

NOTICE OF MEETING



Snowdonia National Park Authority

*Emyr Williams
Chief Executive*

Snowdonia National Park Authority

Penrhyndeudraeth

Gwynedd LL48 6LF

Phone: (01766) 770274

E.mail: parc@eryri.llyw.cymru

Meeting: Performance and Resources Committee

Date: Wednesday 30 November 2022

Time: 10.00 a.m.

Location: The Oakeley Room, Plas Tan y Bwlch,
Maentwrog and via Zoom

Members are asked to join the meeting 15 minutes before the designated start time

Members appointed by Gwynedd Council

Councillor: Elwyn Edwards, Annwen Hughes, Louise Hughes, June Jones, Kim Jones, Edgar Wyn Owen, Elfed Powell Roberts, John Pughe Roberts, Meryl Roberts;

Members appointed by Conwy County Borough Council

Councillor: Ifor Glyn Lloyd, Jo Nuttall, Dilwyn Owain Roberts;

Members appointed by The Welsh Government

Mr. Brian Angell, Ms. Tracey Evans, Mrs. Sarah Hattle, Mr. Tim Jones, Ms. Naomi Luhde-Thompson, Ms. Delyth Lloyd.

****This Agenda is also available in Welsh***

A G E N D A

Page No's

1. **Apologies for absences and Chairman's Announcements**
2. **Declaration of Interest**
To receive any disclosure of interest by members or officers in respect of any item of business. 3 - 8
3. **Minutes**
The Chairman shall propose that the minutes of the Performance and Resources Committee held on the 13th July 2022 be signed as a true record (copy herewith) and to receive matters arising, for information. 9 - 10
4. **Action Log**
To submit the Action Log for information and decision. (Copy herewith) 11 - 23
5. **External Grant Funding Update Report**
To submit a report by the Chief Executive. (Copy herewith) 24 - 25
6. **Strategic Scrutiny 2023-24**
To submit a report by the Chief Executive. (Copy herewith) 26 - 67
7. **Corporate Work Programme 2022-23**
To submit a report by the Director of Corporate Services. (Copy herewith) 68 - 95
8. **Strategic Equality Plan – Annual Report**
To submit a joint report by the Head of Human Resources and Head of Administration and Customer Care. (Copy herewith) 96 - 114
9. **S6 Biodiversity Report**
To submit a report by the Head of Conservation, Woodland, and Agriculture. (Copy herewith) 115 - 116
10. **Health and Safety Annual Monitoring Report 2021/22**
To submit a report by the Head of Human Resources. (Copy herewith) 117 - 124
11. **Information Centres – Annual Report**
To submit a report by the Sustainable Tourism Manager. (Copy herewith) 125 - 127
12. **Minutes of the Plas Tan y Bwlch Management Board**
To submit the minutes of the Plas Tan y Bwlch Management Board meeting held on the 13th July 2022. (Copy herewith)

**PERFORMANCE AND RESOURCES COMMITTEE
WEDNESDAY 13th JULY 2022**

PRESENT:

Members appointed by Gwynedd Council

Councillors Elwyn Edwards, Annwen Hughes, Louise Hughes, June Jones, Kim Jones, Edgar Wyn Owen, Elfed Powell Roberts, John Pughe Roberts, Meryl Roberts;

Members appointed by Conwy County Borough Council

Councillor Ifor Glyn Lloyd, Jo Nuttall, Dilwyn Owain Roberts;

Members appointed by the Welsh Government

Mr. Brian Angell, Ms. Tracey Evans, Mrs Sarah Hattle, Mr. Tim Jones, Mr. Owain Wyn;

Officers

Mr. G.I. Jones, Mr. J. Cawley, Mr. D. Edwards, Ms. S. Owen, Ms. Nia Murray, Ms. B. Hughes, Mrs. S. Roberts;

In attendance

Luned Fon Jones – Internal Audit Service

The Director of Corporate Services advised that:--

- the meeting was not open to the public.
- the meeting was being recorded to assist in verifying the minutes but may be made available online at a later date.

1. Election of Chairman

RESOLVED to elect Councillor Elfed P. Roberts as Chairman of the Performance and Resources Committee.

The Chairman thanked Members for their support.

2. Vice-Chair

The Director of Corporate Services advised Members that in accordance with Standing Orders 5.2 and 5.3, he had received nominations proposing two Members for Vice-Chair, Councillor John Pughe Roberts and Councillor June Jones. The Members were invited to address the meeting and Councillors John Pughe Roberts and June Jones took up the invitation.

Councillor June Jones was elected Vice-Chair of the Performance and Resources Committee.

The Vice-Chair thanked Members for their support.

3. Apologies

Mr. E. Williams, Ms. Naomi Luhde-Thompson.

4. Declaration of Interest

No declarations of Personal Interests were made in respect of any item.

5. Minutes

The minutes of the Performance and Resources Committee held on the 23rd March 2022 were accepted and the Chairman signed them as a true record.

6. **Action Log**

Submitted – A log of strategic actions arising from decisions taken during meetings of the Performance and Resources Committee, for information and action.

RESOLVED to note the Action Log as submitted.

7. **Head of Internal Audit Annual Report 2021/22**

Submitted – The Head of Internal Audit's Annual Report outlining the Internal Audit Services' opinion on internal controls within the Authority.

Reported – The Head of Internal Audit presented the report and confirmed that she was satisfied that the Authority had a sound framework of control in place to manage risks in the areas investigated in the 2021/22 Audit Plan.

Members considered the report and discussed the following matters: -

- A member noted that there were two areas which were limited in terms of not deteriorating or improving over the next few years and asked what arrangements were in place for revisiting those areas in the future. The Head of Internal Audit advised that provision was in place in this year's plan for revisiting those areas to ensure the risks were alleviated to an acceptable level and they would be reported on at a future Performance and Resources Committee.
- The Director of Corporate Services advised that the Standing Orders for Contracts were currently being reviewed and would be presented to Members in due course. In response to a question, The Director of Corporate Services advised that there was no specific date on when the work on tendering would be dealt with but confirmed that the Management Team would be discussing the matter in September, the Heads of Service would also be given an opportunity to provide input and would be presented to Members in due course and following adoption of the revised Standing Orders on Contracts all relevant staff would be provided with the appropriate training.
- The Chief Finance Officer advised that the action point on Tendering Arrangements would remain as things were developing all the time but would be updated where possible. He took the opportunity to thank the Head of Internal Audit for her report and professionalism in leading the audit work, as his tenure as Chief Finance Officer for Snowdonia National Park Authority is scheduled to end in June 2023, hence he won't have another opportunity to show appreciation for her work at a Park Authority meeting.

RESOLVED

1. **to accept the report as the "Head of Internal Audit's Annual Report" in accordance with the requirements of the Public Sector Internal Audit Standards for the financial year 2021/22.**
2. **to accept the Operational Audit Plan for the 2022/23 accounting period, subject to amendment in consultation with the Head of Internal Audit, the Chief Executive, the Chief Finance Officer, the Corporate Director and/or Head of Finance.**

8. **Revenue and Capital Outturn Report 2021/22**

Submitted – A report by the Chief Finance Officer comparing, at service area level, the Authority's budgeted revenue and capital spending plans for 2021/2022 and the actual outturn expenditure for the year.

Reported – The Chief Finance Officer presented the report detailing the virements, transfers and carry-forwards of revenue and capital budgets, for formal approval. The Chief Finance Officer reported that the intention to spend any surplus on the Authority's Assets had not taken place and advised new Members on the usual cycles of reporting on the Authority's reserves.

Members discussed the report in detail and made the following observations: -

- Members discussed the additional income from the Authority's Car Parks. In response to a question, the Head of Finance confirmed that 80% of the reserve money had already been allocated. The Director of Corporate Services confirmed that money had previously been allocated to improve the footpaths at Pen y Pass but advised that the additional income from parking was a one-off situation rather than a permanent one and a significant amount of the additional money would be used to improve security at Pen y Pass.
- In response to a question, the Chief Finance Officer advised that there was no specific recommended sum or percentage for reserves for a typical year. He advised that the Welsh Government had given an indication that the Authority would be receiving the main grant without inflation and officers were discussing the matter with them to establish why the Authority was in this position. He also confirmed that it was likely that the Authority, like most organisations, would require the additional reserves in 2022/23, due to the increase in fuel costs, etc, and advised that the impact of this could be significant.
- In response to a question, the Director of Corporate Services confirmed that the Authority would continue to raise the issues regarding the access to the car park at Pen Y Pass with the Baron Hill Estate and hoped it would be solved in due course, but if not then it would be necessary to consider an alternative solution.
- In response to a question, the Director of Corporate Services confirmed that although car parks had been generally quieter this year the Head of Property was keen to reach the income targets, but on the basis that there will be fewer users.

RESOLVED

1. **to note the contents of the outturn report and approve the virements in the revenue and capital budgets outlined in part 4 (as detailed in Appendix 1).**
2. **to approve the transfers to and from earmarked reserves as outlined in the table under paragraph 4.2 and Appendix 3.**
3. **to note the final position of directorates and services with regard to budgetary control (paragraphs 4.3 to 4.7 and Appendix 2).**
4. **to approve the allocation of slippage and commitments (£274,833) in Appendix 4.**
5. **to approve the transfer of the £480,000 additional car park income to the Asset Management Reserve.**

6. to note that the surplus for 2021/22 financial year increases the Authority's General Balances (paragraph 6.3).
7. to approve the Capital Financing Statement (part 5 and Appendix 5).

9. **The Authority's Risk Profile**

Submitted – A report by the Director of Corporate Services to update Members on the Authority's Risk Profile.

Reported – The Director of Corporate Services presented the report and the risk register in detail.

Members discussed the following:-

- a Member was happy to note that the risk of a Cyber attack had now been included in the Risk Register as he was aware of the damage that could be caused. The Director of Corporate Services advised that the Authority was mindful of the Risks posed by a potential Cyber Attack and advised that it had been upgraded so that Members were aware of the steps taken by the Authority.
- In response to a question, the Director of Corporate Services advised that the risk had increased largely due to Covid as most of the Authority's work was now completed online and advised that the war between Russian and the Ukraine had not helped this risk profile as it had increased the opportunity for Cyber-attacks on Public Bodies.
- Members discussed the recent cyber attack on the Brecon Beacon National Park and asked whether there were lessons to be learnt from the incident. The Director of Corporate Services confirmed that the Head of Information Systems and Communication had discussed the matter with Brecon beacons National Park and additional steps had since been taken by the Authority but advised that there was a limit on what could be done and advised it was important that everyone played their part including Officers and Members to avoid any potential risks.

RESOLVED to note the report and approve the Authority's Risk Profile as submitted.

10 **Corporate Work Programme 2021/22
Update on the Wellbeing Objectives**

Submitted – The fourth and final quarter progress report for 2021/22 by the Director of Corporate Services.

Reported – The Director of Corporate Services presented the report on the fourth and final quarter updates and advised that the information provided in the report would be used to prepare the annual report which would be presented to Members in September.

Members and officers discussed the report and made the following observations:-

- Improving Management and Understanding of Cultural Heritage – a Member asked on progress regarding the 'walk of the month'. The Director of Corporate Services advised that he was not sure on the progress to date.
- Addressing the Challenges and Opportunities of Post Brexit Land Management Scenarios – a Member asked how things were progressing following a statement made by the Welsh Government the previous week. The Director of Planning and Land Management advised that little progress had been made to date but the Chief Executive was in discussion with the Welsh Government on a

regular basis and advised that a meeting was due to take place at the Royal Welsh Show and any developments would be presented to Members in due course.

- Addressing the Decline in Nature – a Member asked if any work could be done in the meantime in terms of an SPG on biodiversity. The Director of Planning and Land Management confirmed that the National Planning Guidance was currently being amended and he was in contact regularly with Welsh Government Officers and advised that the new guidelines were due to be published very soon and once they were available it would be possible to move forward.
- Supporting Young People – in response to a question, the Director of Corporate Services advised that the work would be given priority by the newly appointed Youth Officer.

RESOLVED to note the report.

11. **Complaints Monitoring Report**

Submitted – A report by the Head of Administration and Customer Care on written complaints received by the Authority.

Reported – The Head of Administration and Customer Care presented the report and outlined the main points.

RESOLVED to note the report.

12. **Minutes of the Plas Tan y Bwlch Management Board**

Submitted - Minutes of the Plas Tan y Bwlch Management Board meetings held on the 9th February and 18th May 2022, for information.

The Chairman of the Plas Tan y Bwlch Management Board presented the minutes. Arising thereon,

Minutes 18th May 2022

Item No. 5 – Condition Survey Report

- Members welcomed the decision on developing a partnership with another organisation in the long term. In response to a question, the Director of Corporate Services confirmed that the surveyor had provided the figure of £30,000 to £40,000 as the amount required to spend on the building annually to maintain the upkeep of the building. He advised that some work needed to be prioritised due to Health and Safety concerns and advised that any decisions on significant expenditure would be presented to Members.
- a Member were concerned of the problem of water entering the building and the Director of Corporate Services provided a further explanation on the matter. He advised that a comprehensive report had been circulated to board members on the condition of the building. The Director of Corporate Services agreed to send a copy of the report to the member.
- In response to a question, the Director of Corporate Services advised that the day to day business was changing constantly and the Authority had not looked in detail at the option of installing solar panels as some of the grounds within Plas were very sensitive.

RESOLVED to note the minutes.

The Chairman on behalf of Members thanked Mr. Owain Wyn who was attending his final meeting for his valued contribution to the Authority. Mr. Owain Wyn thanked the Authority's Staff and Members and wished them well.

The meeting ended at 11.40 a.m.



TAFLEN WEITHREDU – ACTION SHEET

PERFORMANCE AND RESOURCES COMMITTEE – 14.07.2021

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
9. Scrutiny Panel – Snowdonia’s Carbon Account	RESOLVED to re-present an early draft of the Snowdonia Low Carbon Strategy to the Scrutiny Panel later in 2021/early 2022.	The Director of Land Management to collate the issues discussed into a single Snowdonia Low Carbon Strategy.	JC	The target date for a Low Carbon Strategy has been pushed back. This is to allow 2 pieces of work to be assessed by the Carbon Scrutiny Panel. On the basis that there are 3 Scrutiny Panel meetings, this will be reported to a Performance & Resources Report in Autumn 2023 (this could be later if more than 3 Scrutiny Panel meetings are needed).	NO



TAFLEN WEITHREDU – ACTION SHEET

PERFORMANCE AND RESOURCES COMMITTEE – 24.11.2021

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
9. Strategy for Promoting the Welsh Language 2016-21: Assessing the Outcome	RESOLVED to await the outcome of the census, prior to identifying priority areas for the Authority for the next 5 years.	To present a further report and to identify the Authority's priority areas for the next 5 years.	GIJ/BH	Steering Group have developed and agreed a draft strategy, which will be presented for initial comments and feedback at the Members' Working Group on 07/12/22. Following this, the strategy will go out to public consultation.	NO

MEETING:	Performance and Resources Committee
DATE:	30 th November, 2022
TITLE:	EXTERNAL GRANT FUNDING UPDATE REPORT
AUTHOR:	Chief Executive
PURPOSE:	To provide an update on the projects supported by the Authority and confirm priorities for future external grant support

1. BACKGROUND:

- 1.1 At the March Performance & Resource Committee a comprehensive report was presented outlining how the Authority has utilised external grant funding in recent years. An update has been provided approximately every 6 months and this report provides an update on the projects supported by the Authority.
- 1.2 Following correspondence with the Ministers Office on the complexities of delivering short term grants and the need to ensure member involvement in the approval of projects/programmes, Members discussed and adopted the process as appended in Appendix 3. (Performance and Resources Committee March 2022)
- 1.3 Audit Wales have previously highlighted the pressures that supporting delivery through grant sources places on an organisation. Measures have been put in place to address some of the matters identified. A Project Tool Kit was adopted (approved by members Working Group 22.05.19 and since amended in 28.01.22. to include the Welsh Language Policy on Awarding Grants) is being utilised by officers to assess the impact of any project on the Authority.
- 1.4 Since the last report some of the listed projects have been completed and new projects considered. (See Appendix 1 for update)

2. SUSTAINABLE LANDSCAPES SUSTAINABLE PLACES (SLSP) WELSH GOVERNMENT CAPITAL FUNDING:

- 2.1 The Welsh Government approved a three year capital funding programme for the period 01 April 2022 to 31 March 2025 - £800,000 in 2022-23, £850,000 in 2023-24 and 2024-25, the total funding of up to £2,500,000 over the three year period.
- 2.2 The strategic themes and grant allocation for the 2022-25 SLSP funding are:
 - Sustainable Tourism £897,000
 - Supporting Communities £480,000
 - Decarbonisation £553,000
 - Nature Recovery £570,000

2.3 Welsh Government SLSP Approved Projects for 2022-25:

SNPA Lead Officer Head of:	Strategic Theme and Project	Funding 2022/23 £
Conservation, Woods and Agriculture (RhO)	NATURE RECOVERY: Trees and ancient woodland surveys Delivery survey recommendations and agreed action plans Targeted species work Natural Flood Management	210k
Property (ETJ)	ACCELERATING DECARBONISATION: Llyn Tegid – solar panels Energy efficiency of estate Electric Charging points	205k
Engagement (HP) Cultural Heritage (NJ)	SUPPORTING RESILIENT AND GREEN COMMUNITIES: Cronfa Cymunedol Eryri Conservation Areas – Energy Efficiency	125k
Wardens and Access (AD) Cultural Heritage (NJ) Engagement (HP)	DELIVERING SUSTAINABLE TOURISM: Sustainable Tourism: Localised Plans Llwybr Cynwch Path Feasibility Study: Porthmadog – Rhyd Ddu Cylchdaith yr Wyddfa Circular Walk : Cwm Dyli Cylchdaith yr Wyddfa Circular Walk: Nant Peris Llwybr y Mwynwyr Path Access/Footpath Management system Llyn Tegid/Cwm Rhwyddfôr Ardudwy Cultural Heritage Project Sustainable Tourism and Transport Initiatives	260k
	TOTAL	800k

3. SUMMARY OF CURRENT ACTIVE PROJECTS/PROGRAMMES:

3.1 For the benefit of new members to the Authority the table below lists current active projects/programmes, further details can be seen in Appendix 1.

PROJECT	ANTICIPATED END DATE	APPROX VALUE (£)
Carneddau (NLHF)	December 2025	4,170,776
Celtic Rainforest (LIFE)	July 2025	7,604,648
Dolgellau Townscape Heritage (NLHF)	December 2023	1,498,718
North Wales Dark Skies Partnership.	March 2024	227,000

PROJECT	ANTICIPATED END DATE	APPROX VALUE (£)
*Enabling Natural Resources and Well Being (ENRaW) WG, (3 year project) Years 1+2		
*Snowdonia Local Nature Partnership (SLNP) (3 year project) £21k + £2 x £30k grants in Year 2		
* The projects have been combined and funded to end March 2023		
A further £50k capital funding has been secured		New Total 124,000
SMS Dinas Mawddwy	March 2023	550,000
National Grid LEI Carneddau Connectivity (new project part of rolling programme)	2025	200,000
TOTAL		14,375,142

The Projects have been re-profiled and new end dates agreed with the funding partners to take account of slippage during pandemic.

3.2 National Park Partnership and National Park Foundation:

Further smaller scale funding opportunities are being provide through the efforts of either National Park Partnership or the National Park Foundation. These will be reported to members as they are offered to the Authority. In the new year we will be able to announce the details of a funding partnership by NPP and BMW.

