



Llywodraeth Cymru
Welsh Government

WELSH GOVERNMENT

Programme for Government

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FIRST MINISTER OF WALES

Foreword

Today, I am proud to be publishing the Welsh Government's Programme for the 6th Senedd.

This Programme for Government is being published much earlier than has been the case in previous years as I want to demonstrate to the people of Wales that they can have absolute confidence that their government is moving quickly and purposefully to turn the commitments that we made during the election into prompt action.

Our government programme sets out the ambitious and radical commitments we will deliver over the next five years in order to tackle the challenges that we face and improve the lives of people across Wales. It is founded on the distinctively Welsh values of community, equality and social justice. It puts collaboration ahead of competition, showing how we will act to maximise fairness for all and eliminate inequality at every level of society. People in Wales look after each other, and this programme is built on exactly that principle.

The Programme for Government shows how we will help the NHS and social care providers to recover and move forward following the extraordinary challenges they have faced this year, investing in the frontline staff who have worked so hard and who have made us so proud. It outlines how we will work in social partnership to create new jobs in the industries of the future, and to transform our economy into one which is greener and fairer.

The Programme shows how we will act decisively to tackle the climate and nature emergency so that people can go on treasuring Wales' rich natural resources for generations to come. It shows how we will continue to embed an approach to education and skills which allows everyone the best life chances, and how we will address the systemic causes of inequality in all its forms. This will be a Wales where nobody is held back and no one is left behind.

The Welsh language is a unique and important part of our national life, and this Programme for Government sets out how we will strengthen it as a living language. Our diverse history and culture draws many into Wales and we are determined to do all we can to help our tourism, sports and arts industries recover from the experience of the pandemic. Our programme outlines how we will make our local communities more rewarding and vibrant places to live and work in, whilst ensuring we also play our part on the global stage.

This programme for government also sets out our well-being objectives, showing how we will maximise our contribution to the well-being goals that we are setting for the period of the 6th Senedd, as required by the Well-being of Future Generations Act. It is a government programme that is one which is credible, practical and achievable, whilst also recognising the need for radical action and innovative thinking in the face of unprecedented challenge. It shows how we will take Wales forward by focussing on the areas where we can make the greatest difference to people and communities. At this extraordinary time, it will move us forward towards the fairer, greener, ever more successful Wales that we all want for ourselves and for each other.

The Programme for Government consists of almost 100 specific areas of activity. Responsibility for all of these will rest with the First Minister and the full Cabinet as these will require the highest level of co-ordination and integration across the whole of government. Ministers will take direct responsibility for the remaining promises that the government made to the people of Wales during the 2021 election. Both sets of commitments will be treated with equal weight – the distinction between the two reflects the allocation of responsibilities and not their relative importance or priority.

Provide effective, high quality and sustainable healthcare

The coronavirus pandemic has shown our health service at its best, but it has also created extraordinary pressures on staff and services. We want to create a 21st century NHS by investing in the post-Covid recovery, tackling health inequalities, improving mental health provision and focussing on prevention. We will continue to support our health workers, protect the NHS, deepen the integration of services, improve accessibility, reduce carbon in the design of new facilities, extend the use of new technologies and support people to live healthy lives.

We will:

- Establish a new medical school in North Wales.
- Provide treatments which have been delayed by the pandemic.
- Deliver better access to doctors, nurses, dentists and other health professionals.
- Reform primary care, bringing together GP services with pharmacy, therapy, housing, social care, mental health, community and third sector.
- Prioritise investment in mental health.
- Prioritise service redesign to improve prevention, tackle stigma and promote a no-wrong door approach to mental health support.
- Roll out child and adolescent mental health services ‘in-reach’ in schools across Wales.
- Introduce an all-Wales framework to roll out social prescribing to tackle isolation.
- Review patient pathway planning and hospice funding.
- Develop an HIV action plan for Wales.
- Introduce an autism statutory code of practice on the delivery of autism services.

Protect, re-build and develop our services for vulnerable people

The demands on our care services continue to grow as the demography of Wales changes. To meet this need, we will transform our existing care services into a new flexible, responsive and better integrated system which helps people live meaningful and independent lives for longer. This system will meet the needs of our most vulnerable citizens, and will support those children, young people and families who face the greatest challenges.

