

HEFCW Well-being of Future Generations Annual Report

2017-18

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HEFCW's Well-being of Future Generations Annual Report

Foreword

This is HEFCW's first Well-being of Future Generations annual report for the period 2017-18. The report provides an overview of HEFCW's progress towards meeting our statutory responsibilities in relation to the [Well-being of Future Generations \(Wales\) Act 2015](#) (the Act).

As the Welsh Government Sponsored Body that regulates and funds higher education providers in Wales, we recognise the importance of ensuring sustainable development by setting and delivering against our well-being objectives and maximising our contribution to achieving the Act's well-being goals. By aligning our ways of working with those set out in the Act there will be benefits to higher education in Wales as well as the wider economy and society.

We will work closely with higher education providers and other partners to secure our contribution to the Act's well-being goals. We recognise that this will require action across a wide range of areas. We will monitor actions and performance to enable effective progress to be made.

In March 2017, HEFCW published its Well-being Statement and well-being objectives which are consistent with our vision of 'sustainable, accessible, internationally excellent higher education in Wales' as set out in our Corporate Strategies for 2013 - 17 and 2017- 2020¹.

We are committed to working in accordance with the sustainable development principle in a manner that seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

As this is HEFCW's first Well-being of Future Generations report we are publishing it as a separate document. In future years this report will form part of [HEFCW's annual report and accounts](#).



Dr David Blaney
HEFCW Chief Executive

¹ HEFCW's Corporate Strategy 2013-17 and Corporate Strategy 2017-20

1 Introduction

- 1.1 This is the first Well-being of Future Generations annual report published by the Higher Education Funding Council for Wales (HEFCW). It covers the financial year April 2017 to March 2018 and provides an overview of HEFCW's progress towards meeting our statutory responsibilities in relation to the [Well-being of Future Generations \(Wales\) Act 2015](#).
- 1.2 There are two sections to this report. The first section contains information about HEFCW as well as some background to, and the context of, the Act and how it applies to HEFCW. Section two provides information about HEFCW's policy context as it relates to the implementation of the Act and it details HEFCW's progress against its well-being objectives and Well-being Statement.
- 1.3 As we note in paragraph 9 below, this report has been drafted before the Well-being of Future Generations Commissioner published [Well-being in Wales: the journey so far \(May 2018\)](#) and the Wales Audit Office published [Reflecting on Year One: How Have Public Bodies Responded to the Well-being of Future Generations \(Wales\) Act 2015?](#). HEFCW's future reporting will take account of these reports.
- 1.4 If you wish to be involved in contributing to the further development of HEFCW's Well-being of Future Generations work, please contact Ryan Stokes by email: ryan.stokes@hefcw.ac.uk or telephone: 029 2085 9736.

SECTION ONE

2 The Higher Education Funding Council for Wales (HEFCW)

- 2.1 HEFCW is a Welsh Government Sponsored Body, established under the Further and Higher Education Act 1992. We administer funds made available by the Welsh Government to support education, research and associated activities at eight higher education institutions and the Open University in Wales. We also provide funds for prescribed higher education courses at further education colleges. We distribute resources for higher education teaching and research, and help to deliver Welsh Government priorities for higher education for the wider benefit of society and the economy.
- 2.2 The Higher Education (Wales) Act 2015 sets out HEFCW's enhanced role as 'regulator' of higher education providers in Wales.
- 2.3 HEFCW's vision, aims and strategic objectives are set out in our [corporate documents](#).

3 Background and context

- 3.1 [The Well-being of Future Generations \(Wales\) Act 2015](#) provides a legally-binding common purpose through its seven well-being goals for national government, local government, local health boards and other specified public

bodies. The Act details the ways in which specified public bodies must work, and work together, to improve the well-being of Wales. While universities and colleges are not subject to the Act, they support its goals and ways of working as can be seen from HEFCW's publication [Higher Education for Future Generations](#) (2017).