4. FUTURE PROJECTS:

- 4.1 Members in the Performance and Resource committee of November 2020 and subsequent Working Groups have provided a strategic steer as to which themes/projects should be develop if funding opportunities arise. These were also reviewed as part of examining Audit Wales recommendations of the Authority's resilience in delivery. List of priority areas identified in *Appendix 2*, amalgamates previous priorities identified for capital projects along with priorities in proving resilient services (Authority December 2021).
- 4.2 Due to the nature of grant bids and timescales involved, members should be asked to review their strategic priorities for external grant at least annually. In my previous report in March, members confirmed that officers should continue to develop and submit bids if those are within the strategic areas agreed by members. As is identified in the flow diagram there are checks and balances in the current structure i.e. the principles of the Project toolkit, consideration by the Management Team and discussion within the Authority's Chair and CEO. At any stage these can be amended, supported, or not developed further, also if the Chair or CEO has reservations in relation to any proposals these can be referred to members for consideration.
- 4.3 Also, during the March meeting of the Performance and Resources Committee, it was also confirmed that member approval should be gained for:
- Any multi-year project
 - Any proposal that does not fit within agreed strategic priorities
 - Any proposal referred to members by the Chair or CEO
 - Any in-year proposal above an agreed financial limit

Proposals that should be noted are:

- Annual instalments in an approved multi-year programme
- Any in-year project below an agreed threshold.

From recent years' experience a meaningful threshold should have a financial value in the region of £100,000 to £150,000.

5. RECOMMENDATIONS:

5.1 To note the capital funded projects 2022-2025

5.2 To note progress on live projects (Appendix 1).

5.3 To confirm priority areas for future bids (Appendix 2).

5.4 To note the Member Approval Flow Chart (Appendix 3).

JO/APCE-SNPA Projects P&R
November, 2022

OVERVIEW OF SNPA PROJECTS APRIL – SEPTEMBER 2022

APPENDIX 1.

1. ON-GOING PROJECTS

PROJECT Details	START / END DATE FUNDING	(MAIN) POTENTIAL RISKS (with MITIGATING ACTIONS IDENTIFIED and in place) Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENTS AGAINST TARGETS/OUTPUTS APRIL – SEPTEMBER 2022
<p>CARNEDDAU LANDSCAPE PARTNERSHIP</p> <p>Helping conserve the threatened heritage of the Carneddau</p>	<p>January 2020 ↓ 30.09.2024 31.12.2025 ↓ A 15 month extension has been approved by Heritage Fund to December 2025</p> <p>£4,170,776</p> <p>SNPA lead with partners</p>	<p>Timetable: The Heritage Fund have formally approved our proposal for a no-cost extension of our practical completion date from 30/09/2024 to 31/12/2025. The extension also includes an allowance for 3 months project closure activity (e.g. legacy activity, final payment request and evaluation report) by the Scheme Manager and Scheme Support Officer until 31/03/2026. Very good progress is being made despite Covid-19. A re-profiling exercise of all project strand activity timetables and spend profiles is under way, which will enable us to monitor progress against realistic targets and up-to-date plans.</p> <p>❖ Match funding pull-back with consequent funding gap The Head of Service and Project Manager will continue to work closely with funders to ensure that all funding requirements and approved purposes are met.</p> <p>Update: The risk of unsecured match funding is now significantly reduced, following two successful National Grid Landscape Enhancement Initiative grant applications worth £400k, with legally-binding agreements in place with core partners to ensure the bulk of partner contributions are upheld. Quarterly Heritage Fund grant claims are ongoing and payments are received without delay.</p>	<p>Cylchdaith y Carneddau: Creation of 63km low level walking route + signage, gates etc</p> <p>Schools/Volunteer Activity Prog. Advocacy for the Uplands: Engagement</p> <p>Cultural Heritage and Historic Environment:</p> <p>Conservation of Natural Resources</p> <p>Carneddau Voices</p>	<p>The programme and budget are still under continuous review, and the work of the project has increased and accelerated this year.</p> <ul style="list-style-type: none"> ➤ Community engagement work continues through the Carneddau Road Show which was held in a number of communities within the scheme's catchment area. There was also attendance at a number of agricultural shows and community events. ➤ Detailed engagement work is taking place with Llanllechid Community Council in order to improve the natural heritage. The Carneddau Partnership facilitates the relationship between the Community Council and statutory bodies in order to develop agreements and frameworks for managing the mountain. ➤ The website launch has been delayed but the work is continuing. ➤ The highly successful Neolithic Axes Project has been held again this year on two sites in the Llanfairfechan area. We are hopeful that Cadw will agree to fund at least another year of this work, beyond what was originally agreed. The project is a great example of community heritage work which involves a wide variety of volunteers and participants. ➤ A project has been drawn up with Ysgol Dyffryn Conwy to create a Travel curriculum with Year 8 geography pupils, responding to the Curriculum for Wales. This will be progressive work with the pupils leading and will be a key part of the Scheme's endowment. ➤ The gorse clearing programme with volunteers continues, by clearing sites for the benefit of archaeological monuments and nature (including the habitat of the chough), with the Snowdonia Society, National Trust, SNPA and RSPB Cymru. ➤ The Voices of the Carneddau art project is underway, and the work produced by schools and artists will be exhibited in the Conwy Culture Center from December 2022 onwards.

PROJECT Details	START / END DATE FUNDING	(MAIN) POTENTIAL RISKS (with MITIGATING ACTIONS IDENTIFIED and in place) Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENTS AGAINST TARGETS/OUTPUTS APRIL – SEPTEMBER 2022
<p>CELTIC RAINFOREST WALES LIFE PROJECT</p> <p>The product of a decade of effort to acquire funding via the European Commissions LIFE Nature and Biodiversity programme to tackle the threat of <i>Rhododendron ponticum</i> (Rp) on the native oak woodlands of the Welsh Atlantic sea border</p>	<p>August 2018 ↓ July 2025</p> <p>£7,604,648</p> <p>Expenditure to date: end of May 2021 £2.35m</p> <p>SNPA lead with partners</p>	<ul style="list-style-type: none"> ❖ Failure to sign up to 20 year agreements ❖ Staffing levels and Turnover ❖ Targets more ambitious and challenging than originally envisaged. Targets not being met <p>The project remains on target to achieve the stated targets and milestones with the exception of 100% sign-up to 20-year conventions (and knock-on impacts on achieving 100% eradication)</p>	<ol style="list-style-type: none"> 1. Eradicate <i>Rhododendron ponticum</i> from within 5 SAC's and surrounding risk-based buffer area. KPI = 7,961.20ha 2. Undertake other woodland management including restoration of 180ha of PAWS woodland and introduction of conservation grazing to woodland sites. 3. Create Rp Management Toolkit which endorses the 3-phase approach to Rp eradication, and host minimum of 20 demonstration and networking events and 12 case studies linked to project objectives. 4. Engage with a minimum of 2,100 members of the public based in target communities in Wales, including a minimum of 800 school pupils. (School sessions = 80) 	<p>From the last update in March a further 1,269 ha of land is under management agreements bringing the total to over 8,302 ha of land under management agreements for Rp eradication as of end of September 2022.</p> <p>A further 159.37ha of PAWS agreed and/or completed totalling approximately 118 ha of PAWS restoration work completed, or underway.</p> <p>Conservation grazing introduced to 202.8 ha of woodland (against KPI of 227ha)</p> <p>161.4 ha of 'other' woodland management completed (against KPI target of 130ha).</p> <ul style="list-style-type: none"> ➤ Rp Toolkit published ➤ 13 x demonstration events held ➤ 3 x case studies produced ➤ Number of persons engaged with significantly surpasses KPI target of 2,100 ➤ 32 school sessions completed reaching 644 pupils and 70 teachers. ➤ 3 "train the trainer" sessions held reaching 16 individuals.

PROJECT Details	START / END DATE FUNDING	(MAIN) POTENTIAL RISKS (with MITIGATING ACTIONS IDENTIFIED and in place) Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENTS AGAINST TARGETS/OUTPUTS APRIL – SEPTEMBER 2022
<p>DOLGELLAU TOWNSCAPE HERITAGE NHLF PROJECT</p> <p>Combines the protection and enhancement of the town's unique townscape with making full use of it to reconnect the residents and visitors of today with the community's history</p>	<p>2016 ↓ 31.12.2022 31.12.2023</p> <p>£1,498,718</p> <p>Quarterly draw down of NHL funding. All external funding secured</p> <p>SNPA lead with partners</p>	<ul style="list-style-type: none"> ❖ Impact of Covid-19 ❖ Loss of Project Manager or support staff before project end ❖ Cost of projects higher than anticipated 	<p>To improve the condition of historic buildings in the central commercial area of the Dolgellau Conservation Area, through historic building repairs, restoration of architectural features, reuse of redundant floor space and public realm works within the central commercial area of Dolgellau Conservation Area with priority given to listed commercial buildings. The project follows the principles and best practice in conserving historic buildings and improving their energy efficiency.</p>	<ul style="list-style-type: none"> ➤ The National Lottery Heritage Fund has approved a further time extension due to problems with progressing with the Ty Newyddion (The Old Wilkins) project, Heol y Bont. ➤ The completion date of the new project is 31 December 2023. ➤ Free Reading Room - Internal work to make the first floor accessible to all along with improvements to the toilet facilities has been completed and the building is now in full use. ➤ One tender was returned in connection with work for Ty Newyddion (the old Wilkins Paper Shop), but the contractor withdrew at the last minute. The architect has now gone out to tender again with the hope that 3 tenders will be returned in October. ➤ External restoration work to Victoria Buildings, Meurig Road has been completed and has made a very positive contribution to the streetscape. ➤ 4 Eldon Row – Welsh Government grant money. A grant proposal has been made since February, but it is not possible to move forward due to significant delays in processing the planning application. Officers report back to the National Lottery Heritage Fund regularly on the matter. ➤ A number of leading community heritage projects are ongoing with Grŵp yr Aran. These include: <ul style="list-style-type: none"> ❖ A book on the wool and leather industries of Dolgellau currently being prepared by Merfyn Tomos. ❖ An archaeological study and report of Wenallt Factory has been completed. This included archaeological investigation training for Grŵp yr Aran members. Another study is underway to interpret Aberneint Mill. ❖ A felt hanging wall interpreting the landscape, buildings, people and industries of Dolgellau being made by the artist, Nicole Le Maire, the town's residents and school pupils. ❖ 4 textile artworks interpreting Dolgellau shoppers from the past completed by textile artist, Josie Russell. This included a workshop day for Ysgol Bro Idris pupils on textile art by Josie. ❖ A series of guided tours by Grŵp yr Aran completed during wool week together with a session by Charlotte Hammond from Cardiff University on the connection between the wool industry and slavery. ❖ An interpretation board has been designed ready to be created and installed in The Marian. ❖ A pamphlet of guided tours and the important places for the wool industry is being printed.

PROJECT Details	START / END DATE FUNDING	(MAIN) POTENTIAL RISKS (with MITIGATING ACTIONS IDENTIFIED and in place) Unless noted otherwise below	<u>SUMMARY OF TARGETS/ OUTPUTS</u>	ACHIEVEMENTS AGAINST TARGETS/OUTPUTS APRIL – SEPTEMBER 2022
<p>NIGHT PROJECT NORTH WALES DARK SKIES PARTNERSHIP</p> <p>The project aims to reduce the harmful impacts of light pollution on human health, biodiversity and the nightscape through education, community outreach and through implementing lighting retrofits.</p>	<p>January 2019 ↓ 2022 2024</p> <p><u>Partners:</u> AONBs : Pen Llŷn, Ynys Môn, Clwydian Range and Dee Valley</p> <p>£227,000</p> <p>SNPA: £40k Partners: £87k Additional WG funding: £100k</p>	<ul style="list-style-type: none"> ➤ Officer leaving the post: an annual programme of monitoring is required to maintain the Dark Skies status. ➤ Monitoring of light pollution needs to be ongoing with events evidence and annual reports submitted to IDA. The designation can be taken away if this is not met. ➤ As the project continues to grow it may become too big for one project officer to manage. ➤ PO could go on long term sick ➤ The project officer's job description has been reviewed as a result there has been an increase in costs. ➤ Higher staff costs on the core officer which is funded by the partnership of 4 designated landscapes. ➤ Concerns of the effect of inflation and effect on partners. 	<p>To train a core group of volunteers to conduct dark sky monitoring around the National Park</p> <p>Conduct retrofitting at key sites of National Park such as Betws Y Coed TIC.</p> <p>Complete 3 Dark Sky Bids for AONBs:</p> <p>Hold one event a month</p>	<p>Funding has been secured to retain the post of Project Officer until March 2024. 25% funded by project partners.</p> <p>Successful monitoring of the Park has taken place, with over 80 sites being recorded. 46 volunteers have been recruited to date and will be trained to continue and support ongoing light monitoring work. Work is currently underway on a HLF bid which hopes to extend the project by 3 years. The EOI had been accepted and full bid requested prior to Covid shutdown.</p> <p>Work is underway on various sites owned by SNPA to reduce their light pollution and carbon emission by retrofitting lights. This will help the Authority reach its carbon goals. Work is also taking place on smaller scale projects within communities to help protect the health of residents and increase their well-being. This work will continue into the future.</p> <p>A number of positive partnerships have been created – e.g. with Adra Housing (NW largest social housing provider) and Plas Y Brenin, the National Outdoor Centre. (see below)</p> <p>Case Studies have been completed with: Ynys Môn AONB team were successful in securing £50,000 from the Welsh Government Sustainable Landscapes Sustainable Places Grant in 2020 to use for Dark Sky retrofitting projects. Clwydian Range and Dee Valley (CRDV): CRDV have recently spent £30,000 of grant money allocated to them to retrofit the lighting at their Loggerheads Country Park, offices and car park.</p> <p>A programme has been drawn up and monthly events take place.</p> <ul style="list-style-type: none"> ➤ Finance was secured for a new post across the 8 designated landscapes in Wales. The project was awarded £522,500 to spend on a capital retrofit lighting project for 2022-25. ➤ The closing date for the new post in 21.11.22. we hope to have a new staff member in place by January 2023. The new staff member will be hosted by Denbighshire Council at Loggerheads but working across the 8 areas. The post will be managed by Snowdonia's Dark Skies Project Officer. ➤ There is a high demand for Dark Skies events and interest in the project has grown. 34 events (in person or virtual) have been held since January 2022 with 1,680 people (9,976 over the duration of the project to date). ➤ A project is half way complete for replacement lights in Snowdonia with projects underway in Bala, Ogwen Ysbyty Ifan and Penrhyndeudraeth. There has been a slight delay in the supply of lighting due to external issues. ➤ The project now has two "Pop up" planetariums, that can be used by other projects in the Park. <p>The project has received numerous awards recently mostly from the design and technology sector and the officer has been awarded status as an European Ambassador. Designated Landscapes Wales led by the North Wales Group have received grant funding from the Welsh Government Sustainable Landscapes Sustainable Places scheme to undertake detailed surveys of the quality of darkness, light pollution problems (Geographical) and draft a programme for installing suitable lighting to mitigate the effects. The new officer will lead on the work.</p>

PROJECT	START / END DATE FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	DELIVERY OF PRINCIPLE STRATEGIC TARGETS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS APRIL – SEPTEMBER 2022
<p>WELSH GOVERNMENT'S ENABLING NATURAL RESOURCES AND WELLBEING (ENRaW)</p> <p>SNOWDONIA LOCAL NATURE PARTNERSHIP (SLNP)</p> <p>The projects have been combined and funded to end March 2023</p> <p>A further £50k capital funding has been secured New Total £124,000</p>	<p>April 2019 ↓ March 2023</p> <p>Collaboration between SNPA and various Environmental NGOs</p>	<ul style="list-style-type: none"> ❖ Staff changeover: Project co-ordinator has recently left the post. Currently recruiting ❖ Capacity of delivery partners <p>Many risks arisen due to the Covid-19 crisis:</p> <ul style="list-style-type: none"> ❖ Funding not being spent ❖ Projects behind profile ❖ Failure to achieve 20% income generation by the end of the three years. LNP Cymru are looking to revise this target as the consensus as a whole across the network is that this is impossible to achieve and that the project cannot continue without Welsh Government funding. <p>The project remains on target to achieve the individual accumulative targets designated by the end of the three years.</p> <p>Targets for the second year fell short, particularly targets such as community outreach activities due to the restrictions presented by Covid-19. It is hoped that these targets will be achieved by the end of the project by increasing the amount of activities and outreach events held in the third year.</p>	<p>The SLNP has been established as part of a pan-Wales project to create a collaborative approach to safeguarding, enhancing and restoring biodiversity in the wake of the biodiversity crisis</p>	<p>The Snowdonia LNP has already collaborated on several projects to date:</p> <ul style="list-style-type: none"> ➤ Coed Felin-rhyd and Llennyrch access improvement with the Woodland Trust; ➤ Harlech leisure centre biodiversity improvement project with Harlech and Ardudwy community group; ➤ Snowdonia Living Churchyards project with the NWWT; ➤ Gwaith Powdwr nature reserve bat habitat improvements also with NWWT. <p>The new Local Places for Nature project which has succeeded the funding of GANLL / ENRaW is a £50k annual project which focuses on restoring and improving natural capital assets by creating nature on our doorstep.</p> <p>Snowdonia LNP implements the Tŷ Natur project, with the aim of improving biodiversity in locations where people live, working with social housing providers (Adra, Grŵp Cynefin and Cartrefi Conwy) and other key landlords (National Trust) in Snowdonia National Park.</p> <p>The multi-beneficial improvements include creating wildflower meadows, planting trees/orchards, installing swallow nest boxes and making changes to inappropriate lighting.</p> <p>The project remains on track to achieve the targets after 6 busy months of working together with the housing associations and engaging with their tenants to create plans for the green areas of their estates. We will now prepare and organise the work to be carried out over the winter.</p>

PROJECT	START END DATE And FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	DELIVERY OF PRINCIPLE STRATEGIC TARGETS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS
<p>SMS Funded Project</p> <p>CYNEFINOEDD CYNALIADWY AMAETHWYR MAWDDWY</p> <p>(Mawddwy Farmers’ Sustainable Habitats)</p> <p>A group of farmers around Dinas Mawddwy will work with Snowdonia National Park Authority, to maximise natural resources, improve visitor experiences and community benefits.</p> <p>The project aims to restore uplands and manage them for biodiversity, climate change resilience, water regulation and recreational benefits.</p>	<p>01 April 2021 ↓ 31 March 2023</p> <p>100% funded through WG Rural Development Programme as a Sustainable Management Scheme</p> <p>£499,641.00</p>	<p>Covid Restrictions have now been relaxed, and public engagement has resumed. Events have been held in local locations. The relaxation of the rules has enabled the project to work alongside the Snowdonia Society to get enthusiastic people to join the project.</p> <p>The effects of Brexit can disrupt material supply chains: including fence posts and culvert pipes. Delivery issues could slow down the build of these features or cause additional costs.</p> <p>Update: No supply problems have been encountered thus far, but prices have risen. Material such as fence posts, culvert pipes, aggregates and transport has increased significantly.</p> <p>Not getting planning permission for access routes to complete peatland work.</p> <p>Update: Permission has been received to create access to carry out the peat restoration work. Unfortunately in the meantime, the tendering process has been very difficult, and the only helicopter service that applied has had problems due to the pilot's illness. It is unclear what exactly can be done about the situation at present.</p> <p>Staffing: Project Officer leaving the job before completing the project. If this were to happen, the most practical option would be for the organisations sitting on the Project Steering Board to use internal staffing, expertise and time in order to complete the project and its proposed Outputs.</p> <p>Update: The project officer has moved to another job and we are in the process of reorganising departmental work to get someone to take on the responsibilities. Due to a freeze in recruitment this is currently problematic.</p> <p>Underspend – Following the tender process for peatland restoration work on Hengwm Mountain, Esgair Adda and Mynydd Bwlch, the quotations were lower than expected. Following this year's quotations it is expected that next year will also be lower. To counteract any underspend, more farm capital work will be agreed.</p> <p>Update: There is a strong potential for underspends if the path work cannot be completed, with the potential to move spending being very limited so early in the plan.</p> <p>A request for an extension of the time to complete the work has been made but there is currently no guarantee that it can be achieved.</p>	<p>No. of jobs created: Final target = 1 Achieved</p> <p>No. of training days: Final target = 2</p> <p>No. of stakeholders engaged: Final target = 10 Achieved</p> <p>Managed access to countryside or coast: Final target = 1000m Achieved</p> <p>No. of actions to utilise natural resources for health benefit: Final target = 4 Achieved</p> <p>Area of peatland habitat re-wetted: Final target = 69ha Achieved</p> <p>0.17 No. of cooperation operations supported: Final target = 1 Achieved</p>	<p>No. of jobs created: Final target has been achieved.</p> <p>No training days have been arranged to date. Hedge laying training has been discussed with Cymdeithas Eryri.</p> <p>This target has been completed. Co-operation with the farmers, working with Cwmni Nod Glas, Coleg Meirion Dwyfor, Tilhill, Cymdeithas Eryri and community council.</p> <p>This target has been achieved through the creation of Bryn Uchaf permissive footpath.</p> <p>This target is complete. A schedule of volunteer days was arranged throughout this planting season. Volunteer days consisted of woodland and hedgerow planting. In addition, events have been held with the Dark skies</p> <p>Mynydd Hengwm (58.9ha), Esgair Adda (57ha) and Mynydd Bwlch (70ha) have been restored</p> <p>This target has been achieved. The project is working closely with Cwmni Nod Glas to improve footpaths in the area and improve their promotion through developing a community website</p>

PROJECT	START END DATE And FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	DELIVERY OF PRINCIPLE STRATEGIC TARGETS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS
(Rolling Programme) National Grid Landscape Enhancement Initiative Project No. 4 CARNEDDAU CONNECTIVITY	2021/22 – 2025 £200k	Risk: Coed Gorddinog, Llanfairfechan The landowner has stated he has no interest in managing the Rhododendron on Gorddinog hall land. This is an important risk to reaching the target and not being successful – discussions are ongoing with the landowner and other potential new sites are being explored as a replacement Risk: The work costing more than anticipated in the application and potential for overspend	9,000m Hedgerow Restoration 5,927 Tree Planting (Ffridd & Streamside Corridors) 2ha Woodland Creation 26ha Rhododendron Removal 3.5ha Meadows Creation	49% of the target contracted or committed. 2000 planted last year by the 'sabre planting' method in Anafon. Another 2000 to go into the next year. 1885 additional scattered trees contracted or committed to this year. 2.5ha of woodland has been agreed with a land owner but is awaiting an archaeological consultation before entering into an agreement. 3.4ha of Rhododendron work completed at Llys y Gwynt. 1.67ha of new meadows contracted and completed / in progress. The rest of the sites to be completed next year.