We will:

- Pay care workers the real living wage.
- Increase apprenticeships in care and recruit more Welsh speakers.
- Pursue a sustainable UK solution so that care is free for all at the point of need and/or consult on a potential Wales-only solution to meet our long-term care needs.
- Support innovative housing development to meet care needs.
- Fund childcare for more families where parents are in education and training.
- Continue to support our flagship Flying Start programmes.
- Prevent families breaking up by funding advocacy services for parents whose children are at risk of coming into care.
- Provide additional specialist support for children with complex needs who may be on the edge of care.
- Explore radical reform of current services for looked after children and care leavers.
- Eliminate private profit from the care of looked after children during the next Senedd term.
- Fund regional residential services for children with complex needs ensuring their needs are met as close to home as possible and in Wales wherever practicable.
- Strengthen public bodies in their role as 'corporate parent'.

Build an economy based on the principles of fair work, sustainability and the industries and services of the future

We will address the damage to our economy caused by decades of austerity, Brexit and the impact of coronavirus to provide decent jobs, relevant skills and new training opportunities. We will work in partnership to build an economy based on sustainable jobs that will take us forward into the next century. We will support Welsh businesses to create new jobs, find new export markets and invest in the sustainable green industries of tomorrow.

We will:

- Deliver the Young Persons Guarantee, giving everyone under 25 the offer of work, education, training, or self-employment.
- Create 125,000 all-age apprenticeships.
- Put social partnership on a statutory footing through the Social Partnership and Public Procurement (Wales) Bill.
- Use the new network of Disabled People's Employment Champions to help close the gap between disabled people and the rest of the working population.
- Strengthen our Economic Contract.
- Support the Wales TUC proposals for union members to become Green Representatives in the workplace.
- Support the creation of a Community Bank for Wales.
- Develop a Tidal Lagoon Challenge and support ideas that can make Wales a world centre of emerging tidal technologies.
- Enable our town centres to become more agile economically by helping businesses to work co-operatively, increase their digital offer and support local supply chains, including local delivery services.
- Seek a 30% target for working remotely.

Build a stronger, greener economy as we make maximum progress towards decarbonisation

Devolution gives us the opportunity to re-build our economy and develop a modern and productive infrastructure which acts as an engine for inclusive and sustainable growth. We will create an economy which works for everyone, grounded in our values of progressive change – going forward together in the spirit of cooperation, not competition. New digital, economic and transport infrastructures will re-build and re-energise our communities.

We will:

- Launch a new 10-year Wales Infrastructure Investment Plan for a zero-carbon economy.
- Deliver the Digital Strategy for Wales and upgrade our digital and communications infrastructure.
- Create a modern legislative basis for transport in Wales.
- Lift the ban on local authorities setting up new municipal bus companies.
- Legislate to modernise the taxi and private vehicle sector and address the problems of cross-bordering.
- Implement our new Wales Transport Strategy.
- Build on the success of our concessionary travel scheme for older people and look at how fair fares can encourage integrated travel.
- Work towards our new target of 45% of journeys by sustainable modes by 2040, setting more stretching goals where possible.
- Take forward the Burns Commission report for Newport.
- Develop a new major routes fund to improve the attractiveness and biodiversity of areas alongside major transport routes in Wales.

Embed our response to the climate and nature emergency in everything we do

We have the vision and ambition to address the climate and nature emergency. We will deliver a green transformation which starts in our local communities, with a focus on local green spaces, locally-grown sustainable food, locally-generated renewable energy and avoiding waste. We will make sure that nature and the climate are on the agenda of every public service and private sector business, and we will integrate positive action for nature into more of our economic activity.

We will:

- Legislate to abolish the use of more commonly littered, single use plastics.
- Introduce an extended producer responsibility scheme to incentivise waste reduction by businesses.
- Create a National Forest to extend from the North of Wales to the South.
- Harness the economic, cultural, and recreational potential of the National Forest as part of progress towards a sustainable timber industry.
- Create a new system of farm support that will maximise the protective power of nature through farming.
- Develop a Wales Community Food Strategy.
- Introduce legislation to deal with the legacy of centuries of mining and ensure coal tip safety; strengthening local authority powers to protect the public and the environment.
- Introduce a Clean Air Act for Wales, consistent with World Health Organisation guidance and extend the provision of air quality monitoring.
- Designate a new National Park to cover the Clwydian Range and Dee Valley.
- Support 80 re-use and repair hubs in town centres.
- Uphold our policy of opposing the extraction of fossil fuels in Wales, both on land and in Welsh waters, using the powers available to us.
- Expand arrangements to create or significantly enhance green spaces.

