subscribers' News

Putting mental health on the agenda in the Fifth Assembly: Gofal and the Mental Health Foundation are calling on the new Welsh Government to address six priority areas: Supporting future generations; Improving access to psychological therapies; Reducing inequalities; Tackling stigma and discrimination; Improving mental health funding and outcomes; Cross-government action and accountability. Find out more here: www.gofal.org.uk/Election-2016.

Community Housing Cymru's One Big Housing Conference: 7 keynote speakers, 6 sub plenary sessions, 13 workshops. Gain knowledge and be inspired! Sessions include: What will social housing look like in 20 years' time?; Examples of how co-operation has helped to prevent homelessness; How can we empower tenants in the future?; Universal Credit – mitigating the impact. Join us on 6th-7th October 2016 at the Metropole Hotel, Llandrindod Wells.

Work and Health Programme commissioning: The process for commissioning the new Work and Health Programme is starting now and Rehab JobFit is keen to get to know any organisations who are supporting people with disabilities and health issues to improve their life chances and progress into employment. Please contact us via www.rehabjobfit.com.

Foodbank use at Wales remains at record levels: Trussell Trust foodbanks in Wales distributed 85,656 emergency food supplies to people in crisis in the 2015/15 financial year, compared to 85,875 last year. Over 30,000 of these went to children. Tony Graham, Wales Manager for the Trussell Trust, said, "Hunger is clearly an issue that continues to have a real impact on people in this nation, and that's why we're calling on politicians, the voluntary sector, businesses and communities to work together to tackle the issue."

Showcase *Samaritans*

Sarah Stone is Executive Director for Samaritans in Wales.



Emotional health and the school curriculum

Many aspects of modern society impact negatively on the mental health and wellbeing of children and young people. They are born into a complex and ever-changing environment; one which we sometimes struggle to comprehend or understand. They are subject to 24 hour social networking, online bullying, increasing exam stress and a materialist, body-image obsessed culture. Mental health problems now affect about one in 10 children and young people – this equates to around three children in every class.

In Wales, it is of no surprise that we are witnessing a significant rise in precursory factors which can contribute to suicidal ideation or intent in adolescents. According to Welsh Government figures, self-harm is at its highest in five years, with more than 1,500 children and young people treated at Welsh hospitals between 2013 and 14. Admissions for eating disorders are at a record high among children and young people in Wales; an average 36% increase over the last decade. Alongside this, the number of children referred to Child and Adolescent Mental Health Services (CAMHS) across Wales has more than doubled in just four years – with a total of 2,500 under-18s waiting for

their first assessed appointment in September 2014.

Samaritans Cymru advocates for parity of esteem across all stages of life; valuing mental health equally with physical health. We lobby for measures which would improve investment in mental health research, ensure better access to psychological therapies and identify groups which should be recognised as high priority, such as prisoners and young people. Whilst these policy discussions on mental health are vital for achieving suicide reduction, they should be accompanied by a wider discussion on the importance of emotional health and mental wellbeing.

Emotional health or mental wellbeing simply describes our mental state. Our mental wellbeing can be affected by many factors such as unemployment, social isolation or the death of a loved one. Sometimes, we may experience a combination of factors and sometimes there will be no obvious reason at all. Either way, our low mental wellbeing during these times can make it feel difficult to cope. Over time, continued and persistent low mental wellbeing increases the likelihood of developing a mental health problem.

In order to deal with and manage periods of low mental

wellbeing, we need to develop and build our emotional resilience. Building resilience can help us to view failures and mistakes as lessons to be learned from, and as opportunities for growth instead of viewing them as a negative reflection on our abilities or self-worth. Developing resilience increases the likelihood of people feeling committed to their lives and their goals, and having a compelling reason to get out of bed in the morning. It can allow people to spend their time and energy focusing on situations and events that they have control over and put their efforts where they can have the most impact to feel empowered and confident. And resilience can help people to spend less time worrying about uncontrollable events which can make them feel lost, helpless and powerless to take action

Building our emotional resilience and managing our mental wellbeing may seem like a natural part of life to some, but for many, it is not an intuitive act; it is one we must learn or be taught. Learning these skills can help us to develop an understanding of what emotional health is - they help us recognise when we need help and they teach us how to develop positive coping strategies. This is why it is so important that we teach young people how to take charge of their emotional health so they can face the future with optimism.

Curriculum Reform

In March 2014, the then Minister for Education and Skills, Huw Lewis, asked Professor Graham Donaldson CB to conduct a fundamental Review of Curriculum and Assessment Arrangements in Wales from Foundation Phase to Key Stage 4. The Donaldson Report, titled ‘Successful Futures’ presents a wide-ranging, radical set of recommendations and a blueprint for curriculum reform, which has been accepted by Welsh Government. The new curriculum is planned to be available to schools in 2018 and taught formally by 2021, but what could this mean for Personal and Social Education (PSE)?