2. NEW PROJECTS: (Excluding Welsh Government Sustainable Landscapes Sustainable Places (SLSP) funded projects)

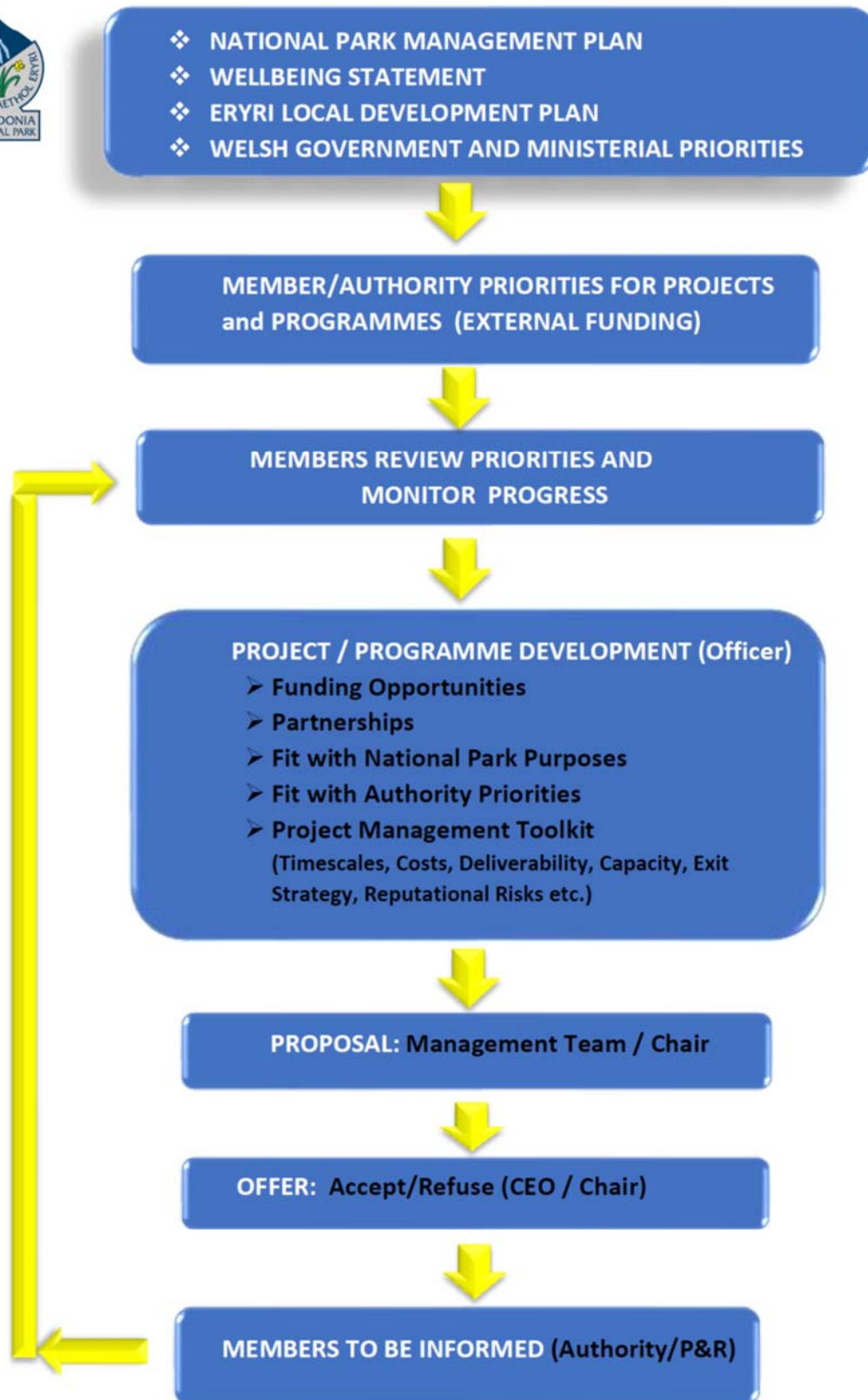
PROJECT	START END DATE And FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	DELIVERY OF PRINCIPLE STRATEGIC TARGETS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS
National Grid Landscape Enhancement Initiative MIND THE GAP	2022 – 2025 £200k contribution from National Grid LEI, all other cost (min 25%) are in kind or cash contribution from partners.	Delayed start date: Covid 19 – see above LEI projects Loss of Project Officer: work spread out amongst partners. Flexibility within CCA Dept. to cover PO Delayed OFGEM approval meaning other stakeholders may seek other funding sources – regular meetings with stakeholders held to keep interested parties motivated	19.62 ha Rhododendron management 310m hedgerow restoration 1,068m ² dry stone wall restoration 1 Building refurbishment 2,090 m of fencing to manage habitats 6,800 broadleaf trees planted 160 parkland style trees planted	Project start delayed – awaiting OFGEM Approval Flexibility written into project to mitigate against delays

SNPA PRIORITIES FOR CAPITAL AND REVENUE BIDS:

Members have considered priorities for bidding purposes periodically over the last few years and specifically at the Performance and Resource committee (November 2020 and July 2021) and Working Groups (March 2021 and June 2021) and also as part of the report on the Resilience of the Authority in providing its services (considered by the Authority on 08th December 2021). The following amalgamates considerations, which also include priorities as identified by Officers, Members have previously noted and confirmed these which are priorities and delivery areas which require further support or developed if resources are made available:

1. visitor management strategy
2. impact of tourism
3. youth manifesto
4. cycling infrastructure and possible development of former railway tracks
5. working in partnership with other bodies
6. Consider how different projects can relate with each other and make a difference at a relatively low cost e.g. water refill points, potentially reducing the amount of plastic waste
7. Steps to mitigate pressures in the north of the National Park
8. To extend an invitation to both Gwynedd and Conwy Youth Councils to suggest potential funding areas so that the Authority can benefit from the views of our young people
9. To select elements which can be easily delivered from the recent Traffic Management Scheme
10. Planning service
11. Economy – understanding of rural, land based and environmental economies
12. Grant management
13. Sustainable tourism
14. Decarbonisation
15. Nature recovery and climate change
16. Working with young people
17. Heritage.

EXTERNAL FUNDING : PROJECT/PROGRAMME DEVELOPMENT & APPROVAL



MEETING:	Performance and Resources Committee
DATE:	30 th November, 2022
TITLE:	STRATEGIC SCRUTINY FOR 2023-24
AUTHOR:	Chief Executive
PURPOSE:	To note the report and consider further scrutiny areas for 2023-24 in the next financial year

1. BACKGROUND

1.1 In July 2019 members received a report and approved a series of matters that involved the governance of the Authority. Specific to scrutiny the following was approved:

- To proceed with a programme of strategic scrutiny, the programme to be agreed annually by the Performance & Resource Committee.
- To scrutinise between one and three subject areas per year.
- To retain the current meeting structure for scrutiny.
- To abolish the role of Member Champions.
- That each strategic theme of scrutiny to have a Member lead.
- Due to the increase in scrutiny demand by the Members Working Group, for the Chair of that group to be appointed from Members with remunerated roles.
- Introduce a Strategic Actions Log.

1.2 Members also noted that the ability to scrutinise is dependent on availability of appropriate data and staff time. They also noted that they believed that they had the capacity to undertake further scrutiny within the allocated time allowed and agreed to extend the working group once a quarter to include an afternoon.

2. SCRUTINY CONDUCTED TO DATE:

2.1 Since 2020 members and officers have scrutinised the following subjects:

- Corporate Plan (now the Well-being Plan)
- Carbon account
- Traffic Management
- Place names
- Governance.

- 2.2 After conduction the first scrutiny in 2020 it is apparent that a clear structure is needed to conduct such deep dives. Each subject needs to set a realistic timeline on its work, what is to be examined, what evidence is required, which outcomes are sought and identify staff resource to provide support.
- 2.3 Since receiving the Aquatera and Small World Consultancy reports on Carbon within Snowdonia the work of the Carbon group has been extended to consider the implications of both reports. The group feels that the workload involved is substantial.

3. WORKLOAD FOR 2023-24:

- 3.1 As stated, Carbon scrutiny is likely to be consuming for the next year in terms of officer time, as this is a matter across the whole of the Authority. The Senior Management Team have considered the capacity of staff for the coming year to support Members in conducting further strategic scrutiny. There are differing pressures on staff and staffing levels are pressured. Combined with the potential implications of responding to inflationary pressures on the Authority, the Senior Management Team feel that the Authority should not commit at this moment of time to a further programme of strategic scrutiny. This can be reviewed in the new financial year.

4. RECOMMENDATIONS:

- 4.1 **To note the continued scrutiny role in relation to Carbon.**
- 4.2 **To consider further scrutiny areas in the next financial year.**

MEETING	Performance and Resources Committee
DATE	30 th November, 2022
TITLE	CORPORATE WORK PROGRAMME 2022-23
REPORT BY	Director of Corporate Services
PURPOSE	Progress Report on the First and Second Quarters (April – September), 2022

1. BACKGROUND

- 1.1 Enclosed is a report on the Corporate Work Programme containing details of the progress made in Quarters One and Two (April – September) 2022 in undertaking the agreed projects and initiatives for achieving the Authority’s agreed Wellbeing Objectives
- 1.2 Officers will be in attendance at the meeting to give further detailed information if required.

2. RECOMMENDATION

- 2.1. To examine and discuss the attached Corporate Work Programme.**

3. BACKGROUND PAPERS

- 3.1. Corporate Work Programme 2022-23: First and Second Quarter Updates.



WELLBEING OBJECTIVES 2022-23: CORPORATE WORK PROGRAMME

The Authority's Well-Being Objectives, Corresponding Projects/Initiatives and Outcomes of Success
First and Second Quarter Updates for 2022-23: April – September, 2022

The Wellbeing Objectives have been cross-referenced to targets set for SNPA in the current Welsh Government Remit Letter indicated in table by
 (Appendix 1 : Targets of Remit Letter)

RESILIENT ENVIRONMENTS








This outcome will be achieved by:	AC 1	IMPROVING RECREATION MANAGEMENT AND ANY NEGATIVE EFFECTS OF RECREATION
-----------------------------------	------	---


Out-Come No.	Qtrly. Progress Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.1	 Qtrs. 1 + 2 Update	<p style="color: red; margin: 0;">Monitor visitor numbers through people counters to establish the impact of users across the National Park</p> <ul style="list-style-type: none"> ➤ Major programme of repair, renewal and upgrading of counters across the National Park approaching completion. ➤ 2021 Report: <ul style="list-style-type: none"> ❖ Report will be issued once data from Ogwen added (issues with Ogwen counter) ❖ Draft report shows similar number to 2019 but with concentrations of figures in August compared to pre-covid, as well as increased visitor numbers in the south of the National Park. ❖ Carneddau – discussions ongoing with Carneddau team and work will begin on installation early next year. 	March 2023	Ho Engagement Access & Well-being Mgr.
	Qtr. 3			
	Qtr. 4			


Progressed and within timetable.


Delayed and/or to be progressed in next quarter for completion by March 2023






Not progressed and/or will not be completed by March 2023


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.2  1.2.1	  Qtrs. 1 + 2 Update	2022 Season Messaging Campaign to raise awareness of the National Park and it's Special Qualities, influence positive behaviour and to tackle unlawful fly-camping – implemented and results/reach reported on. <u>The three Welsh National Parks have delivered a joint visitor campaign to address visitor management challenges</u> Funding received from Visit Wales to run the joint campaign. Campaign is drawing to a close. Metrics on the campaign will be shared in Q.3.	December 2022 + Ongoing	Hof Engagement + Sustainable Tourism Officer
	Qtr. 3			
	Qtr 4			
1.2.2	 Qtrs. 1 + 2 Update	<u>We are working closely with Gwynedd Council to address issues with fly-camping and motorhomes.</u> ➤ Strategic discussion held with Members at Working Group. As a result: ➤ A 12 month plan has been developed. ➤ Update sent to community councils. ➤ Campervan leaflet (and web-page) developed to encourage responsible use of the National Park. Including best practice and encouragement of use of local campsites. Good feedback on leaflet. ➤ Leaflet dispenser installed at Llyn Tegid. ➤ Specific measures being discussed to further address issues at Llyn Tegid. ➤ Continuing to liaise with Gwynedd and Conwy on their work. ➤ Review of LDP will include reviewing available data on demand/supply issues in the National Park re motorhomes.	“	“
	Qtr. 3 Qtr 4			


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023










 Not progressed and/or will not be completed by March 2023


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
1.2.3	 Qtrs. 1 + 2 Update	<u>Opportunities have been explored to develop Welsh National Park Experiences that are focused on Special Qualities and sustainable tourism</u> <ul style="list-style-type: none"> ➤ Discussions have taken place with NP group on NP experiences and results so far have been fairly limited in terms of results. Initial discussions therefore to be held with Dolan – a community led scheme locally - to see how we can support their work, with particular emphasis on the NP’s Ambassador Scheme. ➤ Yr Wyddfa di-blastic scheme Officer will also work on pilot accreditation scheme on reducing plastic use by businesses. 	Dec. 2022 and ongoing	Ho Engagement + Sus. Tourism Officer
	Qtr. 3			
	Qtr. 4			
AC 1.3	 Qtrs. 1+2 Update	Improved provision for public engagement at Betws y Coed Information Centre via an upgrade of visitor facilities <ul style="list-style-type: none"> ➤ Virtually Reality Yr Wyddfa Experience is now open. ➤ Panels for sandbox being developed. ➤ In house Technician will be building benches and planters over winter using timber from our sites. ➤ External signage also being progressed. 	Anticipated completion by August 2022	Sustainable Tourism Manager
	Qtr. 3			
	Qtr. 4			


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023










 Not progressed and/or will not be completed by March 2023


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.4 	 Qtrs. 1+2 Update	Identify and quantify access work to mitigate the effects of people pressure Small scale access works are identified and managed by the Area Wardens. Small to medium works are led by Area Wardens with the support by Senior Wardens. Works are discussed and confirmed in their work plan and/or area place plans. Larger access work is assessed and discussed at 'Access Project Prioritization Meetings' which consist of the Head of Warden Service, Senior Wardens, Wellbeing and Access Manager and Access Project Officer.	Ongoing	Ho Wardens & Access (WaA)
	Qtr. 3			
	Qtr. 4			
AC 1.5 	 Qtrs. 1+2 Update	Produce an Engagement Strategy for footpath works in Snowdonia Research done – information request made to UK National Parks. Work will progress over coming months.	Sept. 2022	Ho WaA
	Qtr. 3			
	Qtr. 4			
AC 1.6 	 Qtrs. 1+2 Update	Produce guidelines for undertaking access route works in Snowdonia Draft produced – need to review and submit draft to management team for initial comments beginning of 2023.	Sept. 2022	Ho WaA
	Qtr. 3			
	Qtr. 4			


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023










Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.7	 Qtrs. 1+2 Update	Ensure that promoted routes are regularly surveyed, maintained and improved when necessary Work continues. Extra assets in the form of Seasonal Wardens has improved capacity.	Ongoing	Ho WaA
	Qtr. 3			
	Qtr. 4			
AC 1.8	 Qtrs. 1+2 Update	Area Wardens to work with communities and partners to identify and take advantage of opportunities to provide a range of promoted routes for varying abilities Work continues. Additional funding will support the works.	Ongoing	Ho WaA
	Qtr. 3			
	Qtr. 4			
AC 1.9	  Qtrs. 1+2 Update	Work across the Authority to integrate work programmes and progress implementation of Area Plans Work continues. Some area's need more assistance and guidance. New recent source of funding, SLSP, will improve partnership work between Environment, Agriculture and Conservation service.	Ongoing	Ho WaA
	Qtr. 3			
	Qtr. 4			
AC 1.10	  Qtrs. 1+2 Update	Secure funding and recruit an officer to develop the Wyddfa Di-blastig project Funding secured and officer recruited. COMPLETED	October 2022	Partnerships Manager


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023








This outcome will be achieved by:	AC 2	RESPONDING TO THE CHALLENGES OF CLIMATE CHANGE
-----------------------------------	------	---


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 2.1 	 Annual	Ensuring the implementation of the current LDP policies that contribute to mitigating climate change	Reported annually	Ho Planning PPO
AC 2.2 	 Qtrs. 1+2 Update	Energy efficiency and reducing carbon footprint of SNPA buildings to be integral part of new Asset Management Plan (to be adopted from April 2022) and aligned with Wales Prosperity for All – A Low Carbon Public Estate targets Work ongoing, delayed due to submitting bids for further decarbonisation projects to SLSP funding 2022-2025 and applications for further grants to improve facilities which incorporates on site solar energy production.	Asset Management Plan adopted From April 2022 and ongoing	Ho Property
	Qtr. 3			
	Qtr. 4			
AC 2.3 	 Qtrs. 1+2 Update	Develop an Action Plan for SNPA to be carbon neutral by 2030 based on the recommendations of the Carbon Study report Final report expected by Aquetera in October. Report to be considered by the Carbon Account Task & Finish Group with recommendations for action incorporated into relevant documents e.g. Asset Management Strategy.	Ongoing 2030	CEO Ho Property
	Qtr. 3			
	Qtr. 4			


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023





Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 2.4 	 Qtrs. 1+2 Update	Commission a report to identify how the Authority can assist towards the National Park area being carbon neutral by 2050 to include specific reference to land management and working beyond SNPAs properties Final report received by Small World Consultancy. Carbon Account Task & Finish Group to consider the strategic actions identified. National Parks and Areas of Outstanding Beauty of Wales to consider a joint statement on addressing common challenges identified.	Dec. 2022	CEO
AC 2.5 	 Qtrs. 1+2 Update	Support a strategic partnership with Welsh Government, Brecon Beacons and Pembrokeshire Coast National Park Authorities on Nature Recovery and Carbon Sequestration in the Designated Landscapes of Wales and hosting the post of strategic lead Officer has been appointed, starting in post October.	Ongoing	CEO
	Qtr. 3			
	Qtr. 4			


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023













This outcome will be achieved by:	AC 3	IMPROVING MANAGEMENT AND UNDERSTANDING OF CULTURAL HERITAGE
-----------------------------------	------	--


Out-Come No.	Qtrly. Progress Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 3.1 	 Qtrs 1 + 2 Update Qtr. 3	Development and adoption of the SNPA Cultural Heritage Strategy Two workshops have been held with service staff. Initial desk-based research and consultation with key partners is ongoing.	Autumn 2022	Ho Cultural Heritage
AC 3.2 	 Qtrs. 1+2 Update Qtr. 3 Qtr. 4	Ensure that the Carneddau Landscape Partnership Scheme Work Programme for 2021/22 is completed on time to ensure that the Project remains on track for completion by 2025 Covid has had an impact on the timetable for completion and regular re-profiling takes place in order to manage risks to the timetable. An extension of time has been granted and talks are ongoing with funders in regards to securing a further extension of time due to the ongoing impact of the pandemic. Nevertheless, good progress is being made and activity has increased since Spring 2022 as working practices return to their pre-pandemic state.	Ongoing 2025	Carneddau LPS Mgr.