Continue our long-term programme of education reform, and ensure educational inequalities narrow and standards rise

We will make sure nobody in Wales is left behind after the coronavirus pandemic, repairing the damage done over the last year. We will continue a programme of reform which includes our world-leading curriculum, vital funding and governance changes in tertiary education, stronger leadership at every level of the education system and a commitment to lifelong learning. We will work with children and young people, their families and the education workforce to ensure the best outcomes for learners, particularly the most vulnerable.

We will:

- Fund up to 1800 additional tutoring staff in our schools.
- Build on our School Holiday Enrichment Programme.
- Continue to meet the rise in demand for Free School Meals resulting from the pandemic and review the eligibility criteria, extending entitlement as far as resources allow.
- Invest in the learning environment of community schools, co-locating key services, and securing stronger engagement with parents and carers outside traditional hours.
- Explore reform of the school day and the school year.
- Develop a sustainable model for supply teaching that has fair work at its heart.
- Take the Tertiary Education and Research (Wales) Bill through the Senedd.

Celebrate diversity and move to eliminate inequality in all of its forms

We will continue to work together for positive change, recognising our common humanity whilst celebrating diversity and difference. We will challenge the structures of power and social relations that create fundamental disparities for our protected communities, including addressing the systemic causes of racism, hateful behaviours and other forms of discrimination, working together with progressive networks and organisations. We will aim to make Wales an anti-racist country, as well as the safest place in Europe to be a woman, support our disabled and LGBTQ+ communities and tackle societal inequality.

We will:

- Implement and fund the commitments made in our Race Equality Action Plan.
- Explore legislation to address pay gaps based on gender, sexual orientation, ethnicity, disability, and other forms of discrimination.
- Ensure public bodies and those receiving public funding address pay disparities.
- Pilot an approach to the Basic Income.
- Ensure the history and culture of our Black, Asian, and Minority Ethnic communities are properly represented by investing further in our cultural sector and museum network.
- Make our Welsh public transport system more accessible to disabled people.
- Continue our strong partnership with voluntary organisations across the range of our responsibilities.
- Implement targets around Gender Budgeting.
- Strengthen the Violence against Women, Domestic Abuse and Sexual Violence Strategy to include a focus on violence against women in the street and workplace as well as the home.

Push forward towards a million Welsh speakers, and enable our tourism, sports and arts industries to thrive

The arts, tourism and sport are of vital importance to both the Welsh economy and to our national life, and the Welsh language is a national treasure which belongs to every individual in Wales. We will widen access to our heritage, harness the creativity and sporting ability of people in Wales, and ensure that these industries have the support they need to maintain their proper place on the world stage.

We will:

- Establish a National Music Service.
- Consult on legislation permitting local authorities to raise a tourism levy.
- Legislate to strengthen and increase our Welsh language education provision.
- Create a Welsh language Communities Housing Plan.
- Invest in our theatres and museums, including committing to Theatr Clwyd, establishing the Football Museum and the National Contemporary Art Gallery.
- Promote equal access to sports and support young and talented athletes and grassroots clubs.
- Support the application to identify the slate landscape of North West Wales as a World Heritage Site.
- Develop plans for a Museum of North Wales.

Make our cities, towns and villages even better places in which to live and work

We will continue to build climate-secure homes for the future and develop Welsh businesses to support our building industry. We will continue to support our partners in local government and invest in local public services and local democracy – the glue that binds communities together. We will support Wales' long tradition of volunteering, local charities, faith groups and community organisations, and ensure that communities can thrive as centres of social exchange, leisure, sport and culture.

We will:

- Build 20,000 new low carbon social homes for rent.
- Fundamentally reform homelessness services to focus on prevention and rapid rehousing.
- Support cooperative housing, community-led initiatives, and community land trusts.
- Create a timber based industrial strategy that can develop and sustain the high value production and processing of Welsh wood.
- Decarbonise more homes through retrofit, delivering quality jobs, training and innovation using local supply chains.
- Improve building safety so that people feel safe and secure in their homes.
- Explore where services and contracts can sustainably and affordably be brought back into a strengthened public sector.
- Ensure that each region in Wales has effective and democratically accountable means of developing their future economies.
- Make 20mph the default speed limit in residential areas.
- Ban pavement parking wherever possible.

