

Powys Public Service Board recruitment pack

We have been putting things off year after year, we have been raising targets and saying ‘Oh well, if we do it in the twenty years . . .’ The moment of crisis has come, we can no longer avoid action.

Sir David Attenborough

About Public Service Boards

Public Services Boards (PSBs) were set up under the groundbreaking Well-being of Future Generations (Wales) Act.

They bring together public sector organisations to develop strategic and long-term approaches to improve the economic, social, environmental and cultural well-being of Wales.

To do this they must set and publish well-being objectives, and must take action to make sure they meet the objectives they set.

PSBs are guided by the Well-being of Future Generations Act's seven goals and five ways of working.



About Powys Public Services Board

Powys PSB brings together the major public sector organisations in the county of Powys including:

- Mid and West Wales Fire and Rescue Service
- Natural Resources Wales
- Powys County Council
- Powys Teaching Health Board

Other invited organisations that play a key role in the PSB include:

- Bannau Brycheiniog National Park
- Powys Association of Voluntary Organisations
- Dyfed Powys Police
- Dyfed Powys Police and Crime Commissioner
- Department for Work and Pensions



- Welsh Government
- Probation Service
- Powys's Towns and Community Councils

In 2022 Powys PSB conducted a Well-being Assessment of the county. A vision and Well-being Plan was then developed which includes three priority objectives and three priority steps to achieve the objectives. It was consulted on and adopted and in spring 2023.

Responding to the climate emergency

The impacts of climate breakdown are happening sooner and at even lower temperatures than scientists predicted. The window of opportunity to maintain a liveable planet for humans and nature as we know it is closing very rapidly. This is an emergency situation and the next five years will be critical.

Action on climate is essential to achieve all three Powys PSB Well-being Objectives.

The Well-being Plan commits to:

- Take our fair share of the action to decarbonise, in line with the 2025 Paris Agreement.
- Scale up carbon sequestration - increasing the space for nature to absorb carbon.
- Adapt to climate impacts - improving the resilience of people and nature to cope with climate impacts that are unavoidable.

Powys PSB will work towards joining the United Nations-backed Race to Zero. This global initiative supports public bodies and organisations to take action aligned to the Paris Agreement, and to build a fairer, more resilient future. Powys PSB's work will be shaped by the five membership criteria of Race to Zero:

Pledge: to take concrete action toward or beyond a fair share of the 50% global greenhouse gas reduction needed by 2030, and to reach net zero by 2050 at the latest. The fair share decarbonisation target will be based on expert advice and will include embodied emissions in the goods consumed in Powys, not just emissions produced directly in the county.

Plan: within 12 months develop an evidence-based emissions reduction plan in line with the pledge. A set of research and analysis will be developed to understand the biggest climate interventions needed across Powys that will also bring well-being benefits for this and future generations of people, and for nature recovery. This action planning will involve engagement with local communities, businesses and third sector organisations

Powys Public Services Board vision

A fair, sustainable and healthy Powys.

Three well-being objectives

People in Powys live happy, healthy and safe lives.

Powys is a county of sustainable places and communities.

An increasingly effective Public Service for the people of Powys.

Three priority steps to achieve the objectives

Responding to the Climate Emergency.

Taking a whole systems approach to healthy weight.

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

to ensure actions are tailored to local needs. A pipeline of funding-ready projects will be developed with partners.

Proceed: take immediate action towards meeting the pledge. Powys PSB will work in partnership across the county to scale up climate action, and to attract investment in the projects needed.

Publish: commit to report data and actions in relation to meeting the pledge, publicly and at least annually - feeding into the United Nations Framework Convention on Climate Change Global Climate Action Portal. Powys PSB will make public the analysis, plans, and delivery record to maximise transparency, accountability and public confidence.

Persuade: align lobbying and advocacy activities with net zero by proactively supporting climate policies consistent with the Race to Zero criteria. Powys PSB will work with people, businesses, and organisations across the county and wider to make the case for a zero-carbon nature-friendly Powys that supports local well-being and a strong local economy.

Developing a holistic Powys Climate Action Plan

A holistic Powys Climate Action Plan is being developed addressing: decarbonisation in line with Race to Zero, adaptation to the impacts of climate breakdown that cannot be avoided, and carbon sequestration – working with nature to draw down excess carbon from the atmosphere into the soil.

This Action Plan will result in a pipeline of defined fundable projects that will improve the wellbeing of people and nature in Powys whilst responding to the climate emergency.

New resources to accelerate action

A successful Shared Prosperity Fund bid has enabled Powys PSB's climate work to develop at pace and two new roles are being recruited to support the development of the Action Plan: A Climate Policy Officer, and a Climate Project Coordinator. These two new staff will work with a Powys PSB Climate Convenor.

The three roles are hosted by Brecon Beacons National Park Authority.

Equity, Diversity and Inclusion

Bannau Brycheiniog National Park Authority is an equal opportunities employer, values diversity and is strongly committed to providing equal employment opportunities for all employees and all applicants for employment. Equal opportunities are the only acceptable way to conduct business and we believe that the more inclusive our environment is, the better our work will be. We are a Disability Confident employer and guarantee to interview anyone with a disability whose application meets the essential criteria for the role.

Your data

For some roles, the Authority is obliged to seek information about criminal convictions and offences. Where the Authority seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment. The Authority will not use your data for any purpose other than the recruitment exercise for which you have applied.

Who has access to data?

Your information will be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team, interviewers involved in the recruitment process, managers in the business area with a vacancy and IT staff if access to the data is necessary for the performance of their roles. The Authority will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment, or it is required to in law. If you are successful in your application subject to references Authority will then share your data with former employers to obtain references for you and, if the nature of the role requires it, the Disclosure and Barring Service to obtain necessary criminal records checks. The Authority will not transfer your data outside the European Economic Area.

How does the Authority protect data?

The Authority takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.

For how long does the Authority keep data?

If your application for employment is unsuccessful, the Authority will hold your data on file for six months after the end of the relevant recruitment process and employment opportunities. At the end of that period your data is deleted or destroyed. If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment. The periods for which your data will be held will be provided to you in a new privacy notice.

Your rights

As a data subject, you have a number of rights. You can:

- Access and obtain a copy of your data on request;
- Require the Authority to change incorrect or incomplete data;
- Require the Authority to delete or stop processing your data

where the data is no longer necessary for the purposes for which it was originally obtained; object to the processing of your data where the Authority is relying on its legitimate interests as the legal ground for processing; and • Ask the Authority to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override the Authority's legitimate grounds for processing data.

What if you do not provide personal data?

The Authority takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.

You are under no statutory or contractual obligation to provide data to the Authority during the recruitment process. However, if you do not provide the information, the Authority may not be able to process your application properly or at all. You are under no obligation to provide information for equal opportunities monitoring purposes and there are no consequences for your application if you choose not to provide such information.

If you would like to exercise any of these rights, please contact:

• Jessica Holifield, HR Officer. jessica.holifield@beacons-mpa.gov.uk

You can make a subject access request by contacting Marcia Zurian, Corporate Services Officer marcia.zurian@bacons-mpa.gov.uk.

Or you can contact the Authority's Data Protection Officer dpo@beacons-mpa.gov.uk If you believe that the Authority has not complied with your data protection rights, you can complain to the Information Commissioner.