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023










 Not progressed and/or will not be completed by March 2023


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 3.3 	 Qtrs. 1+2 Update	Review progress delivery of the Dolgellau Townscape Heritage Scheme in readiness for completion of the scheme by December 2023 The Scheme has been awarded a 12 month extension until 31.12.2023, due to the impact of the Covid 19 pandemic on the Scheme. Increased costs (materials and inflation) are posing a challenge to projects within the Scheme. Good progress is being made elsewhere and most Scheme projects are now complete. Regular communication is taking place with funders and the project is on course for completion by December 2023.	Completion of Scheme	Dolgellau TH Project Mgr.
	Qtr. 3 Qtr. 4			
Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 3.4 	 Qtrs.1+2 Update	Develop the Harlech and Ardudwy Cultural Heritage project that will enable the Authority to apply for external funding in due course The project is on course for completion by Autumn 2022. It is anticipated that funding applications will be submitted in Spring 2023.	March 2023	Cultural Heritage Project Officer
	Qtr. 3 Qtr. 4			
AC 3.5 	 Qtrs. 1+2 Update	To actively contribute to the work programme of the North West Wales Slate Landscape World Heritage Site Action Plan Officers continue to work with partners of various parts of the Action Plan, including interpretation, conservation, planning and the steering group. Interpretation of Ynyspandy and Plas Tan y Bwlch is underway and pre-application planning advice is being sought.	March 2023	Ho Cultural Heritage
	Qtr. 3 Qtr. 4			


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023



 Not progressed and/or will not be completed by March 2023

AC 3.6 	 Qtrs. 1+2 Update	Wardens to lead monthly walks with guest specialist to promote nature, culture and heritage All of the authority's promoted routes are now online. Walk of the month has restarted on the new website and planning for the guided walks has started.	Ongoing 2023/24	Ho Wardens & Access
	Qtr. 3			
	Qtr. 4			
AC 3.7 	 Qtrs.1+2 Update	To actively contribute to the ongoing work programme of the Cadw-led Historic Environment Group (HEG) and its associated working groups including Wellbeing, Climate Change Mitigation, Peatlands and Local Heritage Officers continue to work with partners on all elements of HEG.	Ongoing	Ho Cultural Heritage
	Qtr. 3			
	Qtr. 4			
Out-Come No.	Qtrly. Progress Status	  	Time-table	Officer (s) Responsible
Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)				
AC 3.8 	 Qtrs. 1+2 Update	Sustain and develop Yr Ysgwrn as a museum and cultural centre of national repute including the delivery of the "Geiriau Diflanedig" exhibition project onsite in a post Covid world Summer of Fun funding provided by the Welsh Government has been secured in order to fund a full family activity programme for July-September, 2022. The Geiriau Diflanedig project will be delivered in Summer 2023. Officers are currently working with colleagues at the National Museum of Wales and Pembrokeshire Coast National Park Authority to deliver the project. Summer of Fun funding provided by the Welsh Government has been secured in order to fund a full family activity programme for July-September, 2022.	Sept. 2023	Ho Cultural Heritage
	Qtr. 3			
	Qtr. 4			






 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023


AC 3.9		Progress Conservation Area Appraisals and Management Plan/Delivery as a baseline of information for developing potential capital projects in subsequent years	March 2023	Ho Cultural Heritage Historic Env. Planning Officer
	Qtrs. 1+2 Update	Drafts of the documentation have been completed. Public consultation will take place during Autumn 2022. In June 2022 the Conservation Areas fit for the Twenty-First Century Project was presented to Members during a Members Working Group for discussion regarding progress on the project. At a subsequent Planning & Access Committee held in September 2022, Members approved the documents to be subject of a 6 week Public Consultation.		
	Qtr. 3			
	Qtr. 4			


This outcome will be achieved by:	AC 4	ADDRESSING THE CHALLENGES AND OPPORTUNITIES OF POST BREXIT LAND MANAGEMENT SCENARIOS
-----------------------------------	------	---

Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 4.1	 	Assist in the development and design of future land management proposals with Welsh Government and Natural Resources Wales, to ensure that Eryri benefits from future proposals and that the strategic aims of Cynllun Eryri are reflected in future proposals	Ongoing	Ho CWA * CEO Dir. Planning & Land Man.
	Qtrs. 1+ 2 Update	Engagement underway as much as WG permits, a rather restricted co-design process		
	Qtr. 3			
	Qtr. 4			

 Progressed and within timetable.





 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023


AC 4.2		Maintain close working relationship with the land based sector to ensure that the Authority has an understanding of the ongoing implications off Brexit on land management	March 2023 Ongoing	Ho CWA *
	Qtrs.1+2 Update	Ongoing, close working relationship is maintained		
	Qtr. 3			
	Qtr. 4			


*Head of Conservation Woodlands and Agriculture (CWA)










This outcome will be achieved by:	AC 5	ADDRESSING THE DECLINE IN NATURE
-----------------------------------	------	---


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 5.1	 Qtrs. 1+ 2 Update	Develop and Action Plan based on understanding and contents of e.g. SoNaRR (State of Natural Resources report), State of the National Park etc. to inform on priorities for nature recovery in Snowdonia Loss of key officer has delayed progress, alternative delivery mechanisms being considered and awaiting confirmation of continued funding form WG for next three years	March 2023	Ho CWA
	Qtr. 3			
	Qtr. 4			


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023



 Not progressed and/or will not be completed by March 2023


AC 5.2 	 Annual	Continuing to deliver biodiversity enhancement through the development management process and to ensure adherence with any forthcoming Welsh Government published guidance	Reported annually	Hof Planning Principal Planning Officer Policy (PPOP)
Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 5.3 	 Qtrs. 1+2 Update	Ensuring an SPG on biodiversity is produced to support the Development Management process by 2023 once guidance by Welsh Government is published This will be progressed once the Welsh Government guidance on biodiversity enhancements has been published.	March 2023	Ho Planning PPO Policy
	Qtr. 3			
	Qtr. 4			
AC 5.4 	 Qtrs. 1+ 2 Update	Continued delivery of approved projects that address the aims of Cynllun Eryri (e.g. HLF Carneddau, LIFE Celtic Rainforest, Raised Bog, Quaking Bog, Curlew project) and develop further programmes Additional project funding secured through 3 Welsh Government Sustainable Landscapes Sustainable Places programme, National Grid Projects and Natural Flood Management project funding is expected by National Parks Partnership	Twice yearly update reports on individual projects	Ho CWA Project Managers
	Qtr. 3			
	Qtr. 4			


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023

AC 5.5 	 Qtrs.1+2 Update	To progress a National Park wide survey of Trees and Ancient Woodland sites (PAWS) Work progressing and funding secured for further 3 years survey and restoration	March 2023	Ho CWA
	Qtr. 3			
	Qtr. 4			


Progressed and within timetable.


Delayed and/or to be progressed in next quarter for completion by March 2023


Not progressed and/or will not be completed by March 2023

OUTCOMES:

RESILIENT ENVIRONMENTS: We will know we are succeeding in delivering the well-being objective when:

AC1: We will have developed and implemented guiding principles and thresholds in relation to visitor impacts on the environment and landscape *(as per Cynllun Eryri Outcome A1.1)*

AC1: We have ensured that uplands paths are well maintained to manage the impacts of erosion and prioritise work based on the number of footpath users *(as per Cynllun Eryri Outcome A1.2)*

AC1, 2: We have reduced the impacts of parking and transport on the environment and landscape *(as per Cynllun Eryri Outcome A1.4)*

AC1: We have reduced any negative impacts of recreational activities *(as per Cynllun Eryri Outcome A1.5)*

AC1: Using the brand marketing strategy as a foundation, we will have developed a shared plan with partners on the information we provide to visitors, with an emphasis on the Special Qualities and behavioural change *(as per Cynllun Eryri Outcome B3.3)*

AC2, 4: The carbon emissions of Snowdonia National Park are reduced *(as per Cynllun Eryri Outcome A3.1)*

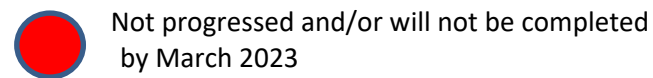
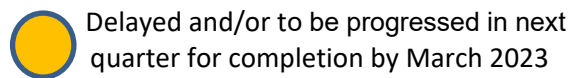
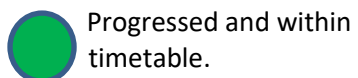
AC2, 4: We have safeguarded and increased the amount of carbon stored in Snowdonia *(as per Cynllun Eryri Outcome A3.2)*

AC3, 4, 5: We have co-ordinated and implemented an ambitious public goods scheme that focuses on maintaining, restoring and expanding habitats, species, historic environment features and wider public goods *(as per Cynllun Eryri Outcome A2.1)*

AC5: Biodiversity decline is being addressed through maintenance, restoration, expansion and connectivity activities *(as per Cynllun Eryri Outcome A2.2)*





AC2, 4, 5: We have continued to expand current Partnership actions to control and reduce the extent of invasive species *(as per Cynllun Eryri A4.2)*


AC3: We have supported the repair and restoration of listed buildings, supported the safeguarding of Scheduled Monuments and developed and implemented landscape scale projects which benefit the historic environment *(as per Cynllun Eryri A6.1. A6.2. A6.3).*





RESILIENT COMMUNITIES

This outcome will be achieved by:	CC 1	MAINTAINING AND INCREASING THE QUALITY OF LIFE OF RESIDENTS
-----------------------------------	------	--



Out-Come No.	Qtrly. Progress Status 	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.1	 Qtrs. 1 + 2 Update	<p style="color: red;">Develop an online resource as part of the new website relating to activities and routes within the National Park targeted and tailored appropriately</p> <ul style="list-style-type: none"> ➤ All of the authority’s promoted routes are on the new website. Next step is to raise awareness of the ‘resource’ to partners and the health board. ➤ Additional resources and videos being developed for disabled users. <p style="text-align: center;">WORK COMPLETED and can be explored on website</p>	Work to start April 2022 once new website launched	Ho Engagement Ho Warden Svc. Brand & Content Manager - website
CC 1.2	  Qtrs. 1+2 Update	<p style="color: red;">As part of the SNPA Volunteer Strategy and in collaboration with partners, continue to expand volunteer opportunities within the National Park that include both physical and cultural activities</p> <p style="color: red;">As part of the SNPA Volunteer Strategy and in collaboration with partners, continue to expand volunteer opportunities within the National Park that include both physical and cultural activities</p> <p>Significant amount of new and ongoing opportunities being developed/supported by Volunteer and Well-being officer including:</p> <ul style="list-style-type: none"> ➤ Caru Eryri – partnership volunteer scheme with Snowdonia Society, National Trust and Outdoor Partnership. 2 tonnes of litter cleared from the busiest paths and car parks over 2021/2022 season. This year 113 volunteers contributed 2304 voluntary hours, and 121 days spent caring for Snowdonia. 	Ongoing	Ho Engagement Volunteer & Wellbeing Officer


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023





		<ul style="list-style-type: none"> ➤ Yr Wyddfa Volunteers Wardens. 36 Snowdon Volunteer Wardens and 10 Cader Idris Volunteer wardens completed 1602 voluntary hours in 2022. Approx 250 bags of litter collected. ➤ Carneddau Landscape Partnership volunteering including gorse clearance and neolithic axe digs 359 volunteers including school groups, 1654 voluntary hours. ➤ Volunteering events with local youth groups, refugee groups, corporate groups and DofE groups. Activities include include invasive species control and woodland management, peatland restoration work in Dinas Mawddwy, and many tree and hedgerow planting days from Nov through to April. ➤ Estimated value of volunteering to the Authority so far in 2022 is £52,800 (economic volunteer value calcs using UK living wage of £9.50). 		
	Qtr. 3			
	Qtr. 4			

Out-Come No.	Qtrly. Progress Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.3	 Qtrs. 1+2 Update	Develop volunteering opportunities for under-represented, vulnerable and disadvantaged groups New project starting in November 2022 working with “Pobl i Bob!” to bring Syrian, Afghan and Ukrainian guests into the National Park for guided walks and fun conservation activities.	Ongoing	Ho Engagement Volunteers & Wellbeing Officer
	Qtr. 3			
	Qtr. 4			
CC 1.4	 Annual	Ensuring planning takes a pro-active role in encouraging affordable housing by working with other agencies in this sector, in order to try and achieve the annual target set out in the LDP	Reported annually	Ho Planning






 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.5		Continue to provide funding and measures to support local communities and economies through the Cronfa Cymunedol Eryri Community Fund particularly where these are led by communities themselves - in green infrastructure, improved access to recreation for health and wellbeing, energy generation, local environmental improvements such as litter and waste management, community development and the Welsh language	March 2023	Partnerships Manager
	Qtrs. 1+2 Update	Funding secured through the Sustainable Landscapes Sustainable Places, Welsh Government fund. Process of recruiting into empty post to co-ordinate the fund has been started.		
	Qtr. 3			
	Qtr. 4			



This outcome will be achieved by:	CC 2	SUPPORTING YOUNG PEOPLE
-----------------------------------	------	--------------------------------

Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 2.1		Prepare a draft Youth Manifesto for discussion and approval by Members	Sept. 2022	Ho Wardens & Access
	Qtrs. 1+2 Update 	Research carried out by Youth Officer and a meeting with the task and finish group will be held before end of 2022.		
	Qtr. 3			
	Qtr. 4			








 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023


CC 2.2		Restart Young Rangers scheme and adopt a scheme for the South of the National Park	July 2022	Ho WaA
	Qtrs. 1+2 Update	Young Rangers for the North of the Park has been a success and will continue until March 2023. The scheme will restart May 2023 with new attendees. Discussions need to take place with potential partners for the development of the scheme to the South of the Park.		
	Qtr. 3			
	Qtr. 4			

This outcome will be achieved by:	CC3	PROMOTING SUSTAINABLE TOURISM TO ADD VALUE TO LOCAL COMMUNITIES
-----------------------------------	-----	--

Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 3.1		Commission and promote the annual STEAM tourism Sustainability Report in order to measure the impacts of tourism and provide recommendations based on the report on how the impacts can be mitigated in Snowdonia	March 2023	Ho Engagement Sustainable Tourism Officer
	Qtrs. 1+2 Update	Initial work of developing framework for report completed.		
	Qtr. 3			
	Qtr. 4			
CC 3.2 3.2.1		Opportunities to encourage greener transport are being developed by: Progressing the recommendations from the review of transport and parking in the Yr Wyddfa and Ogwen areas With support from Transport for Wales in 2022-3 the following projects from the Martin Higgitt Review are	Ongoing until April 2025	Ho Engagement Partnerships Manager
	Qtrs. 1+2 Update			




 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023


being progressed:
SHERPA'R WYDDFA - improved bus service offering more services and better integration launched on Friday 8 July. Including new brand for the service - now called 'Sherpa'r Wyddfa' with new livery reflecting the Eryri scenery and featuring the Snowdon Lily. Also new promotional leaflets, bus stop 'flags', information boards and social media assets created.
SIGNAGE STRATEGY –working with TfW to develop a signage strategy to effectively guide drivers to the Yr Wyddfa and Ogwen areas, which will also utilize data from Smart parking sensors - see below. Full consideration will be given to the various approaches to the inner area, catching drivers at strategic decision points. The strategy will also promote greener modes of transports e.g., how to access to the Sherpa Bus. The strategy will be completed by end of March 2023 with signs to be installed for the 2024 season.


Continued.....







Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
		<p>ACTIVE TRAVEL WELTAG 1&2 - Two Active Travel Routes 1) Betws-y-Coed to Llanrwst 2) Bethesda - Zip World have now progressed to feasibility stage in consultation with Local Authorities and local landowners.</p> <p>SMART PARKING - The final stage of this project is to integrate the information gathered by the sensors to the Authority's website in an user-friendly way. Smart Parking are currently working on the best option for including this information in the most useful way for visitors to the sight.</p> <p>GOVERNANCE - A delivery group has been established for strategic guidance on the overall strategy between SNPA, TfW, Gwynedd and Conwy Councils, with the CEO and Head of Engagement representing the Authority on the group.</p>		
Qtr. 3				
Qtr. 4				


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023



3.2.2	 Qtrs. 1+2 Update	Implementing a Sustainable Tourism model across the region. ➤ Stage 1 scoping is nearing completion and Stage 2 has been confirmed for financing by Transport for Wales. ➤ See above for progress on the Sustainable Parking and Transport model ➤ A draft Sustainable Visitor Economy Plan for Gwynedd and Eryri is being produced through collaborative work and an MoU by Gwynedd Council and SNPA, for presentation to members and Gwynedd Council Cabinet before the end of 2022	March 2023	Ho Engagement Partnerships Manager
	Qtr. 3			
	Qtr. 4			


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
3.2.3	 Qtrs. 1+2 Update	➤ Actively seek opportunities to input to the North Wales Transport Commission that will help support the sustainable transport vision for Snowdonia SNPA have been invited to speak to the NW Transport Commission in November.	March 2023	Ho Engagement Partnerships Manager
	Qtr. 3			
	Qtr. 4			
CC 3.3 		Encouraged visitors to come at different times of year and to different areas in order to ease pressure during the peak season and help businesses with seasonality issues, through developing the Welsh National Park Experiences	Dec. 2022	Ho Engagement Sustainable Tourism Officer


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023








 Not progressed and/or will not be completed by March 2023


	Qtrs. 1+2 Update	<ul style="list-style-type: none"> ➤ Discussions have taken place with NP group on NP experiences and results so far have been fairly limited in terms of results. Initial discussions therefore to be held with Dolan – a community led scheme locally - to see how we can support their work, with particular emphasis on the NP's Ambassador Scheme. ➤ Yr Wyddfa di-blastic scheme Officer will also work on pilot accreditation scheme on reducing plastic use by businesses. 		
	Qtr. 3			
	Qtr. 4			
Out-Come No.	Qtrly. Progress Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 3.4	  Qtrs. 1+2 Update	<p>Continue to develop the Eryri Ambassadors scheme and utilise to help spread messaging in relation to CC3.3 above.</p> <p>Develop a Green Ambassador accreditation as part of the Snowdonia Ambassador scheme with associated sustainable tourism modules. Include information about those achieving the accreditation on our website</p> <ul style="list-style-type: none"> ➤ The Programme now has just under 800 accredited Ambassadors (October 2022). ➤ The Authority has adopted the scheme as part of its induction programme for new staff. ➤ A week celebration of the 2-year anniversary of the Ambassador Programme is being planned with a series of events offered across the week of 23rd November 2022. ➤ A new Plastic Free module is available in the programme which is targeted at hospitality businesses. This will be further developed by the Plastic Free Yr Wyddfa (Snowdon) officer upon commencement in post. ➤ A new module on the Carneddau Landscape Partnership is expected in January 2023. ➤ Options for developing a Sustainable Certification are being explored as part of the wider Sustainable Visitor Economy work alongside Gwynedd Council. 	Ongoing February 2023	Ho Engagement Snowdon Partnership Officer
	Qtr. 3			
	Qtr. 4			


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023








Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 3.5 	 Annual	Ensuring the current LDP positively implements its policies to contribute to sustainable tourism, that add value to local communities	Reported annually	Ho Planning
CC 3.6	 Qtrs. 1+2 Update	Seek to establish a Delivery Group and Terms of Reference for the Northern Snowdonia area that will enable improved partnership working and the successful prioritisation and delivery of sustainable travel and transport projects Group has been established and terms of reference agreed. COMPLETED	March 2023	Ho Engagement
	Qtr. 3			
	Qtr. 4			
CC 3.7	 Qtrs. 1+2 Update	Develop the National Park's strategic position on a tourism levy and actively engage in the Welsh Government consultation in the autumn of 2022 ➤ Discussion paper presented to Members. ➤ Strategic position established as a result. ➤ Response being developed to Welsh Government consultation.	Ongoing autumn 2022	Ho Engagement
	Qtr. 3			


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023










This outcome will be achieved by:	CC4	PROMOTING AND ACTIVELY SUPPORTING THE WELSH LANGUAGE
-----------------------------------	-----	---


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 4.1 	 Qtrs. 1+2 Update	Produce a new 5 year Welsh Language Promotion Strategy for the period 2022-26 Members were appointed at the Authority AGM in June onto a Steering Group to lead on this work. The Steering Group met on the 14th of September. Terms of Reference were agreed including a timetable for completing and adopting the Strategy by the end of the financial year. The vision for the Strategy has been reviewed and key priority areas agreed, and an internal consultation has commenced with Authority officers to further develop the key priority areas, to enable the development of a first draft of the Strategy.	Sept. 2022	Ho Admin. & Customer Care
		Qtr. 3		
		Qtr. 4		
CC 4.2 	 Qtrs. 1+2 Update	Continuing to develop Yr Ysgwrn as a cultural centre promoting Welsh language culture and actively providing opportunities to socialise through the medium of Welsh Summer of Fun funding has provided funding for a full programme of family activities for the Summer and Autumn. Additional activities have included folk gigs and guided walks. Several activities have been targeted at Welsh learners (including archaeological walk, gigs and forest school).	Ongoing	Ho Cultural Heritage
		Qtr. 3		
		Qtr. 4		


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023










 Not progressed and/or will not be completed by March 2023


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 4.3 	 Qtrs. 1+2 Update	Develop the 'Geiriau Diflanedig' major exhibition project through collaboration with Amgueddfa Cymru – National Museums Wales and the Pembrokeshire Coast National Park Authority (supported by the SLSP fund), bringing 'The Lost Words' exhibition to Wales for the first time and showcasing the epic bilingual feat of the anthologies The Geiriau Diflanedig project will be delivered in Summer 2023. Officers are currently working with colleagues at the National Museum of Wales and Pembrokeshire Coast National Park Authority to deliver the project.	Ongoing until March 2023 for exhibiting in 2024	Ho Cultural Heritage
	Qtr. 3 Qtr. 4			
CC 4.4 	 Qtrs. 1+2 Update	Safeguarding and promoting use of Welsh place names by developing guidance for the use of place names by the SNPA Draft guidance has been received and presented to the Members Working Group. A report will be submitted to the Authority in due course.	Sept. 2022	Ho Cultural Heritage
	Qtr. 3 Qtr. 4			
CC 4.5 	 Qtrs. 1+2 Update	Providing opportunities for volunteers to learn and use the Welsh language through the volunteering strategy Briefings for volunteer groups are always done at the beginning of the work day bilingually and the Welsh language is used throughout the day particularly to encourage people to learn for example the Welsh names for trees or plants etc. Majority of the Caru Eryri leaders are Welsh speakers and this provides volunteers with the opportunity to practice their Welsh and learn about local knowledge and history of Welsh place names whilst out and about. As always the Voluntary Wardens who are learners are encouraged to buddy up with a fluent Welsh speaker.	Ongoing	Ho Engagement Volunteer & Wellbeing Officer
	Qtr. 3 Qtr. 4			


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023



Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 4.6 	 Qtrs. 1+2 Update	The Carneddau Voices and Place Names project and Harlech and Arduwy Cultural Heritage Scheme will record, safeguard and celebrate Welsh place names through community mapping events, oral history interviews, outreach projects and interpretation These projects are ongoing. A new interpretive website is being developed for the Carneddau Voices and Place Names project in order to make collected place names accessible to the public.	Ongoing until Dec. 2025	Ho Cultural Heritage
	Qtr. 3			
	Qtr. 4			
CC 4.7 	 Annual	Ensuring Development Policy 18: The Welsh Language and the Social and Cultural fabric of Communities is effectively utilised within the development management process	Reported annually	Planning Manager PPO Policy
CC 4.8 	 Qtrs. 1+2 Update	Produce a Supplementary Planning Guidance on the World Heritage Site, the Slate Landscape of North West Wales, to support the Development Management process The Supplementary Planning Guidance: The Slate Landscapes of Northwest Wales World Heritage Site was adopted by the Authority at a Planning & Access Committee held in June 2022.	Oct. 2022	Planning Manager PPO Policy COMPLETED


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023

This outcome will be achieved by:	CC5	DEVELOPING A LOCAL ECONOMY WHICH SUPPORT BOTH THE DESIGNATION AND THE MANAGEMENT OF SNOWDONIA AS A NATIONAL PARK
-----------------------------------	------------	---

CC 5.1	 Annual report	Ensuring the positive implementation of current LDP policies to develop a local economy which support the designation of the NP	Annual report	Planning Manager PPO Policy
CC 5.2	 Annual report	Present an annual monitoring report to members for discussion and consideration of the timetable for commencing a review of the current LDP	Annual report	Planning Manager PPO Policy

 Progressed and within timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023

OUTCOMES:

RESILIENT COMMUNITIES: We will know we are succeeding in delivering the well-being objective when:

CC1, 2, 4: We have promoted and enabled a diverse range of activities that improve people's wellbeing (*as per Cynllun Eryri B1.2*)

CC1, 3, 5: We have created a plan and focus resources on promoting, developing and maintaining well-marked long distance trails, accessible trails, multi user trails (particularly cycling trails and mountain bike routes), promoted routes and links and loops between towns and villages (*as per Cynllun Eryri Outcome B2.1*)

CC1, 2, 3, 5: We have encouraged visitors to come at different times of year and to different areas in order to ease pressure during the peak season and help businesses with seasonality issues (*as per Cynllun Eryri Outcome B3.2*)

CC1,3,5: We have explored and implemented opportunities to encourage greener transport (*as per Cynllun Eryri Outcome B4.2*)

CC2, 3, 4: We have created opportunities for young people to be ambassadors for the language and culture of the area (*as per Cynllun Eryri Outcome C1.1*)


CC4, 5: We lead by example in ensuring that the Welsh language, culture and heritage is promoted and used in events, activities and information (*as per Cynllun Eryri Outcome C1.1*)


CC 4: We have implemented measures in the Local Development Plan and related Supplementary Planning Guidance which encourages new developments to maintain or enhance the development of the Welsh language (*as per Cynllun Eryri Outcome C1.1*)


CC4: We have provided opportunities for Welsh learners in the area (*as per Cynllun Eryri Outcome C1.2*)

CC4: We have protected Welsh place names (*as per Cynllun Eryri Outcome C1.3*)

CC1, 2, 4: We have worked with partners to address underlying issues and develop innovative solutions to delivering affordable housing that meets local needs (*as per Cynllun Eryri Outcome C3.1*)

 Progressed and within timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023

RESILIENT WAYS OF WORKING





This outcome will be achieved by:	CW 1	DEVELOPING A SKILLED WORKFORCE
-----------------------------------	-------------	---------------------------------------

Out-Come No.	Qtrly. Progress Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 1.1	 Qtrs. 1+2 Update	<p style="color: red;">Engaging with our staff at all levels to assist performance management:</p> <ul style="list-style-type: none"> ➤ All Authority staff members will be appraised within the 12 months ➤ Training needs assessments of all staff will have been undertaken within the 12 months <p>Managers schedule annual performance reviews via an appraisal system. Assessing training needs form part of the appraisal process</p>	Ongoing March 2023	Ho Human Resources (HR)
	Qtr. 3			
	Qtr. 4			
CW 1.2	 Ongoing	<p style="color: red;">Supporting staff to attend National Park peer groups to keep them informed of development and to assist performance management and understanding within their respective disciplines</p> <p>Virtual and some face to face peer group meetings are continually being held which SNPA staff attend as appropriate.</p>	Ongoing March 2022	Ho HR Hso Service


Progressed and within timetable.


Delayed and/or to be progressed in next quarter for completion by March 2023


Not progressed and/or will not be completed by March 2023


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 1.3	 Ongoing	To further develop our workforce and provide staff with every opportunity to develop to meet future challenges Managers explore training and development requirements of team members via the annual appraisal system. In-house and external secondment opportunities are considered and offered where feasible.	Ongoing March 2023	Ho HR Hso Service







This outcome will be achieved by:	CW 2	DEVELOPING AND PROMOTING BEST PRACTICE
-----------------------------------	-------------	---

CW 2.1	 Qtrs. 1+2 Update	Share achievements of Decarbonisation projects through SLSP funding with other bodies within designated landscapes and wider public estate Attendance at virtual Quarterly meetings of North Wales Public Bodies Decarbonisation group by Head of Property continues which includes sharing best practice from projects undertaken.	March 2023	Ho Property
	Qtr. 3			
	Qtr. 4			


 Progressed and within timetable.




 Delayed and/or to be progressed in next quarter for completion by March 2023










 Not progressed and/or will not be completed by March 2023


CW 2.2		When appointed new Ho HR to collate information re. best practice in other National Parks, gain staff feedback and draft paper for discussion/ consideration by Members Working Group	March 2023	Ho HR
	Qtrs. 1+2 Update	Head of HR commenced in post early June. Work will be progressed in due course		
	Qtr. 3			
	Qtr. 4			
Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 2.3	 	Review staff working arrangements in response to WG target of home working and blended home/office working where it is possible for staff to do so	Dec. 2022	Ho HR
	Qtrs. 1+2 Update	Meeting scheduled with Management Team and Heads of Services to commence discussions around future working arrangements - to review adjustments made during Covid 19 and explore new ways of working (FLEXI/ Super FLEXI / Hybrid Working/ Core Hours)		
	Qtr. 3			
	Qtr. 4			


This outcome will be achieved by:	CW 3 EFFECTIVE PARTNERSHIP WORKING
-----------------------------------	---


CW 3.1		Cynllun Eryri is being implemented successfully and the first annual progress report has been presented to the Authority	June 2022	Partnerships Manager
	Qtrs. 1+2 Update	<ul style="list-style-type: none"> ➤ First Annual Progress Report was presented to the Authority in May 2022. ➤ Implementation of Cynllun Eryri continues apace and is reported on by Partners at quarterly meetings of Fforwm Eryri. 		

 Progressed and within timetable.
  Delayed and/or to be progressed in next quarter for completion by March 2023
  Not progressed and/or will not be completed by March 2023





CW 3.2 	 Qtrs. 1+2 Update	Support the work of the National Designated Landscapes Partnership (NDLP) in Wales	Ongoing	CEO
		Partnership is meeting regularly, and work programmes supported through the SLSP are developed to be thematic and strategic across the family of designated landscapes. Arrangements are being made for a seminar in the Spring of 2023.		
	Qtr. 3			
	Qtr. 4			
Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 3.3 	 Qtrs. 1+2 Update	Continue to support the work of UK wide National Park Authorities, the National Park Partnership, National Parks Foundation and other associated collaborative initiatives	Ongoing	CEO
		The adopted business plan for the coming 3 years is now being implemented by National Park Partnership with further commercial sponsors to be announced. The Foundation is receiving donations which are offered to the NPAs in line with the charitable objectives of the foundation. NPUK conference will be held in Exmoor late September with a delegation of four nominated to attend from Snowdonia. The Authority has provided financial assistance for the NPUK member induction programme, which is hosted by Northumberland, unfortunately no members from Snowdonia will be attending.		
	Qtr. 3			
	Qtr. 4			
CW 3.4 	 Qtrs. 1+2 Update	Contribute to the formation and development of the planning function of the North Wales Corporate Joint Committee (CJC)	Ongoing	Director Planning and Land Man.
		Initial discussions held during North Wales Planning Officers' Group meetings have focussed on principles and timetable. The CJC's budget has been set for 2022-23 and 2023-24 budget will be set over the coming months. The main progress over the coming months will be confirmation of the CJC staffing structure		
	Qtr. 3			


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023

	Qtr. 4		
This outcome will be achieved by:	CW 4	MODERNISING GOVERNANCE ARRANGEMENTS	







Out-Come No.	Qtrly. Progress Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 4.1	 Qtrs. 1+2 Update	Implement the results of the Governance Task & Finish Group as approved by the Authority In progress. Revised Statutory Regulations, Contracts, have been discussed by officers, final drafts will be presented to Members for approval during November Authority meeting.	Sept. 2022	Director of Corporate Svcs.
	Qtr. 3			
CW 4.2	 Qtrs. 1+2 Update	Establish a mentoring programme for Authority members A new Members' Induction session has been held during which members indicated they were settling in well. A questionnaire will be circulated to ascertain which new members require a mentor to further assist in settling in.	Throughout 2022-23	Director Corporate Svcs.
	Qtr. 3			
	Qtr. 4			
CW 4.3	 Qtrs. 1+2 Update	Support and develop Authority members by establishing a training and development programme A discussion paper will be submitted to a Working Group meeting in due course	Throughout 2022-23	Director Corporate Svcs.
	Qtr. 3			
	Qtr. 4			
CW 4.4	 Qtrs. 1+2 Update	Install new Information System Servers Information systems servers installed and live. COMPLETED	June/July 2022	Ho Information Systems


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023








This outcome will be achieved by:	CW 5	MAINTAINING AND IMPROVE THE UNDERSTANDING AND SUPPORT OF LOCAL COMMUNITIES TO THE WORK OF THE NATIONAL PARK
-----------------------------------	-------------	--


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 5.1 	 Qtrs. 1+2 Update	<p>Developing further volunteer opportunities at Yr Ysgwrn to enhance the current cohort of volunteers, seeking to recruit young people who are keen to develop new skills and gain experience, focusing on delivery of activities by volunteers as well as more traditional roles such as visitor guides</p> <p>Covid has had a detrimental impact on the number of volunteers at Yr Ysgwrn, however a small number of volunteers have been engaged in 2022 and several existing volunteers have returned to site. The new Education and Volunteering Officer role will specifically engage this.</p>	Ongoing	Ho Cutural Heritage Visitor Experience Mgr. (when in post)
	Qtr. 3			
	Qtr. 4			
CW 5.2	 Qtrs. 1+2 Update	<p>Continue to implement measures of Engagement Strategy to ensure local communities understand and are aware of the work of the Authority</p> <p>Work ongoing to communicate messages via social media and through traditional medium and local and national press.</p>	Ongoing	Ho Engagement
	Qtr. 3			
	Qtr. 4			


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023






 Not progressed and/or will not be completed by March 2023


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 5.3 	 Qtrs. 1+2 Update	Continue to engage with local communities on aspects of the Snowdon Area Traffic Management Study <ul style="list-style-type: none"> ➤ A formal update session occurred online in February 2022 which was open to all and attended by approximately 60 people. The recording of this is available on the Partneriaeth Yr Wyddfa website along with all further updates. ➤ Updates are circulated through the Partneriaeth Yr Wyddfa newsletter on a regular basis. ➤ Specific engagement work in being led by TfW (Mott MacDonald) regarding the scoping of 2 Active Travel routes at WelTag Stages 1&2. <p>Community engagement projects have occurred in Nantgwynant and Bethesda, Engagement is an ongoing and core element of the overall project.</p>	Throughout 2022	Partnerships Mgr. Snowdon Partner. Officer
	Qtr. 3			
	Qtr. 4			
CW 5.4	 Qtrs. 1+2 Update	Engage with and keep communities informed through meetings with Community Councils Two online evening meetings via Zoom have been organised for the 25 th and 27 th of October. The agenda contains presentations and updates on the work of the Carneddau Partnership, SMS Dinas Mawddwy, the Harlech and Dyffryn Arduwy Project, as well as a Q&A session to give participants an opportunity to ask questions and make comments on any other matters of interest.	Autumn 2022	Ho Admin. & Customer Care
CW 5.5	 Qtrs. 1+2 Update	Liaise with landowners and interested parties through meetings of the Snowdonia National Park Access Forums North and south Local Access Forum meetings held on online in March (2), and face to face meetings in June (2) and September (2)	On going March 2023	Access & Wellbeing Manager
	Qtr. 3			
	Qtr. 4			


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023

Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 5.6	 Annual Meeting	Liaise with the farming community and farming unions and through meetings of the Agricultural Liaison Group Annual Agricultural Liaison Group meeting arranged to take place in November 2022	Annual meeting Nov. 2022	Ho CWA
CW 5.7	 Qtrs. 1+2 Update	Involve our local communities in all important aspects of the Authority's work e.g. delivery of Cynllun Eryri, formulation of Supplementary Planning Guidance, Engagement Strategies when developing new projects etc. Job description for a Community Engagement Officer has been drafted, we hope to be recruiting during Autumn 2022.	On going March 2023	Partnership Manager Planning Mgr. Project Managers
	Qtr. 3			
	Qtr. 4			

 Progressed and within timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023

OUTCOMES:

RESILIENT WAYS OF WORKING: We will know we are succeeding in delivering the well-being objective when:

CW1, 2: We have invested in our staff to ensure that they have both the expertise and skills needed to meet present and future challenges.

CW2, 3: Cynllun Eryri is being implemented successfully.

CW2, 4: We have undertaken a review of existing governance arrangements to ensure that the Authority continues to function effectively and will be adaptable enough to meet future challenges. Monitor any changes to ensure that they are working as planned.

CW5: Opportunities for local communities, schools, hard to reach and disadvantaged groups to engage with, and learn about, Eryri's environment and cultural heritage, and how they can help care for it have been identified (*as per Cynllun Eryri Outcome A5.1*)

CW5: We have supported, promoted and delivered volunteering opportunities that help protect and enhance the environment and cultural heritage (*as per Cynllun Eryri Outcome A5.2*)

CW5: We will have increased opportunities for dialogue between the National Park Authority and community based organisations (*as per Cynllun Eryri Outcome C4.1*)



Progressed and within timetable.