Lead Wales in a national civic conversation about our constitutional future, and give our country the strongest possible presence on the world stage

Wales is a confident and outward-looking country, and we know that issues such as the coronavirus pandemic, climate change and globalisation cannot be solved without our friends and allies in Europe and beyond. We will build and strengthen our global relationships, celebrating different cultures and embracing internationalism. We will work for a new and successful United Kingdom, pressing the UK Government for reform.

We will:

- Establish an independent, standing commission to consider the constitutional future of Wales.
 - Promote and support the work of the UK-wide Constitutional Commission being established by the UK Labour Party.
 - Establish a Peace Academy – Academi Heddwch – in Wales.
 - Seek to reform council tax to ensure a fairer system for all.
 - Reform local government elections to reduce the democratic deficit.
 - Put in place a £65 million international learning exchange programme.
 - Reinvigorate our twinning relationships across the EU through a Young People's Twinning Fund.
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Well-being objectives

Wales is unique in having made a promise that we will protect the interests of future generations as well as meeting the challenges of the present day. Our Programme for Government honours our key election commitments to the people of Wales. It sets out clearly our radical and ambitious policy goals, reflects our partnership approach and promotes economic, social and environmental justice.

The Programme for Government also sets out ten well-being objectives that align directly to the ten headings from our manifesto, ensuring that people in Wales will see the policy agenda they voted for delivered in practice. These objectives are designed to maximise the government's contribution to achieving each of the well-being goals.

Wales faces significant and complex challenges over the next five years. We will use all the powers devolved to us in the Government of Wales Act 2006 to deliver solutions.

Throughout this Senedd term our Programme for Government will be the responsibility of the whole Cabinet, ensuring that problems are identified early and action taken; balancing the needs of people today with the needs of future generations; integrating our approaches to maximise delivery and involving people in all aspects of our work throughout this Senedd term.

The ten well-being objectives are:



The Welsh Labour Government’s manifesto contained further promises to the electorate and these will also be honoured, with the task of delivery falling directly to the lead portfolio Minister, as follows:

Health and Social Services

Continue to fund the NHS bursary.

Keep prescriptions free in Wales.

Continue to provide free PPE for health and care staff.

Fund NHS Wales Test Trace Protect service.

Establish a NHS National Executive.

Focus on end of life care.

Invest in and roll-out new technology that supports fast and effective advice and treatments.

Introduce e-prescribing and support developments that enable accurate detection of disease through artificial intelligence.

Invest in a new generation of integrated health and social care centres across Wales.

Establish three new Intensive Learning Academies to improve patient experiences and outcomes.

Tackle the stigma experienced by those living with HIV.

Create a Chief Social Care Officer for Wales.

Cap the costs of non-residential social care at the current £100 maximum per week.

Maintain the capital limit (for care) at £50,000.

Launch a National Social Care Framework.

Legislate to deliver better integrated care and health, paying attention to the responses to our White paper on Rebalancing Care and Support.

Strengthen support for carers through a Covid hardship fund in 2021.

Fund a short-break respite scheme to help carers.

Develop more than 50 local community hubs to co-locate front-line health and social care and other services.

Fund a dedicated post in every local authority to champion work to make Wales an age friendly nation.

Improve the interface between continuing health care and Direct Payments.

Roll out baby bundles to more families.

Continue to support and uphold the rights of unaccompanied asylum-seeking children and young people.

Support our national Fostering Wales scheme.

Economy

Expand the use of shared and degree apprenticeships.

Progress our Economic Resilience and Reconstruction Mission for Wales.

Strengthen Regional Skills Partnerships.

Expand Personal Learning Accounts.

Build on the success of the Wales Union Learning Fund.

Campaign for the under-funded Health and Safety Executive to be devolved to Wales.

Expand the Development Bank of Wales' patient capital funds.

Increase the use of equity stakes in business support.

Build on our approach to the Foundational Economy and develop a Backing Local Firms Fund to support local businesses.