- 3.2 Public bodies must work to achieve the following seven well-being goals, a description of which is provided in **Annex A**:
- i. a prosperous Wales;
 - ii. a resilient Wales;
 - iii. a healthier Wales;
 - iv. a more equal Wales;
 - v. a Wales of cohesive communities;
 - vi. a Wales of vibrant culture and thriving Welsh language; and
 - vii. a globally responsible Wales.
- 3.3 The sustainable development principle defined by the Act is a fundamental part of how public bodies and public services boards should operate. It requires organisations to act in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs².
- 3.4 The principle comprises five ways of working that should be taken into account when applying sustainable development:
- i. **long term**: the importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs;
 - ii. **prevention**: how acting to prevent problems occurring or getting worse may help public bodies meet their objectives;
 - iii. **integration**: considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies;
 - iv. **collaboration**: acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives; and
 - v. **involvement**: the importance of involving people with an interest in achieving the well-being goals and ensuring that those people reflect the diversity of the area which the body serves.

4 HEFCW and the well-being duty

- 4.1 The Act (Part 2) places a well-being duty on specified public bodies, such as HEFCW, to carry out sustainable development by setting and publishing well-being objectives designed to maximise the contribution to achieving each of the well-being goals, and taking all reasonable steps (in exercising functions) to meet those objectives.

² Well-being of Future Generations Act (2015) [Part 2 Improved Well-being, section 5, paragraph \(1\)](#)

- 4.2 The Act requires public bodies to develop well-being objectives and a supporting Well-being Statement by 31 March 2017. The Well-being Objectives must seek to maximise the organisation's contribution to the well-being goals and be consistent with the sustainable development principle.
- 4.3 The well-being statement must demonstrate:
- i. why the well-being objectives will contribute to the achievement of the well-being goals;
 - ii. why the well-being objectives have been set in accordance with the sustainable development principle, including explaining the involvement of people interested in achieving the well-being goals;
 - iii. the steps taken to meet the well-being objectives in accordance with the sustainable development principle;
 - iv. how a public body will govern itself to meet its well-being goals;
 - v. how a body will keep under review the steps it takes to achieve the well-being objectives;
 - vi. when a body expects to meet its well-being objectives; and
 - vii. any other relevant information about the well-being objectives.
- 4.4 The [Act's statutory guidance](#) sets out seven activities which are common to the corporate governance of public bodies. The guidance indicates that applying the requirements of the Act to these activities is most likely deliver effective change. The seven areas are:
- i. risk;
 - ii. performance management;
 - iii. corporate planning;
 - iv. financial planning;
 - v. workforce planning;
 - vi. assets; and
 - vii. procurement.
- 4.5 During the next reporting period, we will audit our work in these areas to identify whether and, if so, what changes should be made to secure effective responses to the Act.
- 4.6 Under Schedule 1 of the Act, HEFCW must publish, in respect of each financial year, a report of the progress it has made in meeting its well-being objectives. The report must be published as soon as reasonably practicable following the end of the financial year to which the report relates, (April 2018 for the first report).
- 4.7 Welsh Government guidance³ confirms that public bodies need to demonstrate in their annual report that: their well-being objectives are contributing to the achievement of the well-being goals; they are taking all reasonable steps to meet their well-being objectives; and their well-being objectives are consistent with the sustainable development principle.
- 4.8 In addition, Welsh Government guidance confirms that: the well-being annual report should be integrated into a public body's principal methods of

³ <https://gov.wales/docs/desh/publications/160915-spsf-1-core-guidance-en.PDF>

communicating performance; public bodies are encouraged to bring together existing reporting arrangements in a more integrated way; and reporting should address the benefit that public bodies make to achieving the well-being goals, including comprehensive and qualitative assessments reflecting the well-being goals' descriptors;