Delayed and/or to be progressed in next quarter for completion by March 2023



Not progressed and/or will not be completed by March 2023


WELSH GOVERNMENT REMIT LETTER: ENVIRONMENT

WG Priority objectives and actions for SNPA	SNPA Project/Initiative 
Actively support WG commitment to achieving a Zero-carbon economy by working to become carbon neutral by 2030 through your everyday work and a range of decarbonisation interventions	AC 2.1. AC 2.2 AC 2.3 AC 2.4
Support a shift away from private car use to more sustainable transport modes for the majority of journeys amongst staff, visitors and service users in order to meet the target of 45% of journeys being undertaken by sustainable modes by 2040	CC 3.3 CW 2.3
Proactively help facilitate carbon sequestration including by supporting delivery of woodland creation where appropriate and our aim to strengthen the protection of ancient woodlands, and increase engagement in the National Forest programme	AC 5.5 (PAWS)
Take action to improve the connectivity, condition, scale/extent and diversity of ecosystems, and maintain and enhance resilient ecological networks, embedding delivery in emerging national targets arising from the 30x30 commitment	AC 5.1 - AC 5.5
Support the National Peatland Action Programme (NPAP) that has been designed to restore, enhance and maintain resilient ecological networks, tackle climate change and manage water. You should work with NRW to address the NPAP themes, including the priority actions and cross-cutting themes	AC 2.4 AC 5.1 AC 5.4
Support the PfG commitment to establish a targeted scheme to support restoration of seagrass and saltmarsh habitats along our coastline, help deliver the ambitions of the Marine Protected Area Network Management Framework and contribute to emerging policy of blue carbon	AC 5.1
The Sustainable Landscapes, Sustainable Places Capital fund, and other WG schemes to deliver on nature and decarbonisation goals	CW 3.2
Engage actively in Local Energy Planning to help bring about the transformation of the energy system needed to reach Net Zero, securing greater benefits for your communities	
Engaging positively in initiatives to promote reuse and repair, to grow the circular economy, and reduce the harm caused to the environment by single use plastics through discouraging their use wherever possible	AC 1.10


WELSH GOVERNMENT REMIT LETTER: PEOPLE AND PLACE

WG Priority objectives and actions for SNPA	SNPA Project/Initiative 
Contribute to the co-design and implementation of the Sustainable Farming Scheme	AC 4.1
Contribute, where appropriate, to the PfG commitment to establish a Community Food Strategy to encourage the production and supply of locally-sourced food	-
Work with Housing Authorities, Community Land Trusts and private developers, to develop innovative solutions to acute housing issues, and contribute to the Welsh Language Communities Housing Plan	CC 1.4
Working with partners such as Local Authorities and Transport for Wales, implement solutions to the pressures of visitors on local infrastructure, including more sustainable transport systems, and communication campaigns to ensure responsible recreation. You must balance that with the importance of tourism to our economy, and the role you play at the heart of this in meeting the need of visitors. You should be guided in this by the recommendations and findings of the recent works by Audit Wales on sustainable tourism.	AC 1.2 1.4 1.5 1.6 1.9 CC 3.1 – 3.5 CW 5.3
Support the designation of inland bathing waters and development of Sustainable Drainage Systems	-
Engage with the development of the proposed all-Wales framework for social prescribing	-
Collaborate with key partners to deliver against Priorities for the <i>Historic Environment in Wales</i> to safeguard and interpret the historic environment and cultural heritage	AC 3.1 – AC 3.9
Develop policies that ensure that the Welsh Language is able to thrive, delivering against <i>Cymraeg 2050: Our plan for 2021 to 2026</i>	CC 4.1 – CC 4.7
Increase engagement in opportunities for people in vulnerable or disadvantaged groups, and under-represented communities to benefit from the landscapes you manage	CC 1.2 1.3
Increase provision of skills training, apprenticeship and volunteering opportunities	CC 1.2 1.3 CC 2.1 2.2 CW 5.1

WELSH GOVERNMENT REMIT LETTER: EXCELLENCE IN GOVERNANCE AND PLANNING

WG Priority objectives and actions for SNPA	SNPA Project/Initiative 
Actively participate in WLGA sector-led improvement and support programme	-
Contribute to designing revamped training package for NPA members and develop a co-ordinated approach to NPA training to share best practice	CW 4
Proactively promote the new protocol for Local Authorities in appointing NPA members, ahead of, during and after Local elections, emphasising experience and interest above political considerations as far as is possible within the current legislation	CW 4
Fully embrace a strengthened annual performance reporting system for WG appointees, and investigate how this be extended to Local Authority appointees	CW 4
Strive for excellence in governance including the sharing of best practice between NPAs, maximising use of the new Inclusion, Diversity and Governance Excellence Strategic lead	CW 4
Proactively contribute to setting local and regional planning policy, including through the CJC structure and through regional and national collaboration to implement the policies in Future Wales (with particular reference to Policy 9 and the requirement to secure resilient ecological networks and green infrastructure)	CW 3.4

WELSH GOVERNMENT REMIT LETTER: COLLABORATION

WG Priority Objectives and Actions for SNPA (and Designated Landscapes Wales (DLW))	SNPA Project Work 
Support Tirweddau Cymru (the National Designated Landscapes Partnership) to develop its ambition, embed collaborative working at all levels within NPAs and AONBs, help produce a strategic vision for action for 2022-24	CW 3.2 3.3
<p>Implement a transformational tripartite agreement between NPAs to host a team of WG-funded Strategic Landscape Co-ordinators to work across our Parks and AONBs, and ensure the objectives and outputs of these posts are included within wider NPA monitoring arrangements and those of DLW:</p> <ul style="list-style-type: none"> i. A Nature Recovery and Carbon Sequestration Strategic Lead, with focus on all of the unimproved habitats and woodland and the biodiversity they contain inclusive of invasives, and opportunities for carbon reduction ii. A Nature Recovery and Nutrient Management Strategic Lead, with a focus on working soil management, riparian and marine matters from terrestrial activity, upland lake eutrophication, water/aquatic biosecurity to agricultural run-off issues, and support the development of Nutrient Management Boards <p>Both posts would help to:</p> <ul style="list-style-type: none"> • Develop a strategic plan to respond to the nature and climate emergencies • Support the development of approaches to enable DLW to transition to the new Sustainable Farming Scheme • Identify how DLW can develop new partnerships and support wider Welsh Government priorities, and identify innovative funding streams <p>iii. An Inclusion, Diversity and Governance Excellence Strategic Lead, to work across all NPAs, hosted by one NPA. A key aspect of their work should also be to take bold steps to drive up diversity and equality – on Boards, staffing profile, and visitors and support NPAs to meet the requirements of the socio-economic duty and increase contributions towards tackling child and rural poverty.</p>	AC 2.5
Share experience and best practice as designation for a new National Park progresses	-

MEETING	Performance and Resources Committee
DATE	30 November 2022
TITLE	STRATEGIC EQUALITY PLAN
REPORT BY	Head of Administration and Customer Care and Head of Human Resources
PURPOSE	To present the Annual Report for 2021-22

1. BACKGROUND

- 1.1 The Equality Act 2010 introduced a new general duty on the public sector in Wales, England and Scotland. In addition to the general duty, The Welsh Government has introduced specific duties for public authorities in Wales. These specific duties are outlined in the Equality Act (Statutory Duties) (Wales) Regulations 2011.
- 1.2 Under the specific duties, public authorities in Wales must produce an Annual Report by the 31st of March each year.
- 1.3 The annual equality report must specifically set out:
- the steps the authority has taken to identify and collect relevant information;
 - how the authority has used this information in meeting the three aims of the general duty;
 - progress towards fulfilling each of the Authority's equality objectives; and
 - specific employment information, including information on training and pay.
- 1.4 The attached annual report sets out the authority's progress during 2021-22 in meeting these additional duties for Wales.

2. RECOMMENDATION

- 2.1 To approve the Annual Report for 2021-22 for publication on the Authority's website.**

3. BACKGROUND PAPERS

- 3.1 Strategic Equality Plan: Annual Report 2021-22



Snowdonia National Park Authority

Strategic Equality Plan Annual Report 2021-22

**Mae fersiwn Gymraeg ar gael o'r ddogfen yma
A Welsh version is available of this document**

Contents

1. Introduction
2. Identifying and Collecting Relevant Information
3. Using the Information to meet the General and Wales Specific Duties
4. What was Achieved
5. Training
6. Equality Impact Assessments
7. Employment Information

1. Introduction

The Equality Act 2010 introduced a general duty on the public sector. Public authorities are required to have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

Who is protected under the Act?

The Act sets out a prescribed list of protected characteristics which replace what have traditionally been referred to as Equality Strands. These groups are protected through the general and specific duties of the Act.

The new general duty covers the following protected characteristics:

- Age
- Gender reassignment
- Sex
- Race – including ethnic or national origin, colour or nationality
- Disability
- Pregnancy and maternity
- Sexual orientation
- Religion or belief

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Specific Duties

In addition to the general duty, the Welsh Government has introduced specific duties for public authorities in Wales. These specific duties are outlined in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

The specific duties in Wales cover:

- Objectives
- Strategic Equality Plans
- Engagement
- Assessing impact
- Equality information
- Employment information
- Pay differences

- Staff training
- Procurement
- Annual reporting
- Publishing
- Welsh Minister's reporting
- Review
- Accessibility

Both the general duty and the Wales specific equality duties came into force on the 6th of April 2011. This annual report summarises the progress made by the Authority in complying with these statutory requirements.

The new Snowdonia National Park Authority Strategic Equality Plan for the period 2020-24 was due to be formally adopted by the Authority on the 25th of March 2020, but the national lockdown meant that the Authority had to focus its efforts on enabling the majority of staff to work from home at that time, whilst simultaneously supporting outside staff in assisting local authorities with the compliance of the 'stay at home' regulations for the public.

The delay meant that the Plan was not formally adopted by the Authority's Performance and Resources Committee until the 15th of July 2020.

2. Identifying and Collecting Relevant Information

Statistical Information

The Authority has long published the 2011 census data for the residents of the National Park on its website. Data for the estimated 25,702 population has been split into various categories including ward profiles, economic activity, housing status, family status and Welsh language skills. The census data provides a picture of life within individual communities within the National Park as well as providing valuable local information. However, it is important to note that the census data will not be able to provide information on all protected characteristics.

The initial findings from the 2021 Census were not released before the end of the 2021-22 financial year as originally planned by the Office for National Statistics (ONS). The first set of rounded population and household estimates by local authority were not released until June 2022.

Whilst the overall total population of Wales grew by 44,000 (1.4%) to 3,107,500, both Gwynedd and Conwy's population decreased. In Gwynedd, the population size decreased by 3.7% from around 121,900 in 2011 to 117,400 in 2021, and in Conwy, the population size decreased by 0.4%, from around 115,200 in 2011 to 114,800 in 2021. Until the more detailed data sets are released showing population figures by ward areas, it is not possible to get exact figures for the population of the National Park.

The ONS plans to release topic summaries between October and December 2022. Topic summaries will be published in the following order:

- Demography and migration
- Ethnic group national identity, language and religion
- UK armed forces veterans
- Housing
- Labour market and travel to work
- Sexual orientation and gender identity
- Education
- Health, disability and unpaid care

It is hoped that these topic summaries will provide more useful data to enable analysis of the changes in the local population over the last 10 years. More importantly is to link this with the impact it has had on equality of opportunity, socio-economic deprivation and the effects on the numbers of Welsh language speakers within our local communities. However, it is likely that we will need to wait until the release of data on a ward level for all these individual factors, before any useful conclusions can be drawn.

On the 31st of March 2021 the Socio-economic Duty came into force in Wales. The overall aim of the duty is to deliver better outcomes for those who experience socio-economic disadvantage.

To support the implementation of the Socio-economic Duty, Welsh Government has published a report summarising the key evidence relating to how socio-economic disadvantage affects the people of Wales. It particularly focuses on how it affects those with protected characteristics as well as communities of place and interest. It highlights the intersectionality that is key when examining socio-economic deprivation and summarises the key inequalities of outcome that certain groups face. The report is structured under six key themes, which are education, work, living standards, health, justice and participation.

This data is an useful source of evidence for us when assessing the socio-economic impact of our key strategic decisions.

Information and Engagement

As various Covid-19 restrictions remained in place throughout the year, the Authority continued to use various online solutions to enable direct communication, consultation and engagement, as its primary means of contact.

During 2021/22 the Authority continued to engage with local communities and stakeholders through a range of means, from traditional written consultations and online questionnaires to webinars and online meetings and workshops. When restrictions allowed, in-person consultation events took place in Covid secure spaces.

Whilst Fforwm Eryri, the Annual Agriculture Liaison Group, North and South Access Forums to name but a few, have continue to take place virtually, discussions on how to proceed in future have commenced. What has become clear is that many see great advantages to holding on-line meetings and wish to continue, whilst others see disadvantages of not meeting in person and a wish to resume in-person meetings. The coming year will see some in-person meetings resume, some meetings will employ hybrid solutions whilst some remain entirely on-line.

Outside of the normal direct consultations on the Authority's business that has taken place this year, engagement and consultation has also taken place with local communities to enable information to be shared and to give people an opportunity to give their views over numerous challenges the National Park Authority and its communities have faced due to the increased visitor numbers.

3. Using the Information to meet the General and Wales Specific Duties

The North Wales Public Service Equality Network has agreed that each partner whilst having signed up to the 7 high level objectives, will have the flexibility to choose to contribute to only those action areas that each has decided is a priority for their area and based on the services they provide.

The 7 adopted North Wales Equality Objectives are:

1. We will improve outcomes in **educational** attainment and well-being in schools.
2. We will take action to ensure we are a **fair employer** and reduced pay gaps.
3. We will take action to improve the **living standards** of people with different protected characteristics.
4. We will improve **health, well-being and social care** outcomes.
5. We will improve **personal security and access to justice**.
6. We will increase access to **participation** to improve diversity of **decision making**.
7. We will develop our knowledge and understanding of the **socio-economic duty** (when guidance becomes available) to identify the key areas of impact to be addressed under the duty.

In addition, this Authority has an additional Equality Objective:

8. We will undertake further work to ensure that **equality is mainstreamed** into the Authority's work.

Due to the specific role and duties of the National Park Authority, we have very little, if any influence on some of these objectives and action areas. However, positive contributions can be made through individual work areas, which will contribute to delivering results across north Wales.

4. What was Achieved

Objective: We will take action to ensure we are a **fair employer** and reduced pay gaps

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer		
Assess, evaluate, monitor and take available steps to address the gender pay gap data on an annual basis.	The data collected will inform any future changes to the Recruitment Policy.	Sex	Head of Human Resources		
<u>2020/21 Update Report:</u>					
Data for 31.03.2012 established the baseline which based on median hourly rates was:					
	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	£13.61	£12.77	£12.77	Nil	£0.84
Part time	£8.00	£8.00	£8.00	Nil	Nil
All Staff	£12.77	£8.72	£9.91	£1.19	£4.05
Data for 31.03.2021 is shown below:					
	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	£14.38	£14.38	£14.38	Nil	Nil
Part time	£9.81	£10.21	£10.21	Nil	Nil
All Staff	£14.38	£12.69	£12.69	Nil	£1.69

Data for 31.03.2022 is shown below:

	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	£16.01	£15.53	£15.81	0.28p	0.48p
Part time	£11.81	£11.61	£11.65	0.04p	0.20p
All Staff	£15.30	£13.67	£14.42	0.75p	£1.63

The above figures have been calculated using the MEDIAN.

The ACAS Guidance on Managing Gender Pay Reporting notes that calculations can be made using two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list.
- A median average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Using these two different types of average is helpful to give a more balanced overview of an employer's overall gender pay gap:

- Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer. For example, mean averages can be useful in an organisation where the vast majority of bonus pay is received by a small number of board members.
- Median averages are useful to indicate what the 'typical' situation is i.e., in the middle of the organisation and are not distorted by very large or very small pay rates or bonuses. However, this means that not all gender pay gap issues will be picked up. For example, a median average might show a better indication of the 'middle of the road' pay gap in a sports club with a mean average distorted by very highly paid players and board members, but it could also fail to pick up as effectively where the pay gap issues are most pronounced in the lowest paid or highest paid employees.

Below is the data calculated on the MEAN averages

For the year ending 31.03.21, the mean hourly rate of pay for all men is £15.08 and the mean hourly rate of pay for all women is £13.22. This gives a pay gap of 12.3%.

For the year ending 31.03.22, the mean hourly rate of pay for all men is £15.14 and the mean hourly rate of pay for all women is £13.68. This gives a pay gap of 9.6%.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Introduce a policy and / or guidelines on flexible working.	An effective and fair policy will be able to address barriers some people with protected characteristics face to accessing or staying in work.	All	Head of Human Resources
<p><u>2021/22 Update Report:</u> The Head of Human Resources is leading on a general review of the Authority's flexible working practices and policies to include Hybrid working arrangements moving forward. Once consultation has been concluded with staff members and the unions a new policy will be drawn up.</p>			
We will publish annually relevant employment and training data in an open data spreadsheet on the Authority's website.	Data will demonstrate what progress has been made. Open-source spreadsheets allows easier comparison and benchmarking with other public bodies.	All - however employment data is incomplete for all protected characteristics, and where available may not be published due to the small numbers.	Head of Human Resources & Head of Admin and Customer Care
<p><u>2021/22 Update Report:</u> Completed. An open data source spreadsheet which includes all the relevant employment data was created for 2021/22 and published.</p>			
Implement an equality training programme.	Assess training needs and arrange training as appropriate.	All	Head of Human Resources & Head of Admin and Customer Care
<p><u>2021/22 Update Report:</u> Equality training modules are available via ELMS (Electronic Learning Management System), a platform used across the National Parks.</p> <p>Please see further details under Section 5.</p>			

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Review the job application form options available from the Authority's website, ensuring that it meets accessibility standards.	Will ensure there are no barriers for disabled people to apply for jobs.	Disabled People	Head of Human Resources
<p><u>2021/22 Update Report:</u> The Authority uses the Webrecruit system, which enables people to submit their job applications directly on-line. Changes and improvements to the current system will be implemented in the 2022/23 financial year to ensure that we will meet accessibility standards.</p>			
Introduce a policy and / or guidelines to help support staff going through the menopause.	Directly supports the well-being of effected staff.	All, especially gender	Head of Human Resources
<p><u>2021/22 Update Report:</u> No progress made during 2021/22 as there has been a 12 month vacancy in the full-time position of Head of Human Resources from June 2021. The new Head of Human Resources appointed in June 2022 will review this action during the 2022/23 financial year.</p>			
Introduce a policy and / or guidelines to help support staff who are experiencing domestic abuse.	Directly supports the well-being of effected staff.	All	Head of Human Resources
<p><u>2021/22 Update Report:</u> No progress made during 2021/22 as there has been a 12 month vacancy in the full-time position of Head of Human Resources from June 2021. The new Head of Human Resources appointed in June 2022 will review this action during the 2022/23 financial year.</p>			

Objective: We will take action to improve the **living standards** of people with different protected characteristics

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Ensure Equality Impact Assessments are undertaken on all new or revised policies and plans and new projects, and appropriate action is taken to address any negative impacts identified.	Effective assessments will ensure all policies and plans are fair. Assessments will also ensure that new projects consider accessibility issues from the outset.	All	Heads of Service, Project Managers and Lead Officers
<p><u>2021/22 Update Report:</u> All new or revised Strategies, Plans and Policies have undergone Equality Impact Assessment Screening during 2020/21. Full assessments have been conducted on all Strategies, Plans and Policies that have the potential to have negative and disproportionate impact on people with protected characteristics, and if appropriate mitigating measures have been identified and put in place.</p>			
Ensure that all events and activities organised for the public by the Authority are inclusive and have been assessed for accessibility.	This will ensure as far as possible there are no barriers to taking part.	All	Event organisers
<p><u>2021/22 Update Report:</u> Covid-19 restrictions were still in place at various points throughout the year, which meant that very few in person events have taken place. Of the handful of external events (e.g., walks, woodland yoga etc.) they were full assessed for accessibility at the same time as the comprehensive risk assessment was undertaken, to ensure all participants who wanted to take part could do so safely.</p> <p>Public on-line events included translation facilities to enable non-Welsh speakers to full participate and understand everyone’s contribution.</p> <p>All publicity and promotion materials, invitations etc. are always fully bilingual.</p>			