Currently in Wales, PSE is compulsory for all students at Key Stages 1,2,3 and 4 (5-16 years old) and covers an extensive and wide range of topics including sex education, spirituality, healthy eating, careers advice and online safety. Lesson plans which focus on emotional health and wellbeing, or mental health, are also freely available to schools within this remit. However, with increasing pressure on schools to deliver such a robust PSE framework, emotional and mental health lessons are often excluded.

The new national curriculum in Wales will focus on six Areas of Learning and Experience; Expressive Arts; Health and Wellbeing; Humanities; Languages, Literacy and Communication; Mathematics and Numeracy; and Science and Technology. In addition to this, one of the four

purposes of the new curriculum is to ensure that all children and young people will be ‘healthy, confident individuals’ who ‘are building their mental and emotional wellbeing by developing confidence, resilience and empathy’¹. These recommendations place emotional health and wellbeing at the heart of the curriculum and this presents a radical shift in our understanding of its impact on children and young people in Wales. Samaritans supports the Donaldson Review and believe the possibilities and opportunities of the new curriculum could introduce a new culture of change within mental health reform.

We must embed a public health approach to mental health by placing a primary focus on prevention rather than cure alone. Investment in prevention and early intervention can reduce human, social and economic costs. With half of all mental health problems beginning by the age of 14, the case for this approach is clear; school years are the crucial opportunity to equip children and young people with the skills they need. Emotional health programmes in schools should be viewed as a form of promotion, prevention and early intervention which could reduce pressure on CAMHS, reduce specific mental health problems and increase academic achievement.

To successfully implement and fulfil the potential of the Donaldson Review, we must -

- Provide emotional and mental health awareness training to existing and new teaching staff across all schools in Wales
- Increase confidence in teaching staff and ensure basic mental health literacy by embedding emotional and mental health awareness in Initial Teacher Training (ITT)
- Fulfil the potential of the ‘Health and Wellbeing’ area of learning; The inclusion of emotional health and wellbeing on the curriculum should be mandatory and not optional.

The promotion of emotional health in educational settings should be viewed as a student support system for the future and one which would contribute to a solid foundation for the next generation; it is vital to create opportunities for every child and young person in Wales.

Samaritans’ free bilingual teaching resources, DEAL (Developing Emotional Awareness and Listening), are available at www.samaritans.org/wales. To find out more about Samaritans’ work in Wales please email wales@samaritans.org.

1. Professor Graham Donaldson CB (2015) Successful Futures: Independent Review of Curriculum and Assessment Arrangements in Wales



Building resilience can help us to view failures and mistakes as lessons to be learned from, and as opportunities for growth instead of viewing them as a negative reflection on our abilities or self-worth.

Catherine A'Bear, Regional Manager, Rehab JobFit



In 140 characters describe the Rehab JobFit:

A third-sector led partnership between the Rehab Group and Interserve, delivering employability services through our supply chain network

What is your role at Rehab JobFit?

I am one of our Regional Managers and my responsibilities are the management of our Community Work Placement contract in South West England and our preparations for the next round of contracts, specifically the Department of Work and Pensions Work and Health

Programme, but really any of the contracted out employability services.

What do you enjoy most about working at Rehab JobFit?

I work with great people, both within the organisation and within our network of delivery partners. Rehab JobFit isn't a large organisation so there is a lot of opportunity for people to get involved in different projects – it's never boring!

The success of our services is measured by an array of statistics and of course these are important. However, for me, it is the individual stories of achievement that make our work enjoyable. The person who lacked all confidence in their own ability who is now working full-time caring for others; the person who has recovered from a life threatening condition who, with our help and support, is now running her own holistic therapy business. It's great to be a part of the process which helps people to make such a difference to their lives.

If Rehab JobFit was a biscuit what would it be?

Now that has got me thinking! Personally I am very partial to Mint Club Biscuits. It's a biscuit where a dependable quality centre is enhanced by the addition of other ingredients. In the case of a Mint Club that would be the minty flavour and the chocolate; for Rehab JobFit it is the members of our supply chain. Also, whilst it is on most

supermarket shelves, it's not quite as well-known as it should be!

What are the biggest challenges facing Rehab JobFit ?

At the most immediate level, our biggest challenge will be to win new contracts to deliver employability services in the future. That is certainly a challenge which has my focus right now!

Looking more widely, it is a huge challenge for any organisation to deliver the type of employability services which are able to support people who need possibly long-term and sometimes intensive assistance, on ever-tightening budgets.

And whilst it is good to see a UK wide government commitment to a Living Wage, it would be great to see more employers embracing a commitment to being the best employer they can be. "Train people well enough so they can leave, treat them well enough so they don't want to," as Richard Branson says.

If you could invite anyone, dead or alive, to a dinner party who would you invite?

I discovered this week that Edith New, one of the suffragettes who chained herself to the railings of 10 Downing Street, was born 5 doors away from where I used to live. There is a new blue plaque on the wall there to remind us of the sacrifices, courage and strength of that group of women. If I could be a little bit greedy, I would also like to invite Hillary Clinton; I hope she gets the chance to be the first female President of the United States of America. That would be a good start to a dinner party guest list!