SECTION TWO

5 HEFCW's policy context

- 5.1 In 2017 HEFCW published its [Corporate Strategy 2017-20](#). The Corporate Strategy (p4) confirms our commitment to working in accordance with the sustainable development principle and five ways of working: in a manner that seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.
- 5.2 In developing its Corporate Strategy, HEFCW took account of consultation responses and responses to a draft [HE Strategy](#) for Wales, which it submitted to the Welsh Government in 2016. The HE Strategy was scoped against the Future Generations goals.
- 5.3 By embedding the Act's goals and the sustainability principle into our corporate planning, we have begun the process of corporate change referenced in the Act's statutory guidance (and as set out in paragraph 4.4 iii of this report). As we further develop our response to the Act in future years we will take account of, and report on, our work as it relates to the seven areas for change.

6 HEFCW's well-being objectives and well-being statement

- 6.1 HEFCW published its [Well-being Statement](#) and well-being objectives in March 2017. HEFCW's well-being objectives identify HEFCW's contribution to the delivery of the seven well-being goals and they are consistent with the sustainable development principle of the Act as set out in table 1 below.

Table 1 HEFCW's well-being objectives

HEFCW Well-being Objectives	Well-being of Future Generations (Wales) Act Goals
Ensure that higher education in Wales is relevant and accessible to all who could benefit from it, or contribute to it.	A prosperous Wales; A healthier Wales; A more equal Wales; A Wales of vibrant culture and Welsh language.
Champion internationally excellent higher education that also works to support global well-being, and sustainable development.	A prosperous Wales; A resilient Wales; A healthier Wales; A globally responsible Wales.

Promote a system of HE that is financially, economically, socially, and environmentally sustainable.	A resilient Wales; A Wales of cohesive communities.
Ensure that HEFCW is an exemplar organisation where equality, partnership and sustainability are fundamental to delivery of our mission.	A more equal Wales; A prosperous Wales; A globally responsible Wales; A Wales of cohesive communities.

- 6.2 To comply with the Well-being Duty, at its March 2018 meeting, HEFCW's Policy Forum reviewed the Well-being Statement and objectives. The meeting agreed that the Well-being Statement and objectives remained relevant, as they were embedded in its Corporate Strategy 2017-20, and no amendment of the objectives was required at this stage. The meeting agreed to review the Statement and objectives annually.

7 HEFCW's progress towards its well-being objectives 2017-18

- 7.1 This section reports on progress against HEFCW's four well-being objectives.

Objective 1: Ensure that higher education in Wales is relevant and accessible to all who could benefit from it, or contribute to it.

Fee and access plans

- 7.2 In March 2017, HEFCW published [guidance on submitting fee and access plans](#). Fee and access plans, approved by HEFCW, enable regulated institutions to access full-time undergraduate and PGCE (QTS) student support. Fee and access plan applicants commit a proportion of full-time student fee income to supporting equality of opportunity and the promotion of higher education. Equality of opportunity provision specifically targets groups under-represented in higher education.
- 7.3 In developing HEFCW's fee and access plan guidance we took account of the well-being goals and ways of working. For example, in developing guidance for in 2016, we recognised that while there was no statutory requirement to consult on the guidance, we worked with stakeholder bodies, including Universities Wales, Colleges Wales and the National Union of Students (Wales), where possible, to consider the Act's implications including as they related to fee and access planning. HEFCW provided opportunities for consultation on the first guidance in 2017/18 through circular W16/07HE, including a consultation event. Following the 2017/18 fee and access process HEFCW reviewed the process with those institutions that had submitted 2017/18 plans, including holding a seminar. Wherever possible, HEFCW has discussed the 2018/19 fee and access plan process with stakeholder bodies.
- 7.4 In July 2017 HEFCW approved ten fee and access plans which commit Wales-wide investment in 2018/19 of more than £104 million to Welsh Government

priorities. Welsh Government priorities include attracting and retaining groups of students traditionally under-represented in higher education, securing student progression, completion and success and enhancing employability skills and graduate employment. Universities and colleges commit to deliver targeted activities, including working with schools in communities without a strong tradition of higher-level learning and skills and partnering private and third sector organisations to improve graduate skills. Fee and access plan investment will support learners with the greatest need including students with a care or other disadvantaged background