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Increase the supply of affordable housing through effective policies in the Eryri LDP and the Affordable Housing SPG.	The availability of affordable housing is important to support the local community.	All	Director of Planning & Planning Manager
<p><u>2021/22 Update Report:</u> The Authority's Supplementary Planning Guidance on Affordable Housing was adopted by the Planning and Access Committee on the 22nd of January 2020. A revised supplementary planning guidance document, 'Planning and the Welsh Language' was published on the Authority's website during July 2021.</p> <p>During 2021/22, planning permission was granted for 1 new affordable house.</p>			
Ensure input from representatives from protected characteristic groups at an early stage, when designing or refurbishing new or existing Authority buildings.	Ensuring that the Authority buildings are accessible for all.	Disabled People	Head of Property and relevant Heads of Service
<p><u>2021/22 Update Report:</u> No new builds or substantial refurbishment work undertaken on Authority buildings during 2021/22.</p>			

Objective: We will improve **health, well-being and social care** outcomes

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Ensure recently established Staff Health and Well-being group delivers positive actions / changes to support staff.	Positive actions will support the health and well-being of staff.	All	Head of Human Resources
<p><u>2021/22 Update Report:</u> A decision to establish this group was taken in early 2020, but due to the Covid-19 pandemic the group never formally met, as other priorities took over. There was no progress made during 2021/22 as there has been a 12 month vacancy in the full-time position of Head of Human Resources from June 2021. The new Head of Human Resources appointed in June 2022 will review this action during the 2022/23 financial year.</p>			
As part of the work in delivering outcomes identified within Cynllun Eryri; to work with various partners and Public Service Boards to trial at least 1 social prescribing scheme.	A social prescribing scheme will have direct positive influence on participants.	All, but particularly disabled people.	Lead Officers identified within the Plan.
<p><u>2021/22 Update Report:</u> Wellbeing Wednesdays: This was a pilot project to offer the general public a chance to explore the wellbeing benefits that activities such as yoga and walking with guided meditations can have when done in the outdoors. The sessions were available to anyone for free. These events are advertised through social media, and through GP surgeries with our links through the Green Health sub-group organised by BCHB. The only cost of running these activities were to pay the facilitators.</p> <p>The pilot was successful, and the scheme will be further developed over the coming year.</p>			

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; to promote and enable a diverse range of activities that will improve people's well-being, which will include volunteering opportunities.	Increasing opportunities and promoting them widely, will offer more opportunities for National Park residents to improve their own health and well-being.	All	Lead Officers identified within the Plan.
<p><u>2020/21 Update Report:</u></p> <p>The Authority's various volunteer programmes continue to grow. During the year, 73 Caru Eryri volunteers worked 134 volunteer days whilst 32 Snowdon Volunteer Wardens worked 284 volunteer days. In addition, the Carneddau Landscapes Partnership had over 176 unique volunteers taking part in over 210 volunteer days, along with 26 in-person events, 26 online discussions and 6 engagements days with local schools.</p> <p>During the summer of 2021, a couple of volunteering days were hosted for Duke of Edinburgh groups through the Field Studies Council (FSC). This included a group of 11 students that came to help pull Himalayan Balsam at a site near the Glaslyn river in Llanfrothen, and another 22 students who cleared the woodland of young Holly trees at Coed Hafod, Llanrwst. By working with the FSC, it is hoped that the number of volunteer conservation days can be further developed over the coming years.</p> <p>The Authority is also very active in hosting Corporate Volunteering Events, which over the year has involved volunteering days in tree planting, removing conifer saplings and invasive species control. This is a growing area of work which will be further developed over the coming year.</p>			
As part of the work in delivering outcomes identified within Cynllun Eryri; to create a plan and focus resources on promoting, developing and maintaining well-marked long-distance trails, accessible trails, multiuser trails (particularly cycling trails and mountain bike routes),	A network of well-maintained paths across the National Park, with their suitability easily identifiable to individuals, increases opportunities for National Park residents to improve their own health and well-being.	All	Lead Officers identified within the Plan.

<p>promoted routes and links and loops between towns and villages.</p>			
<p><u>2020/21 Update Report:</u> The Authority’s Recreation Strategy is currently in draft form and will hopefully be adopted in the coming year. The North and South Access Forums have had direct input into the development of the Strategy, which along with both Gwynedd and Conwy Council Rights of Way Improvement Plans, will provide a roadmap of improvements over the coming years.</p> <p>Work has also commenced on scoping additional Active Travel / Leisure Routes in partnership with Transport for Wales. This work forms part of the Parking and Transport Strategy which is one of the most important strategies of Partneriaeth yr Wyddfa.</p>			
<p>As part of the work in delivering outcomes identified within Cynllun Eryri; ensure that Right of Way work is effectively prioritised and that responsibilities and standards are clear, with the SNPA focusing its resources and funding on multi-user trails and upland paths.</p>	<p>A network of well-maintained paths across the National Park, with their suitability easily identifiable to individuals, increases opportunities for National Park residents to improve their own health and well-being.</p>		<p>Lead Officers identified within the Plan.</p>
<p><u>2021/22 Update Report:</u> The Authority has a Service Level Agreement in place with Conwy County Borough Council. A Memorandum of Understanding has been developed with Cyngor Gwynedd, but it is currently in draft form. The impacts of Covid-19 have delayed the finalisation.</p> <p>The Wardens service are assisting with the GIS surveys on Rights of Way routes. Cymdeithas Eryri work in partnership with the Authority in delivering annual maintenance programmes on Yr Wyddfa (Snowdon), Lôn Gwyrfai and Llwybr Mawddach.</p>			

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; improve access opportunities for disabled people and socially excluded groups, by firstly identifying barriers to participation.	Once identified, a Plan can be developed to overcome the barriers and increase participation levels.	Disabled people and socially excluded groups.	Lead Officers identified within the Plan.
<p><u>2020/21 Update Report:</u> Limited progress to date. A series of informative videos are planned for development in the forthcoming year, which will promote access to all routes.</p> <p>The usage rates of the 3 vehicles (two Trampers and one 4 wheeled bike) owned by the Authority continues to improve. An agreement with 1085 Adventures has enabled one of the vehicles to be located at Beddgelert forest for them to hire out. During the summer of 2021, it was hired out a total of 18 times, with the other 2 Authority vehicles being hired out 10 times.</p> <p>The adoption of the new Recreation Strategy will enable further progress on this work.</p>			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; work with communities to further enhance understanding of the Special Qualities of the National Park	Communities on the boundary of the National Park especially the hard to reach, are identified and engaged to achieve National Park objectives.	All	Lead Officers identified within the Plan
<p><u>2021/22 Update Report:</u> The hugely popular Eryri Ambassador scheme celebrated its first birthday in 2021. This is a training scheme of a high standard which offers an unique accreditation to individuals or businesses – and intends to educate and share messaging to protect the things that make Eryri exceptional. The modules are made up of contributions from experts from across the region, from original works of art and literature to factual text.</p> <p>Since the launch, the scheme has gone from strength to strength with over 600 earning the title of Eryri Ambassador in the first year.</p>			

With intentions of expanding and evolving the scheme, we are planning more new modules for 2022 on the Carneddau Partnership as well as a special module assisting accommodation businesses to reduce single-use plastic.

Continue to promote and proactively offer services through the medium of Welsh.

Raise awareness amongst the public that all services are available to them in Welsh.

All

Head of Administration and Customer Care & all staff.

2021/22 Update Report:

95.7% of the Authority's staff are bilingual, ensuring that services are available in the language of choice for members of the public.

Having such a high percentage of staff who can communicate in Welsh and English enables the Authority to provide a fully bilingual service. That being said, the biggest risk to the Authority remains the ability to recruit suitably qualified staff who can communicate in Welsh to the required level for vacant posts. This issue and some of the steps already taken by the Authority has been set out in detail in the Welsh Language Standards Annual Report for 2021/22.

The Authority continues to ensure that all virtual meetings, committees, events and webinars are able to have full translation facilities in the same way as previous in-person meetings.

Yr Ysgwrn continues to offer opportunities for socialising through the Welsh language, through volunteering, attending events and taking part in activities. This included various virtual activities for people of all ages during the Covid-19 pandemic.

Yr Ysgwrn has commissioned the Yr Ysgwrn Curriculum for adoption in the spring of 2022 which will enable schools to use Yr Ysgwrn to teach the Curriculum for Wales to children and young people aged 7-14 based on 6 themes covering the 6 areas of learning.

Welsh language and the promotion of Welsh culture are integral to the projects and engagement programs of the Dolgellau Townscape Heritage Initiative, Carneddau and Harlech Landscape Partnership and Arduwly schemes.

Yr Wyddfa volunteers are paired according to language ability to ensure learners can practice their language skills. Yr Ysgwrn engages with Welsh learners to participate in site activities including volunteering.

All these activities ensure that the Welsh language is prominent in the everyday work of the Authority. We have always worked on the basis that services in Welsh are always available without having to request them.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Update the 'Guidance for Organised, Competitive, Recreational and Charitable Events' to include advice, guidance and use of the Welsh language in events.	By raising awareness that the Welsh language is an important part of the culture and fabric of the area, and by encouraging event organisers to incorporate bilingual materials etc., this will assist in the fostering of good relations between residents and visitors.	All, particularly Welsh speakers.	Head of Administration and Customer Care and Access and Well-being Manager.
<p><u>2021/22 Update Report:</u> During 2021 the Authority developed a pilot event registration scheme. This information will enable us to encourage event organisers to consider spreading their activities, especially on Y Wyddfa (Snowdon) across the season. This will also be an opportunity for us to share the right messaging in advance to those organisers particularly on the use of the Welsh language in their events, as well as messaging on mountain safety, sustainable transport and waste and litter control.</p>			

Objective: We will improve **personal security and access to justice**

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Continue to raise awareness about hate crime, particularly during Hate Crime Awareness week with our North Wales partners.	One consistent message, led by North Wales Police and the Office for the Police and Crime Commissioner, across North Wales will have a greater impact.	All	Head of Administration and Customer Care
<p><u>2021/22 Update Report:</u> The Hate Crime Awareness Week ran from 9th to the 15th of October 2021.</p> <p>Due to the increasing Covid-19 rates at the time, no in-person events were held during the week, but nonetheless a co-ordinated social media campaign was ran by all north Wales public sector partners (which includes the Authority) during this time, which used consistent images and messages to reinforce key messages of identifying and reporting hate crime.</p>			

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Work with North Wales partners on various campaigns to promote safety online.	Victims of online scams and bullying are often vulnerable people. Raising awareness through a campaign of consistent messages will have a greater impact.	All	Head of Administration and Customer Care
<p><u>2021/22 Update Report:</u> No direct campaigns were created by the North Wales Public Sector Equality Network (NWPSSEN) during the year, as the Network's limited resources had to be directed to other priority work.</p> <p>However, the Head of Administration and Customer Care is the administrator for the Network's social media account, and has worked closely with North Wales Police Cyber Crime Unit to disseminate ongoing cybercrime awareness and online safety messages.</p>			

Objective: We will develop our knowledge and understanding of the **socio-economic duty** (when guidance becomes available) to identify the key areas of impact to be addressed under the duty.

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Work with other public sector organisations and partners to share best practice.	This will enable the sharing of best practice and ideas to ensure correct implementation of the duty.	All	Management Team & Heads of Service
<p><u>2021/22 Update Report:</u> The Head of Administration and Customer Care continues to play an active part in the North Wales Public Sector Equality Network, where best practice is shared and support and advice is always available from other public sector organisations. As time and resources allow, joint work and projects are also undertaken so that all public sector organisations can make the best use out of their limited resources.</p>			

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Review our Impact Assessment process and templates to ensure sufficient consideration is given to the socio-economic and cumulative impact of the Authority's decisions, plans and policies (if appropriate).	Creating an integrated assessment process will ensure all elements are given full consideration.	All	Management Team & Head of Administration and Customer Care
<p><u>2021/22 Update Report:</u> Completed.</p> <p>Early in 2020, NWPSEN formed a Working Group to develop a comprehensive Equality Impact Assessment Template which would incorporate the then upcoming Socio-economic Duty.</p> <p>The template brings together the best practice identified across North Wales public sector organisations. This template was finalised and agreed by the end of the financial year, just in time for the introduction of the Socio-economic Duty. A number of North Wales public sector organisations have adopted the template, including Snowdonia NPA. It is hoped that as more organisations adopt the template, this will allow for a more consistent approach in assessing impacts of strategic decisions across the public sector.</p>			

Objective: We will undertake further work to ensure that **equality is mainstreamed** into the Authority's work.

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
We will put procedures in place that will enable procured services to meet the Authority's commitment and expectations on equality.	The Authority is responsible for meeting the general duty even where relevant works or services are contracted out to an external supplier. It is important to build equality considerations into procurement processes.	All	Head of Administration and Customer Care

2020/21 Update Report:

The Authority uses Sell2Wales to advertise the majority of procured services, as this is the first port of call for companies who want to bid for public sector contracts. This ensures the contracts on offer by the Authority reaches its widest possible audience.

The Authority does not procure a large number of services, as the majority of such contracts are for goods. Of those service contracts, not all will be relevant in terms of equality commitments and measures expected by those companies.

The Authority has accepted Welsh Government's recommendations to ensure that the Authority's processes relating to contracts are sufficiently transparent, and accordingly a new draft version of the Standing Orders relating to Contracts has been produced which incorporates the recommendations and ensures compliance with all new regulations relating to the withdrawal from the European Union. Further work is required on the draft, including ensuring that equality considerations are incorporated before it can be presented to the Members for adoption in 2022/23.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
We will monitor how many procurement contracts adhere to the new procedures and its effectiveness.	The Authority is responsible for meeting the general duty even where relevant works or services are contracted out to an external supplier. It is important to build equality considerations into procurement processes.	All	Head of Administration and Customer Care
<p><u>2021/22 Update Report:</u> No formal procedure has yet been implemented. However, all relevant contracts are currently monitored to ensure that equality considerations are part of the bidding company's package. This process will be reviewed once the new Standing Orders relating to Contracts is adopted.</p>			
To provide support and (where relevant) training to staff to ensure that they understand their duty towards people with protected characteristics.	This will ensure that all staff know their responsibilities.	All	Head of Administration and Customer Care & Head of Human Resources
<p><u>2021/22 Update Report:</u> Relevant staff are aware that the Head of Administration and Customer Care can provide support and guidance on all aspects of equality considerations, which they must be taken into account when developing new projects and workstreams. The Head of Human Resources is also available to provide support and guidance for any new employment contracts created at the Authority.</p>			
To provide support and (where relevant) training to staff on ensuring that their Equality Impact Assessments are robust.	This will increase awareness and develop their skills.	All	Head of Administration and Customer Care & Head of Human Resources
<p><u>2021/22 Update Report:</u> The Head of Administration and Customer Care usually works with relevant individual staff members on developing an Equality Impact Assessment for the Plan, Policy, Strategy being reviewed or developed and on any Strategic Decision being undertaken. This ensures as far as possible, that the assessments are as robust as they can be.</p>			

5. Training

In November 2021, a number of key staff received training on producing accessible documents for the Authority's new website, which enables technology such as screen readers to be able to easily use the documents produced by the Authority. This has ensured that the website is as accessible as possible, whilst also ensuring compliance with regulations.

Apart from the online modules available on ELMS, no other equality training has taken place during the year.

6. Equality Impact Assessments

The Authority has systems in place to screen and impact assess any new or revised strategies, plans, procedures, practices or any major decisions it makes. During the year, 2 full equality impact assessments have been undertaken.

Below is a short summary of the impact assessments conducted.

Statutory Planning Guidance: Planning Obligations

One of the principal objectives of planning is to deliver sustainable development, through implementing key social, environmental, cultural and economic initiatives. Facilitating such development, may place additional burdens on the infrastructure and services in an area. Planning obligations are agreements negotiated, usually in the context of planning applications, between the local planning authority and an applicant / developer and others who may have an interest in the land. They can assist in making an intended proposal acceptable in planning terms. Entering an obligation can overcome obstacles which may otherwise prevent planning permission from being granted. Contributions from developers may be used to offset negative consequences of development, to help meet local needs, or to secure benefits which will make development more sustainable.

Planning Obligations can take the form of physical or environmental changes and improvements to and around the site such as improvements to roads and parking, provision or improvement to cycling and walking routes and access to open spaces etc. Planning Obligations can also require provision or protection of community facilities and provision of affordable housing amongst other things. The guidance was impact assessed to ensure that these Obligations strive to deliver sustainable community benefits for social, economic or cultural benefits and will therefore provide positive benefits for the whole community where the proposed development is located.

Staff Terms and Conditions

In January 2022, the Chief Executive commissioned a review of staff pay and conditions, as it had become increasingly apparent that the Authority pay in particular was not competitive compared to comparable roles in other public sector organisations. The review concluded with the following recommendations:

1. Increase all pay scales by two scale points for all staff subject to the green book terms and conditions,
2. Provide an additional day leave to note St David's Day,
3. Recognise bilingualism within the pay structure to new appointees.

Although these were positive benefits for current staff and would assist with future recruitment, the proposals were fully impact assessed to ensure that no indirect discrimination was likely to occur if the proposals were adopted.

In addition to the above two full impact assessments, Authority staff also contributed to the Tai Pawb full equality impact assessment undertaken on the Tai Teg Affordable Homes Register and qualifying criteria. This ensured that mitigation measures were identified for some people with protected characteristics who would otherwise experience discrimination due to not being able to reach the qualifying criteria due to their unique set of circumstances.

7. Employment Information

The duty requires the following information on employment:

A listed body in Wales must collect and publish on an annual basis the number of:

- People employed by the Authority on 31 March each year by protected characteristic
- Men and women employed, broken down by:
 - Job
 - Grade (where grading systems in place)
 - Pay
 - Contract type (including permanent and fixed term contracts)
 - Working pattern (including full time, part time and other flexible working patterns)
- People who have applied for jobs with the authority over the last year
- Employees who have applied to change position within the authority, identifying how many were successful in their application and how many were not
- Employees who have applied for training and how many succeeded in their application
- Employees who completed the training
- Employees involved in grievance procedures either as complainant or as a person against whom a complaint was made
- Employees subject to disciplinary procedures
- Employees who have left an authority's employment

All of the above information must be presented for each of the separate protected groups. The exception to this requirement is the data on job, grade, pay, contract type and working pattern, which must be broken down only in relation to women and men.

People employed by the Authority on 31st March each year by protected characteristic

Total Number of employees on 31st March 2022 = 141

Age profile

24 and under	6
25 – 34	36
35 – 44	32
45 – 54	28
55 – 64	32
65 and over	7

Distribution of Female / Male

Female	75
Male	66

1.3% of staff have declared that they are disabled and / or have an impairment.

4 members of staff were on maternity leave.

Within the Authority, staff that have declared their ethnic origin, fall into the White Welsh category with none from any of the other main ethnic groups (Mixed, Asian, Black or Chinese).

Due to the small number of employees, information will not be published in greater detail to protect the identity of individuals.