Provide greater support for worker buyouts and seek to double the number of employee-owned businesses.

Deliver on our 10-year £100m Tech-Valleys programme.

Help key areas of our economy, such as aerospace and steel, to innovate, grow and reduce their carbon footprint.

Work to protect Welsh place names.

Provide free access to the Urdd Eisteddfod in 2022.

Ensure that Black, Asian, and Minority Ethnic histories are properly reflected throughout our cultural and heritage sectors including in our National Museums.

Invest in our world-class sports facilities.

Invest in new facilities such as 4G pitches.

Establish a Creative Skills Body.

Consider establishing a Creative Industry Research and Development Fund.

Help businesses to work co-operatively to support local supply chains, including local delivery and logistics services.

Insist that Wales gets its fair share of the Shared Prosperity Fund and the so-called Levelling Up Fund from Whitehall.

Argue for closer economic and research ties with the EU.

Retain the Welsh Government's Office in Brussels.

Implement our new Export Plan.

Climate Change

Support the development of a register of empty buildings and help small businesses move into vacant shops.

Develop new remote working hubs in communities.

Press the UK Government for a fair share of vital rail infrastructure and R&D investment for Wales.

Give Transport for Wales new powers to better integrate rail, bus and active travel and regulate for them to meet Welsh Language standards.

Develop new Regional Transport Plans.

Deliver £800m of new rolling stock for our railways and ensure that 95% of train journeys are on new trains by 2024.

Progress plans for a metro in North Wales and Swansea Bay.

Explore opportunities for multi-modal extensions to our Metro networks, such as the North West Corridor and across the South Wales valleys.

Press the UK Government to electrify the North Wales mainline.

Develop the Global Centre of Rail Excellence in the Dulais Valley.

Explore options for workers to take an ownership stake in our national transport assets.

Invest in bus services and complete major new bus infrastructure projects.

Expand flexible demand-responsive travel across Wales.

Explore extensions of the MyTravelPass for reduced-cost travel for young people.

Work to make the bus and taxi vehicle fleet zero-emission by 2028.

Work with Transport for Wales and local authorities to strengthen the promotion of walking and cycling.

Support innovative new social enterprise schemes such as bike maintenance repair cafes and bike recycling schemes.

Develop new Active Travel Integrated Network Maps.

Work with schools to promote Active Travel and Road Safety.

Build a sustainable future for our key air and sea ports.

Establish a new transport performance board.

Modernise transport grants.

Invest in travel options that encourage public transport and support walking and cycling.

Support innovation in new renewable energy technology.

Support communities to create 30 new woodlands and connect habitat areas.

Strengthen the protections for ancient woodlands.

Fund additional flood protection for more than 45,000 homes.

Deliver nature-based flood management in all major river catchments to expand wetland and woodland habitats.

Legislate to strengthen the requirements for the use of sustainable drainage systems that provide wildlife habitat.

Begin to designate Wales' inland waters for recreation, strengthening water quality monitoring.

Establish a targeted scheme to support restoration of seagrass and saltmarsh habitats along our coastline.

Bring together a place-based zero waste challenge network of organisations to support cultural change in businesses and communities.

Expand renewable energy generation by public bodies and community groups in Wales by over 100MW by 2026.

Enforce a moratorium on the consenting of all large incineration facilities.

Continue to improve existing homes, helping us tackle fuel poverty, create much needed jobs, training opportunities, and supply chains.

Develop a fire safety fund for existing buildings.

Legislate to enact the recommendations of the Law Commission in relation to leasehold reform.

Ensure that estate charges for public open spaces and facilities are paid for in a way that is fair.

Develop a national scheme restricting rent to local housing allowance levels for families and young people who are homeless or who are at risk of homelessness.

Ensure Rent Smart Wales landlords respond quickly to complaints of racism and hate crime and offer appropriate support.

Develop masterplans for towns and high streets.

Empower communities to have a greater stake in local regeneration.

Develop community recycling facilities in town centres and promote repair and re-use facilities to encourage zero-waste shopping.

Create more community green space in town centres.

Repurpose public space for outdoor events, markets, street vendors, pop up parks and 'parklets'.

Education and Welsh Language

Strengthen the Youth Engagement and Progression Framework.

