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# Social Partnership Duty Report, 2024/25

Transport for Wales



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# 1. Introduction

The Social Partnership and Public Procurement (Wales) Act 2023 places a legal duty on specified public bodies like Transport for Wales (TfW) to work with trade unions. The act has a clear expectation that public sector organisations work collaboratively with their workforce and stakeholders.

Transport for Wales welcomes these new duties and this report marks our first annual update, as required under Section 18 of the act. It showcases the meaningful progress we've made –not only in meeting the act's requirements but actively embracing its values. We continue to build on strong foundations as we work to expand and deepen our approach to social partnership in the future.

This report, prepared by and agreed with TfW's recognised trade union partners, demonstrates how we, as an organisation, uphold our values: coming together as one, doing the right thing for our colleagues and communities, and challenging ourselves to continuously improve how we deliver social partnership.

Our commitment remains clear: we'll uphold the principles of social partnership by ensuring our colleagues and stakeholders have a genuine voice in shaping the future of transport in Wales. Through ongoing engagement, open collaboration and shared decision making, we aim to enhance working conditions, raise service standards and deliver better transport outcomes for the people and communities we serve.

# 2. Our story

Transport for Wales was established by the Welsh Government to transform how people travel across Wales by promoting sustainable, integrated transport options.

Through major improvements (such as modernising the rail fleet, investing in the South Wales Metro and supporting cultural engagement TfW continues to build a greener, more connected transport network that enhances the travel experience for communities across Wales.

We're here to make sustainable travel a natural choice and to help combat the climate emergency. We want people to trust and believe in us and commit to changing their behaviour, doing their bit for all our futures. Whether it's public transport, walking, wheeling or cycling, we want to make sustainable travel not only the right thing to do, but also an easier thing to do.

### 3. Our partnership working agreements

We maintain strong partnership agreements with four trade union partners, fostering constructive, collaborative, and positive working relationships. We're proud to work alongside:

- ASLEF
- RMT
- TSSA
- Unite.

We operate established forums that enable structured and meaningful dialogue with our trade union partners, strengthening relationships and supporting effective collaboration.

Our quarterly All Grades Partnership Meeting brings together our trade union partners and our Executive Leadership Team to share updates on key organisational projects and to discuss matters affecting colleagues, including policy development, well-being, and legislative issues. We hold monthly Company Council meetings which provide a more focused and structured approach.

We also provide our trade union partners with a secure meeting room that seats ten people. The room is equipped with IT facilities to support remote meetings and fitted with blinds for confidentiality.

### 4. Strengthening understanding and colleague development

Our aim is to embed the Social Partnership Duty within our organisational culture, ensuring that every decision is made collaboratively and that every voice is heard. We've taken meaningful steps to support colleagues in understanding the Social Partnership Duty and what it means for their experience with TfW. New colleagues are introduced to the duty through our colleague workbook, which highlights the value we place on contribution, collaboration and transparency.

We have also developed a Social Partnership Module on our iLearn platform to further strengthen understanding. The module explains how the duty works in practice and how it aligns with our organisational values. This supports colleagues in gaining a deeper appreciation of how we value their contributions and the importance of colleague voice.

## 5. Well-being objectives

Our well-being objectives reflect our commitment to the sustainable development principles and the seven goals of the Well-being of Future Generations (Wales) Act 2015, which provides a framework for sustainable development and long-term thinking in public service delivery. Our objectives are designed to maximise our contribution to each of the seven well-being goals and align with the Act's five ways of working: long-term thinking, prevention, integration, collaboration and involvement.

As a transport and travel organisation, we recognise our unique position to influence connectivity, economic development, health and well-being, environmental sustainability and social equity across Wales. Our objectives were built through compromise and consensus at our quarterly All Grades Partnership Meeting and in discussion with our workforce. They reflect our commitment to creating an accessible, sustainable and efficient multimodal transport network that better serves communities in Wales.