The HEFCW-funded Reaching Wider Programme

- 7.5 HEFCW recognises that widening access to higher education is a long-term agenda. Therefore, HEFCW has funded the Reaching Wider Programme since 2002/03, with approximately £1.7 million annually, to raise educational aspirations and skills and increase access and success in higher education working, with people of all ages from disadvantaged areas of Wales. Until the end of this academic year the Reaching Wider Programme has targeted people in Communities First cluster areas and in the bottom quintile of the Welsh Index of Multiple Deprivation.
- 7.6 In academic year 2017/18 HEFCW has undertaken a review of the Reaching Wider Programme, following the phasing out of the Welsh Government's Communities First programme, and to ensure the Reaching Wider Programme remains fit for purpose. HEFCW confirmed continued Reaching Wider Programme funding in January 2018.
- 7.7 HEFCW has regularly evaluated its widening access and Reaching Wider provision. The WISERD report, [Widening Access to HE in Wales \(2015\)](#) considered that 'in Wales, unlike England, the most disadvantaged (the bottom quintile in terms of the WIMD) are not the least likely to participate in higher education. Rather the least likely participants are the group immediately above them (the fourth quintile), when other factors are also taken into account (although the difference between the fourth and fifth quintiles is small). This is an interesting finding. It may reflect the impacts of Welsh interventions aimed at raising levels of participation in higher education in Communities First areas'.
- 7.8 Examples of provision delivered by three regional Reaching Wider Partnerships is included in [Widening access: Delivering for Wales](#). All higher education and most further education institutions in Wales are Partnership members with other regional members including local authorities, employers, schools, the third sector and Careers Wales.

Objective 2: Champion internationally excellent higher education that also works to support global well-being, and sustainable development.

Higher education awards for teaching

- 7.9 The [Teaching Excellence and Student Outcomes Framework](#) (TEF) aims to recognise UK excellence in teaching, learning and outcomes. Participation in

the TEF by institutions in the devolved administrations, including Wales, is voluntary. Some universities in Wales participate in the TEF. The second year outcomes of the TEF exercise, published in June 2017, confirmed that the following status of those institutions that applied: Bangor University attained Gold; Cardiff University attained Silver; Cardiff Metropolitan University attained Silver; Neath Port Talbot College attained Silver; Swansea University attained Silver; Wrexham Glyndŵr University attained Silver; and University of Wales Trinity Saint David attained Bronze.

- 7.10 In September 2017 Aberystwyth University was named 'University of the Year' for teaching quality by the Good University Guide and Cardiff University was named Welsh University of the Year 2018.

National Student Survey

- 7.11 The [National Student Survey](#) (NSS) measures undergraduate student satisfaction with their higher education experience and contributes to building a picture of the quality of higher education. The NSS 2017 outcomes confirmed that:
- i. The all-Wales average for overall student satisfaction in 2017 was equal to that of England and the UK at 84%. Scotland and Northern Ireland performed slightly better at 85%;
 - ii. Wales performed above the UK average in six of the eleven thematic areas;
 - iii. Aberystwyth University remained the highest performing university in Wales for overall student satisfaction at 91% and in the top 5 of universities overall and Bangor achieved 90%;
 - iv. The University of South Wales remained statistically below its benchmark, with an overall satisfaction of 78% which represented a fall from its outcome in 2016 (81%); and
 - v. All other HEIs performed within their benchmarks.

Research and innovation objectives

- 7.12 HEFCW's [research policy objectives](#) set out characteristics for a research base in Wales that: is sustainable in the longer term, both financially and in terms of training and developing the next generation of researchers; has research groupings of a size and disciplinary range to be effective and sustainable; and supports the economy, society and culture of Wales. HEFCW provides long-term funding to support a dynamic and robust research base within higher education institutions in Wales, which compares well with that in the rest of the UK in terms of quality, and is capable of contributing to economic and social well-being in Wales and beyond. Research areas are wide-ranging and include environmental science, agriculture and food, health and well-being, renewable energy, and language and culture.