Why are you members of the Bevan Foundation?

At Rehab JobFit we think the Bevan Foundation does a great job, not just in highlighting areas of social injustice but also in suggesting practical solutions to reduce inequality within Wales and improve opportunity for all. We want to support that effort, both through our membership and in our day to day work.



CAN YOU HELP US CONTINUE TO PROVIDE SERVICES TO PEOPLE IN CRISIS?

Powered by donations and a team of volunteers The Trussell Trust supports people in crisis across Wales with emergency food and a range of other services.

We can only continue this vital work with the help of people like you.

If you would like to support The Trussell Trust you can make a donation at: www.trusselltrust.org/donate

or call us on **01722 580 176** to find out more.

Thank you!



Reg Charity in England & Wales (1110522)
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Public services must be retained within the public sector and provided by directly employed public sector staff.

Outsourcing council services, even to co-operatives and mutuals, will:

- Undermine service quality and accountability
- Weaken employment provisions
- Result in eventual privatisation of the service after 3 years (*EU Public Procurement Directive, 2014 and UK Public Contract Regulations, 2015*)

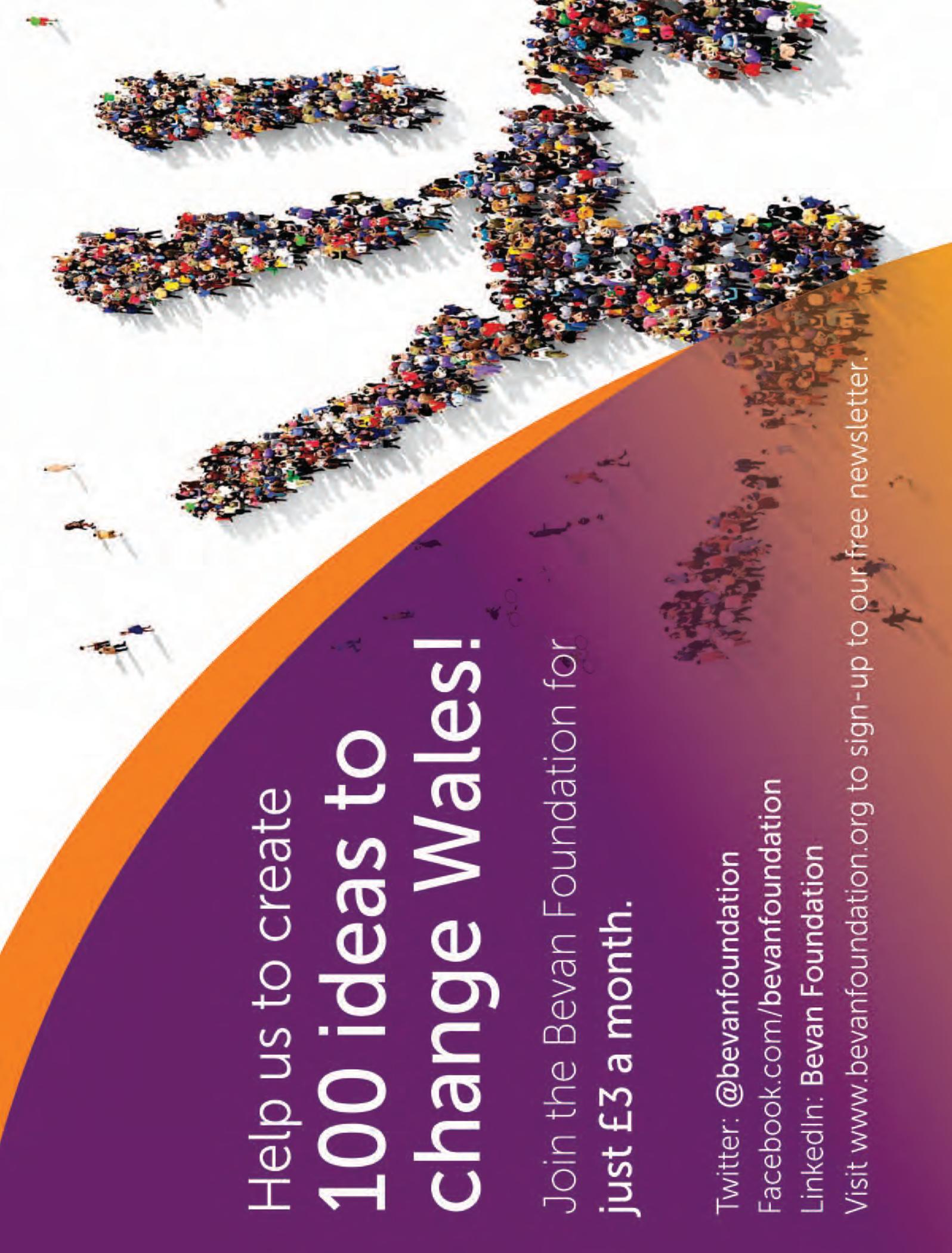


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