### TfW Well-being Objectives

#### Enabling people and communities

We'll involve the communities we serve and work with them to develop a transport network that contributes to a more equal and healthier Wales, ensuring everyone is confident to use it.

By engaging local people in planning processes, we'll meet the diverse needs of different communities. This will allow us to design routes and services that reflect real-world requirements. Additionally, we'll promote options like walking, wheeling and cycling. This will require creating infrastructure that encourages physical movement and reduce barriers to essential services. We'll provide clear travel information, offer training for less confident users and ensure that our transport systems are easy to use.

Our goals are to reduce transport inequalities, improve community connectivity, support physical and mental health, and empower people to travel independently.

Through our community-centred approach, we'll create a transport system that serves everyone in Wales and the borders.

#### Benefitting the environment

We'll develop a transport network that supports biodiversity, enhances ecosystem resilience, improves air quality and increases resource efficiency.

By collaborating closely with local communities, environmental agencies and stakeholders, we'll design innovative transportation solutions that reduces harmful emissions and actively contributes to preserving Wales' rich natural heritage.

We'll implement strategies that promote electric and low-carbon vehicles, develop green transportation corridors, and integrate sustainable design principles that support local wildlife and ecological systems.

We'll increase resource efficiency through a circular economy approach, selecting materials and construction methods that minimise environmental impact, and creating transportation networks that support biodiversity conservation.

We're building a transport network that is a catalyst for ecological regeneration and climate resilience. This will ensure that our transportation infrastructure enhances Wales' natural environment for current and future generations.

## **Supporting local areas and the economy**

We'll build a transport network that contributes to Wales' wider economic ambitions and helps local communities thrive. Our approach will align transportation infrastructure with economic development goals. This will create opportunities for local businesses, supporting employment, and driving regional prosperity.

We'll adopt the latest technological innovations, integrating solutions like smart ticketing, digital connectivity, and intelligent transport systems to enhance efficiency and user experience. Addressing transport affordability will be a priority. This will ensure that our network is accessible to all socio-economic groups, creating equitable access to work, education, and essential services.

Through collaborative planning with local authorities, businesses, Corporate Joint Committees, Welsh Government and community stakeholders, we'll design a transport system that supports regional growth, stimulates innovation, and creates meaningful opportunities for the communities we serve.

## **Elevating Welsh language and culture**

We'll create a transport network that supports the Welsh language, enables more people to access arts, sport, and cultural activities and protects and enhances the historic environment.

We'll continue to integrate Welsh language signage, bilingual communication, and cultural sensitivity into our infrastructure and services. We'll design transport networks that make arts, sports, and cultural venues more accessible through low-carbon and affordable transportation options.

By collaborating with local cultural organisations, heritage experts and community groups, we'll create a network that connects people to cultural destinations, historical landscapes and heritage sites. We'll minimise the impact of our projects on historic environments by using sensitive design techniques.

We'll engage communities in understanding the connection between transportation, travel, cultural identity and environmental preservation. We'll celebrate the Welsh language, support cultural vibrancy, and act as a guardian of our historic and natural heritage.

Through this holistic approach, we aim to position travel as a platform to connect people, preserve culture and enhance Welsh communities.

Further information regarding our commitment to the Well-being of Future Generations (Wales) Act 2015 can be found here [Well-being statement | Transport for Wales](#)

## 6. Next steps

We'll continue to strengthen our commitment to the Social Partnership Duty by expanding the team dedicated to this work. In 2025, we plan to grow the team to three fulltime colleagues, including a new member joining through our TfW apprenticeship programme. Increasing our capacity has enabled us to embed the partnership approach more strategically within our decision-making processes, formalise a Social Partnership Agreement, and ensure that meaningful relationships with our trade union partners are maintained. This will help ensure that colleagues inform and influence every decision we make. It will help us achieve our mission of one network, one timetable and one ticket through having one team which includes our trade union partners.