Research and funding

- 7.13 In 2017-18 HEFCW provided £76 million to support research. The Welsh research base is highly productive and efficient, outranking many comparator

countries of similar size. Welsh researchers are collaborating more internationally and receive more citations per one-million-dollar equivalent of research investment than any other comparator country.

- 7.14 Sêr Cymru 1 is part of HEFCW's research portfolio, HEFCW continues to contribute £11.2 million over six years to co-fund Sêr Cymru 1, with the Welsh Government. Sêr Cymru 1 provides additional investment to boost the capacity of the research base in Wales in the three Grand Challenge areas identified in Science for Wales, all of which are directly relevant to the Wellbeing of Future Generations Act: life sciences and health; low carbon, energy and environment; and advanced engineering and materials. Within these areas, Sêr Cymru 1 funding has been used to establish three National Research Networks and to appoint four Sêr Cymru Research Chairs.

Research supporting the economy of Wales

- 7.15 In 2017 HEFCW published [Innovation Nation](#), a series of case studies highlighting how research investment, including HEFCW funding, supports the Welsh economy through innovation activity in areas including creating and safeguarding jobs, attracting investment, skills and work-based learning and collaborative projects. The publication colour-codes the case studies against Future Generations goals to demonstrate their alignment.
- 7.16 HEFCW is a member of the Higher Education Future Generations Group (HEFGG) which is linked to the global network through the Regional Centres of Expertise (RCEs) on Education for Sustainable Development (ESD). RCE Wales facilitates collaboration to research, develop and promote a greater understanding of sustainability and well-being. The Well-being of Future Generations framework set out in the Act guides and shapes RCE work and contributes to the UN Sustainable Development Goals <http://planet.cymru/en/wales-rce-wcfg/>.

Objective 3: Promote a system of HE that is financially, economically, socially, and environmentally sustainable

Financially and economically sustainable HE system

- 7.17 HEFCW's financial responsibilities relate both to its role as a funder of higher education institutions and to the own operation as an organisation.
- 7.18 Every year, HEFCW publishes a report of its activities to show how successfully it has met its targets and used public funding. The [Annual Report](#) includes information about HEFCW's accounts.
- 7.19 As HEFCW's Corporate Strategy confirms, funding higher education institutions is one of five core functions which contribute to the long-term vision of sustainable, accessible, internationally excellent higher education in Wales.
- 7.20 HEFCW monitors the financial sustainability of HE providers, and the organisation and management of their financial affairs, with particular

reference to the requirements of our [Financial Management Code](#), published in June 2017. Compliance with the Financial Management Code ensures that institutions are well run, have effective financial management arrangements and are sustainable for the future. This protects the interests of students, safeguards public funds and protects the reputation of higher education in Wales.

- 7.21 We adopt a holistic institutional risk review approach to institutional monitoring which integrates financial health assessment with an analysis of other key indicators, including financial, governance and quality assurance indicators, to assess risk. We undertake risk reviews on an annual basis with interim reviews every six months.
- 7.22 HEFCW receives institutions' audited financial statements in December and financial forecasts in July, each year. These submissions are an integral part of HEFCW's assessment of institutions' financial health in the medium- to long-term.
- 7.23 HEFCW provides an annual governance assurance statement to the Welsh Government on the quality of governance at higher education institutions.

