Policy Development for Well-being

Well-being-Time Analysis

Objective:

This exercise is designed to explore the impact of a policy on a stakeholder's well-being over time. Time is an important dimension to consider for a number of reasons. First to understand the <u>sustainability</u> of impact on different people after a policy is implemented. A short term negative impact might in time dissipate or become a long term positive impact as people adapt to the changes for example. Second to identify whether there is an opportunity to intervene earlier in future to <u>prevent</u> the problem the policy is trying to solve arising in the first place.

This exercise is best undertaken after Stakeholder Well-being Analysis (exercise 1), in which key stakeholders in a policy or service are identified, and the likely short term impact on their well-being assessed. This exercise looks at each stakeholder in turn and asks:

- Is the well-being impact likely to endure, or will people return back to their pre-intervention levels 6-months to a year later?
- Is there an opportunity to intervene much earlier in future, if so, how?

Approach:

Having already identified stakeholders in a policy, and the likely short term impact on well-being though Stakeholder Wellbeing Analysis:

- Rate the likely impact on well-being in the longer term – e.g. 1 year later. Is it different from your short term rating?
- What more can be done to:
  - Sustain initial positive impacts?
  - Mitigate initial negative impacts?
- Now consider the stakeholder 1 to 5 years before the policy is required. Is there an early intervention option? What is it?

Tips:

- ✓ Refer to table of wellbeing domains if required
- ✓ Use attached form if helpful
- ✓ Run in a workshop setting or as a desk based exercise

Well-being Exercises for Policy:

1. Stakeholder Well-being Analysis
2. Well-being-Time Analysis
3. Well-being Perspectives Analysis
4. Five Ways to Well-being Analysis
5. Well-being Ten Steps Checklist

Wellbeing-Time Analysis Form

Key Stakeholders	Impact on well-being: Positive, Negative or Neutral?		Sustainability of Impact (after)	Early Intervention (before)
Who will be impacted by the policy, strategy or service?	Soon After	1 year After	Is the short-term impact of the policy on the stakeholder different from the long-term? Why? What can be done to sustain initial positive impacts? Or to mitigate initial negative impacts?	Thinking before the policy is necessary e.g. 1 to 5 years before – is there an early intervention or prevention option?
1				
2				

	Key Stakeholders	Impact on well-being: Positive, Negative or Neutral?		Sustainability of Impact (after)	Early Intervention (before)
	Who will be impacted by the policy, strategy or service?	Soon After	1 year After	Is the short-term impact of the policy on the stakeholder different from the long-term? Why? What can be done to sustain initial positive impacts? Or to mitigate initial negative impacts?	Thinking before the policy is necessary e.g. 1 to 5 years before – is there an early intervention or prevention option?
3					
4					

Well-being Domains/ Factors – Tick which are relevant to your policy/ service or strategy

✔	"Integrating Factors" (Joining-up with other policy areas)	Well-being Domain	"Innovation Factors" (Not always directly considered)	✔
	Mental Health, Physical Health	**Health**	Satisfaction with Health, Resilience	
	Family, Marriage/ Partnerships	**Relationships**	Friendships, Neighbourliness, Loneliness	
	Employment/ Unemployment	**What we do**	Job Satisfaction, Job Security, Underemployment	
	Art, Sport & Culture		Work-Life Balance/ Leisure/ Time Use	
	Volunteering/ Care Giving		Altruism, Religion	
	Income/ Poverty/ Debt	**Personal Finance**	Stability/ Financial Stress	
	Growth, National Debt, Prices	**Economy**	Sustainability	
	Education & Skills, Adult Learning	**Education & Skills**	Life Skills/ Capabilities	
	Community/ Neighbourhood	**Where we live**	Trust in People, Sense of Belonging	
	Crime		Fear of Crime/ Safety	
	Housing, Transport, Built Environment		Housing & Transport Satisfaction Commuting	
	Air Quality, Noise	**Natural Environment**	Nature, Green space	
	Voting, Transparency, Civic Participation	**Governance**	Trust in Institutions, Social Action	
	Control, Rights	**Personal Wellbeing**	Happiness, Anxiety, Sense of Purpose	
	Equality, Fairness		Self-Esteem, Dignity	

Questions to Consider:

✓ Is factor relevant to the policy challenge you are trying to solve?

✓ Will implementation of policy impact the factor for the stakeholder of interest?

✓ Will the impact endure or will stakeholders adapt over time?