Invest more than £1.5bn in the next phase of the 21st Century Schools and Colleges Programme.

With local authorities, transform learning environments, develop net-zero carbon schools and open up school facilities for local communities.

Review Adult Education to increase the numbers of adults learning in Wales.

Provide additional counselling provision throughout the next Senedd term.

Support schools and teachers to deliver our world-leading Curriculum for Wales.

Reduce unnecessary bureaucracy to support school leaders.

Implement the new Additional Learning Needs Act.

Expand the teaching of modern foreign languages in our schools.

Invest in the Pupil Development Grant.

Protect the Educational Maintenance Allowance for young learners.

Maintain our commitment to provide free breakfasts for all primary school pupils.

Appoint a Cabinet level minister to develop and take forward the proposals of the Youth Board for Wales.

Legislate for a new framework for youth services in Wales.

Support the democratic role of local authorities in education provision.

Promote parity of esteem between vocational and academic routes in Welsh education. Examine how a greater degree of federation can support education leadership across Wales.

Explore how to strengthen professional learning communities.

Expand the role of the Coleg Cymraeg Cenedlaethol.

Expand our Welsh language early years provision.

Expand the Pupil Immersion Programme.

Introduce a pilot project which will incentivise young Welsh speakers to return from universities to help teach Welsh in schools.

Address the recommendations from the Black, Asian and Minority Ethnic communities, Contributions and Cynefin in the New Curriculum Working Group.

Finance and Local Government

Not take more in Welsh rates of income tax from Welsh families for at least as long as the economic impact of coronavirus lasts.

Keep the 1% increase in Land Transaction Tax charged on second home purchases.

Explore and develop effective tax, planning and housing measures – which could include local rates of Land Transaction Tax – to ensure the interests of local people are protected.

Strengthen the autonomy and effectiveness of local government to make them more successful in delivering services.

Reduce the administrative burden on local authorities.

Change the performance framework for local government to better enable innovation, transparency, and local ownership.

Social Justice

Expand the income maximisation work and the Single Advice Fund.

Progress the Fair Work Commission's recommendations.

Expand the 'Ask and Act' and 'Don't be a Bystander' training and awareness campaigns.

Establish an equalities legal service to provide support on unfair or discriminatory employment practices.

Incorporate the United Nations Convention for the Elimination of all forms of Discrimination against Women and the UN Convention on the Rights of Disabled People into Welsh law.

Address fully the recommendations from the Monuments and Street Names Audit.

Create a Race Disparity Unit alongside an Equality Data Unit to ensure an inclusive evidence base to inform decision making in government.

Expand our Access to Elected Office programme.

Implement the recommendations of the Reflecting Wales in Running Wales: Diversity and Inclusion Strategy for Public Appointments in Wales (2020 – 2023).

Support Prides across Wales by sponsoring Pride Cymru, establishing a Wales-wide Pride Fund and appointing a Wales Pride Coordinator.

Use all available powers to ban all aspects of LGBTQ+ conversion therapy that are in our powers and seek the devolution of any necessary additional powers.

Seek to devolve the Gender Recognition Act and support our Trans community.

Work with the tech companies and media platforms to tackle hate crime and misinformation.

Embed period dignity in schools.

Expand our free period provision in communities and the private sector.

Maintain our funding of 500 Police Community Support Officers and expand their number by 100.

Rural Affairs and North Wales

Develop a national model for regulation of animal welfare, introducing registration for animal welfare establishments, commercial breeders for pets or for shooting, and animal exhibits.

Improve the qualifications for animal welfare inspectors to raise their professional status. Require CCTV in all slaughterhouses.

Ban the use of snares.

Restrict the use of cages for farmed animals.

Forbid the culling of badgers to control the spread of TB in cattle.

Constitution

Work for a new and successful United Kingdom, based on a far-reaching federalism.

Press the UK Government for a more thoroughgoing federal reform of our constitution and inter-governmental relations.

Challenge the UK Internal Market Act and its attack on devolution and champion the rights of the Senedd to legislate without interference in areas devolved to Wales.

Strive to prevent the UK Conservative Government using the Internal Market Act to fund interventions not supported by the people of Wales.

Pursue the case for the devolution of policing and justice.

Develop a set of Codes of Welsh law.

Make the case for clear and stable tax devolution for Wales.

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