Environmental sustainable

- 7.24 In December 2017, HEFCW reviewed its environmental management system. HEFCW's approach to environmental management was aligned to the requirements of the Green Dragon Environmental Management system level 2. HEFCW's system focussed on office accommodation- and other business-related carbon emissions, carbon reduction through procurement and other operational activities. In reviewing its environmental management system, including its move to Welsh Government buildings in 2016, HEFCW recognised that more could be done to maximise its contribution to the well-being goal of 'A Resilient Wales'. HEFCW agreed to retain its existing environmental management system, as an interim measure, pending clarity regarding the requirements of the Welsh Government around carbon neutrality.

Socially sustainable

- 7.25 HEFCW has published annually, since 2015, a series of [Higher Education for the Nation reports](#) with case studies showcasing the contribution universities make in Wales and more widely, including to jobs and public services, to communities and a more equal society, to education and knowledge. The 2017 report [Higher Education for Future Generations](#) sets out, under the seven Future Generations goals, the following examples of higher education activity:
- **A prosperous Wales:** University of South Wales's Centre of Excellence in Mobile and Emerging Technologies project, backed by £4.2 million from the European Regional Development Fund through the Welsh Government, which helps small and medium sized enterprises (SMEs) in the valleys and in west and north Wales to design and test new mobile and emerging technologies to create products and services for commercial success.

- **A resilient Wales:** Researchers at Aberystwyth University have developed an innovative way to increase the biodiversity on engineered coastal defences.
- **A healthier Wales:** Cardiff University's Strong Communities, Healthier People collaborates with local communities on research, education and engagement. This includes routes into higher education for members of communities normally under-represented in HE.
- **A more equal Wales:** Cardiff Metropolitan University's LGBT network works to break down barriers and the University has been active in the Youth Black History Month Awards.
- **A Wales of more cohesive communities:** Swansea University's campus catering works with suppliers and contractors to ensure that activities contribute to local economies and sustainable livelihoods, avoid unnecessary negative environmental impacts, support animal welfare and provide health and social benefits – locally and globally.
- **A Wales of vibrant culture and thriving language:** Aberystwyth University in a major new partnership with the Urdd Gobaith Cymru Sport Department will provide greater opportunities for young athletes in Wales and promote the use of the Welsh language in sport.
- **A globally responsible Wales:** The University of Wales Trinity Saint David has been committed to embedding sustainability since 2011. Since the University won the first Guardian HE award for sustainability in 2013, it has received the Soil Association Gold Catering Mark; achieved a First Class People and Plant University League Award, and has won three Green Gown awards.

Objective 4 Ensure that HEFCW is an exemplar organisation where equality, partnership and sustainability are fundamental to delivery of our mission.

Equality

- 7.26 HEFCW has published its [Strategic Equality Plan 2016-20](#). HEFCW's equality annual report 2016-17 will be published on our website in March 2018. HEFCW's 2016-17 report includes information on HEFCW as an employer, as well as our work with universities.
- 7.27 In 2017-18 HEFCW met regularly with the Equality and Human Rights Commission Wales, (EHRC) the Welsh Government regulator for equalities and shared information on HEFCW's review of institutions' strategic equality plans to inform the Commission's review work. HEFCW supports the EHRC Equality Exchange events and the EHRC attends the Equality Challenge Unit (ECU) Welsh Liaison Group meetings.
- 7.28 In 2017/18 HEFCW provided the ECU with £67k through grant funding arrangements with the Universities of Wales. The ECU works to further and support equality and diversity for staff and students in higher education institutions across the UK. The ECU uses research to identify and change

practices that unfairly exclude, marginalise or disadvantage people. The ECU supports institutions to remove barriers to progression and encourage the success of all staff and students.

- 7.29 A key action in HEFCW's Corporate Strategy 2017-20, to deliver its organisational effectiveness objective, is to implement the Welsh Language Standards, working closely with the Welsh Language Commission. HEFCW received its finalised Compliance Notice for the Welsh Language Standards from the Welsh Language Commissioner in September 2017 for compliance by 1 April 2018. In 2017-18 HEFCW has developed its implementation plan which sets out how it intends to comply with the relevant standards.

Partnership working

- 7.30 Strong partnership is embedded in our Corporate Strategy. Two of our five core functions which contribute to the long-term vision of sustainable, accessible, internationally excellent higher education in Wales, relate to partnership working. We: influence higher education with evidence-based advice and strong partnership working and; work in partnership with students. To operate effectively as an organisation we work proactively in partnership with key stakeholders, including the Welsh Government.
- 7.31 HEFCW works closely with the Coleg Cymraeg Cenedlaethol (the Coleg) to support the achievement of its strategic objectives. In 2017-18 budgetary responsibility for the Coleg moved from HEFCW to the Welsh Government's Welsh Language Division. In 2017/18 HEFCW provided the Coleg with £330k to support its [scholarship scheme](#) as a result of increased demand. HEFCW's funding will end on 31 March 2018 and will move to Welsh Government from 1 April.
- 7.32 In 2017-18, HEFCW renewed its Memorandum of Understanding with the [National Union of Students Wales](#). The Memorandum provides a framework for partnership working between the two organisations to secure efficient and effective cooperation on areas of common interest. HEFCW's collaboration with NUS Wales is secured by the President of NUS Wales having observer status on HEFCW's Council and membership of HEFCW strategic committees and subgroups which relate to the student experience and widening access. Membership of these committees enables NUS Wales to actively participate in HEFCW policy development, as appropriate. In addition, joint areas of working include collaboratively promoting the student interest in institutional policy and decision-making. HEFCW and NUSW are partners of [Wise Wales](#), which aims to make Wales an excellent place for students to study and enables students to work in partnership with institutions to shape and improve learning experiences.

8 Assessing the impact of our policies and practices

- 8.1 In 2017-18, we continued a review to develop HEFCW's impact assessment process to take account of the Well-being of Future Generations (Wales) Act 2015 goals, sustainability principle and ways of working, the new Welsh

Language Standards to apply to HEFCW from 1 April 2018 as well as our duties under the Equality Act 2010. The new process will ensure that HEFCW:

- complies with and, where appropriate, goes beyond its statutory duties;
- that sustainable development and well-being are effectively integrated within our policy developments and encourages higher education providers to develop and embed approaches to sustainability.
- remains an equal opportunities employer and encourages higher education providers as equal opportunity employers; and
- promotes the use of the Welsh language within the organisation and by higher education providers.

9 Current position and future direction

- 9.1 Our Well-being of Future Generations annual report was finalised March 2018. In May 2018 the Wellbeing of Future Generations Commissioner published [Well-being in Wales: the journey so far](#) which provides a snapshot of how public bodies are responding to new duties under the Act and what they need to do going forward. In parallel, the Auditor General for Wales has produced a complementary report [Reflecting on Year One: How Have Public Bodies Responded to the Well-being of Future Generations \(Wales\) Act 2015?](#). Therefore, due to the timing differences we will take account of the guidance and expectations set out in the May 2018 reports from the Commissioner and Auditor General as we develop our work and in future reporting.
- 9.2 We recognise that responding fully to the challenges identified by the Well-being of Future Generations Act is a long-term agenda. Future reporting will set out our plans and to, and ways in which we will, build on our current work, including by:
- evidencing more fully progress and impact;
 - merging HEFCW's Corporate Annual Report and Accounts and the Well-being Annual Report into one document; and
 - delivering training on the Act for HEFCW's Council and staff.



Well-being Goals

The seven well-being goals ('the goals') show the kind of Wales we want to see. Together they provide a shared vision for the public bodies listed in the Act to work towards.

They are a set of goals; the Act makes it clear the listed public bodies must work to achieve all of the goals, not just one or two.

Goal	Description of the goal
A prosperous Wales	An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.
A resilient Wales	A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).
A healthier Wales	A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.
A more equal Wales	A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).
A Wales of cohesive communities	Attractive, viable, safe and well-connected communities.
A Wales of vibrant culture and thriving Welsh language	A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
A globally responsible Wales	A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.