Men and women employed, broken down by:

- Job
- Grade (where grading systems in place)
- Pay
- Contract type (including permanent and fixed term contracts)
- Working pattern (including full time, part time and other flexible working patterns)

The following table show the distribution of men and women employed by grade by working pattern and contract type as at 31.03.2022 (the Authority has several different job titles within grades):

		Working Pattern						Contract Type					
		Full time		Part time		Flexible		Permanent		Temporary		Fixed Term	
Grade	Pay/ Hour	F	M	F	M	F	M	F	M	F	M	F	M
MW	£8.91	1	0	0	1	0	0	0	0	0	0	1	1
1	£9.50	0	0	3	0	0	0	3	0	0	0	0	0
2	£9.60	0	0	0	3	0	0	0	3	0	0	0	0
3	£9.99	0	0	8	2	0	0	8	2	0	0	0	0
4	£10.39	4	3	13	4	0	0	16	6	0	1	1	0
5	£11.47	3	10	3	1	0	0	4	10	0	0	2	1
6	£12.92	6	5	1	0	0	0	3	5	0	0	3	1
7	£14.63	9	13	2	0	0	0	4	13	0	0	7	0
8	£16.53	6	10	1	1	0	0	6	10	0	0	1	1
9	£17.82	2	4	0	0	0	0	2	2	0	0	0	2
10	£18.85	5	3	1	0	0	0	5	2	0	0	1	1
11	£19.98	1	0	1	0	0	0	2	0	0	0	0	0
12	£21.03	1	1	1	0	1	0	3	1	0	0	0	0
13	£22.09	2	1	0	1	0	0	2	1	0	0	0	1
Chief Officer - Director	£33.35	0	2	0	0	0	0	0	2	0	0	0	0
Chief Officer - Chief Executive	£47.62	0	1	0	0	0	0	0	1	0	0	0	0

People who have applied for jobs with the authority over the last year

Where applicants have completed monitoring forms:

Ethnic Origin

- 212 White
- 3 Mixed
- 1 Asian, Asian British, Asian Welsh, Asian English, Asian Scottish
- 0 Black, Black British, Black English, Black Scottish, Black Welsh
- 0 Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh or Other Ethnic Group
- 3 No response given

Sex

- 131 Male
- 88 Female
- 0 No response given

Disability

21 Applicants with an impairment they wanted to tell us about

Employees who have applied to change position within the authority, identifying how many were successful in their application and how many were not

	Applications	Appointments
Male	0	0
Female	5	4
Total	5	4

Employees who have applied for training and how many succeeded in their application

There were applications and training attended on 16 occasions by females and 13 times by males (some staff applied and attended on more than one occasion)

Employees involved in grievance procedures either as complainant or as a person against whom a complaint was made

Female	1
Male	1
Total	2

Employees subject to disciplinary procedures

There was 1 staff member that was subject to disciplinary procedures during this period.

Employees who have left the authority's employment

Female	12
Male	4
Total	16

***Environment (Wales) Act 2016 Part 1 - Section 6
The Biodiversity and Resilience of Ecosystems Duty Report 2022***

SNOWDONIA NATIONAL PARK AUTHORITY

Introduction and Context

Snowdonia National Park Authority (SNPA) is a National Park Authority. All three National Parks in Wales share two statutory purposes. These are to:

- conserve and enhance the natural beauty, wildlife and cultural heritage of the area
- promote opportunities for the understanding and enjoyment of the special qualities of the area by the public.

Welsh National Park Authorities are also required by law, in pursuing these purposes, to foster the economic and social well-being of local communities.

Snowdonia National Park is 823 square miles in size and the home to 25,702 people, 33.2% of which are over the age of 60, with ≈59% of residents Welsh speaking. Eryri is the largest National Park in Wales and attracts almost 4 million visitors annually. 70% of the National Park is in private ownership. The remainder is in various forms of State ownership. The National Park Authority owns only ≈0.45% of the Park area.

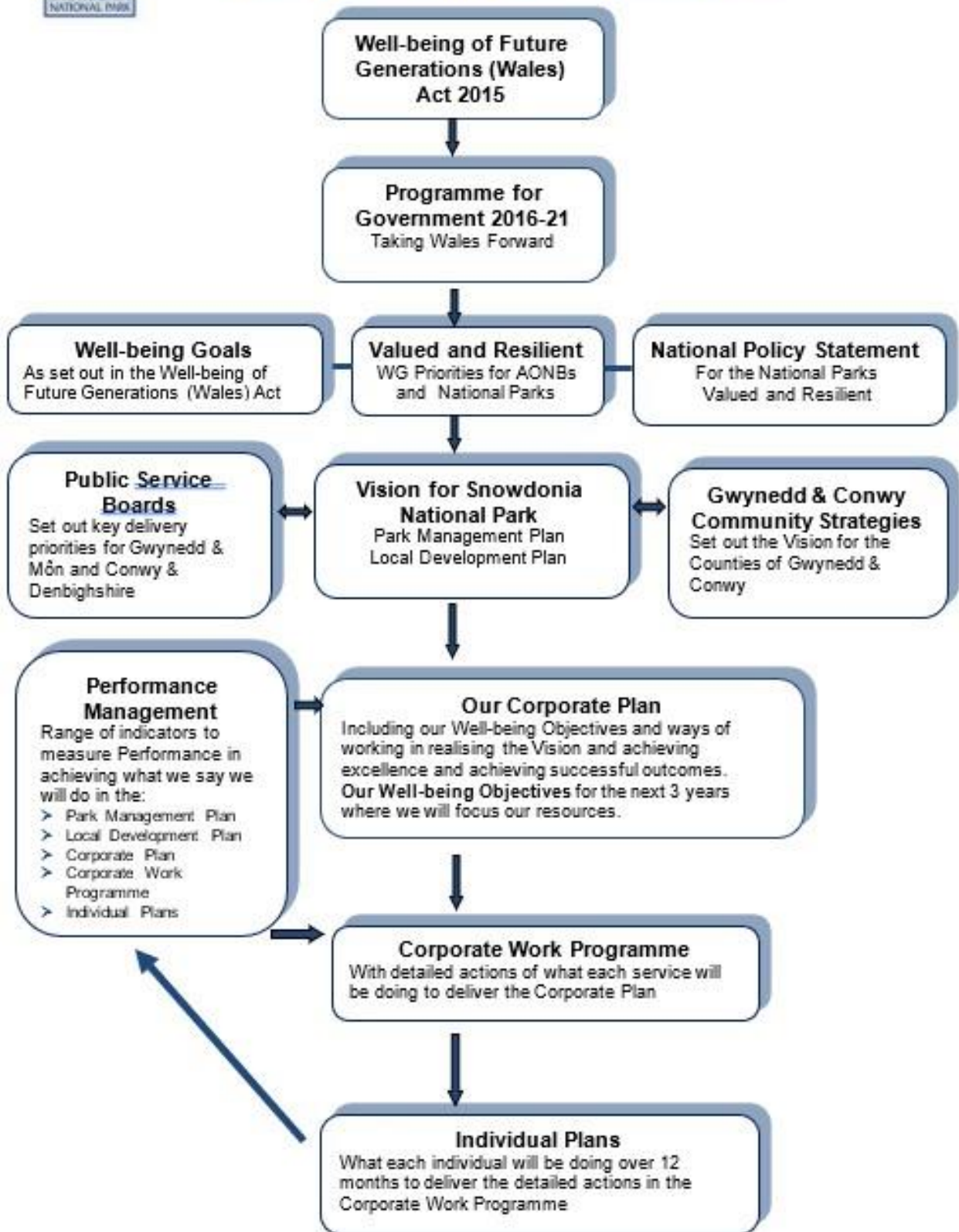
SNPA is subject to the Well-being of Future Generations (WFG) Act. SNPA led the co-production of ‘Cynllun Eryri’ the Snowdonia National Park (SNP) Management Plan (covering the period 2020-2025) – see <https://authority.snowdonia.gov.wales/the-authority/partnerships/cynllun-eryri>. The vision for the Park is outlined in Cynllun Eryri and was developed through extensive external consultation with the public and our key stakeholders. Reporting is through the annual Cynllun Eryri Progress Report and 5-yearly State of The Park Report. The Section 6 Duty is linked to the SNPA’s delivery of the WFG Act goals (including the Resilient Wales goal) and the 5 ways of working through the SNP Management Plan. Amongst other purposes, this Management Plan fulfills the function of the statutory Section 6 Biodiversity Duty Plan and Well-being Plan required of the NPA by Welsh legislation. A Well-being Statement for the Authority was developed over the course of 18 months and sets out new Well-being Objectives which describes how they will help the Authority achieve the seven well-being goals for Wales. It was adopted in March 2021. SNPA’s operations are based around building resilience as per the Well-being Objectives – resilient environments, resilient communities, and resilient ways of working. The sustainable management of natural resources (SMNR) principles are core to much of the SNPA’s operations. SNPA is fully engaged with NRW’s Area Statement Process e.g. attending and inputting into multiple co-production workshops and ongoing consultation events (e.g. Dee Catchment workshops). The contents of the North-west Wales and the Marine Area Statements are overwhelmingly consistent with the SNPA Management Plan. SNPA is a partner on the north-west Wales Public Service Board (PSB) and sits on the PSB’s Climate Change sub-group.

The following flow chart gives the context for the SNPA’s Corporate Planning Framework.



THE GOLDEN THREAD

SNPA's CORPORATE PLANNING FRAMEWORK



Highlights, Key Outcomes and Issues

Highlights

The involvement of SNPA with an unprecedented number of current LIFE projects has undoubtedly enabled meaningful and prioritized action for biodiversity at scale, both in Eryri and beyond.

These include:

- Celtic Rainforests Wales LIFE project (£7.5M - SNPA is the lead beneficiary)
- New LIFE for Welsh Raised Bogs (£4M - SNPA is an associated beneficiary)
- LIFE River Dee (£6.8M - SNPA is an associated beneficiary)
- LIFE Quake (£4.5M - SNPA is an associated beneficiary)
- Sands of LIFE (£4M - SNPA is a stakeholder)
- Curlew LIFE (£4M - SNPA is a stakeholder).

SNPA are the lead partner on the Heritage Lottery Fund 'Carneddau Landscape Partnership' 2020-2025. This is a £4M co-produced project with multiple work-streams, many of which are biodiversity orientated.

SNPA are/were the lead partner delivering the following Welsh Government-funded Sustainable Management Scheme (SMS) Projects with a wide range of partners:

- Welsh Peatlands SMS Project (£1M) 2018-2020
- Uwch Gwyrfai Common and Community Links SMS Project (£0.418M) 2019-2021
- Afon Eden SMS Project (£0.815M) 2018-2020
- Amaethwyr Mawddwy SMS Project (£0.6M) 2020-2022

See <https://snowdonia.gov.wales/protect/conservation-work> for further details of a selection of these projects.

These projects instigate nature recovery on a meaningful scale in Wales. SNPA were also a partner in the SMS Coed Cymru and SMS Fferm Ifan projects which have recently completed.

SNPA's position as a partner in the Welsh Government-funded LNP (Local Nature Partnership) Cymru project 2020-2023 is seen as vital for capacity-building, data growth, advocacy and implementation with respect to S6/biodiversity enhancement in Snowdonia.

The Snowdon Partnership and its resultant place-based plan (Snowdonia Partnership Plan / Cynllun Partneriaeth Yr Wyddfa) and Fforwm Eryri - created to co-produce the new National Park Partnership Plan (Cynllun Eryri) - ensure that members from all sectors in the area are fully engaged in the decision-making process for all aspects of conservation within the National Park.

Key outcomes

The greater emphasis in Wales on the Section 6 Biodiversity Duty generally means that more Authority members, senior managers, staff and partners are aware of the Duty and the importance of being able to demonstrate meaningful compliance. The timing of the introduction of the Section 6 duty in parallel with the process of truly co-producing the current SNPA Management Plan (Cynllun Eryri) has been an opportunity to fully integrate biodiversity and well-being into the SNPA's foremost strategic document. All projects have a significant element of community engagement (e.g., guided walks, talks and presentations, volunteering opportunities, arts workshops). Local contractors are used wherever possible.

Having an Engagement Team has provided capacity for finding long-term solutions to long-standing problems in and around Snowdonia e.g., over-tourism and its negative impacts, unsustainable practices (e.g., use of plastics and traffic congestion).

Issues

Disincentives nationally need to be greater to prevent people impacting the decline in biodiversity by short-circuiting proper procedure e.g., pre-development/pre-application site clearance. Planning services are stretched across Wales and SNPA is no exception. A lack of enforcement officer capacity can give the impression that developments that contravene planning conditions and negatively impact biodiversity are not always compelled to take restorative action.

It is a recurring puzzle why applications for Buildings Regulations consent for certain operations (e.g., re-roofing) do not seem to undergo Habitat Regulations Assessments by the relevant competent authorities.

SNPA has a green procurement policy. Additional measures should be added to the policy where appropriate when procuring through various methodologies that allow biodiversity or nature-based weighting to be applied. These should be tailored individually to suit each circumstance for maximum effect.

The Dark Sky North Wales 'Prosiect Nos' project has been outstanding in terms of engaging the communities of north Wales with the multiple benefits of dark skies. Following some initial and successful trials, there is a need for an initiative to facilitate replacement of the least 'Dark Sky compliant' luminaires in the area on a transformative scale.

Action Report		
NRAP Objective 1: Engage and support participation and understanding to embed biodiversity throughout decision making at all levels:		
Action carried out to:	Examples:	Measures and/or indicators monitored:
Embed biodiversity action across the organisation's functions	<p>The SNPA's primary statutory purpose includes conserving and enhancing the wildlife of the area. Internationally important habitats and species are one of the nine Special Qualities of Eryri. Biodiversity is also intrinsic to a number of the other Special Qualities of the National Park (e.g., inspiration for the arts) and is therefore a core feature of numerous actions outlined in the new National Park Management Plan (Cynllun Eryri) that was launched in November 2020. The SNPA co-produced its National Park Management Plan through an extensive series of consultations (final consultation in January/February 2020), expert panel events, workshops, roadshows, surveys, Fforwm Eryri meetings and on-line consultations (SNPA website, consultation video, Facebook and Twitter).</p> <p>SNPA's adopted Eryri Local Development Plan 2016 – 2031 includes Strategic Policy D: Natural Environment. Part of the policy is that proposals should not adversely affect the National Park's biodiversity resources including designated sites from an international through to a local level, as well as wider biodiversity resources e.g., habitats and species outside designated sites.</p> <p>A myriad of problems have been intensifying specifically on and around Snowdon as the most visited mountain in the UK. SNPA led the co-production of The Snowdon Partnership Plan 2018-2023 - see https://www.snowdonpartnership.co.uk/read-me. One outcome has been the appointment of a Plastic-Free Snowdon Project Officer in October 2022.</p> <p>SNPA policy staff and other officers as appropriate regularly provide comments (including on biodiversity) through official responses to various consultations (e.g., Welsh Government, NRW, utilities companies etc.). This can be as part of a joint National Parks Wales response, or individual SNPA response – depending upon the consultation.</p> <p>Given its two primary purposes, the whole authority is geared towards delivering biodiversity action as a major component of business as usual.</p>	<p>The SNPA Management Plan includes a raft of monitoring arrangements and measures of success which are reported upon annually to the Authority. The State of the Park Report is produced every 5 years.</p> <p>Monitoring indicators are included in Section 3 and Appendix 1 of the SNPA's Eryri LDP Annual Monitoring Report 2022 e.g., >11km hedges planted 2018-2019.</p> <p>'How we'll keep track of progress' (p.50) of The Snowdon Partnership Plan details plan indicators.</p> <p>Number of consultation responses, and the nature of the comments with respect to biodiversity.</p>

<p>Raise awareness of biodiversity and its importance across the organisation</p>	<p>SNPA staff members provide training and input to SNPA Authority Members on biodiversity issues (e.g., Member's training/seminars and visits to SNPA properties and project sites, Member Climate Change Adaptation workshop, Planning Committee). External expertise is available to Members when necessary.</p> <p>Internal newsletters and updates at staff meetings and circular emails also update staff, Authority Members and our wide range of Partners.</p> <p>Social media is used effectively and regularly to increase awareness about the work of the National Park and about biodiversity issues on a regular basis. The number of interactions on social media can be easily measured.</p> <p>Our external newspaper is published once a year, with a roundup of the work of the National Park which also includes sections on biodiversity and updates on some of the numerous projects in which we are involved.</p> <p>SNPA invest a significant amount of time awareness-raising about the importance of biodiversity amongst the decision-makers of the future. SNPA run a Young Rangers Scheme and employ a Young People's Officer, Awareness-raising is usually delivered through core and project staff and/or external contractors, often through projects. For example, SNPA Wardening Service deliver the annual and very popular Classroom Hatchery (both on-line and within local schools) as part of the LIFE Dee River Project - https://snowdonia.gov.wales/pupils-at-ysgol-bro-tryweryn-host-a-trout-hatchery-in-their-classroom/.</p> <p>The work of the SNPA Wardening Service (≤10 Wardens, varying seasonally) involves day to day work explaining the importance of biodiversity to local communities and visitors alike.</p> <p>SNPA no longer employ full-time primary and secondary education officers based at the National Park's Outdoor Education Centre at Plas Tan y Bwlch (PTYB), Maentwrog. SNPA no longer organise biodiversity courses at PTYB, but SNPA staff contribute to courses for groups who organise their own visits to PTYB (e.g. University College London 4-day MSc. Conservation residential).</p>	<p>Analytics measuring no. of social media interactions.</p> <p>No, of people and young people engaged in various biodiversity elements of projects.</p>
---	--	--

NRAP Objective 2: Safeguard species and habitats of principal importance and improve their management.

<p>Safeguard principal species and habitats</p>	<p><u>Freshwater Pearl Mussel (FWPM) and Salmonids</u> SNPA play an active role on the Wales FWPM Review Group and deliver (in partnership) actions from the ‘Freshwater Pearl Mussel Conservation Strategy for Wales’. SNPA led the farmer cluster (18 tenants/landowners) SMS Afon Eden (2018-2020) project undertaking numerous actions to improve the condition of the Afon Eden Special Area of Conservation (SAC) and wider catchment for its component species/features (e.g. salmon, FWPMs, otter). The SNPA is an associated beneficiary on the LIFE Dee River 2020-2025 project, and a fully engaged stakeholder in the NRW-led Ardudwy Leat Project. FWPM is an invertebrate that is Critically Endangered in Wales and an indicator species of high river and stream quality. They contribute substantially to a vision of resilient Welsh freshwater biodiversity conservation.</p> <p><u>Gylfinir Cymru</u> Based on its adverse global conservation status, and the global importance but rapid decline of the UK’s breeding population, the Eurasian Curlew is now considered to be the UK’s highest conservation priority bird species. SNPA are a member of the Wales Curlew Group ‘Gylfinir Cymru’ (https://www.curlewwales.org/). Gylfinir Cymru published and launched ‘A Wales Action Plan for the Recovery of Curlew’ in November 2021. SNPA are a stakeholder partner in the LIFE Curlew project which operates within the Ysbyty Ifan and Hiraethog areas of Snowdonia. SNPA contribute to annual surveying of Curlew breeding numbers and nesting success through this project. Next steps for SNPA include developing a proposal for monitoring breeding curlew numbers and productivity in other areas of Snowdonia e.g. Cors Goch, Trawsfynydd.</p> <p><u>Marsh fritillary</u> Marsh fritillaries are a Section 7 species that have undergone catastrophic declines throughout much of Europe, the UK and Wales in recent decades. Marsh fritillaries are an excellent indicator of ecosystem health and positive management for marsh fritillary is beneficial for a whole range of other wildlife. Capital works have been funded to erect replacement fencing to enable introduction of grazing by native breed cattle on a previously afforested 3.3ha bog adjacent to a marsh fritillary breeding site. Hundreds of the Devil’s-bit scabious (<i>Succisa pratensis</i>) foodplant are establishing on the restored bog following recent seeding with local seed. Another prolific breeding site that is part of the Meirionnydd meta-population had bespoke scrub management during winter 2021-2022. On-site advice has been provided by marsh fritillary experts regarding optimizing management for invertebrates.</p>	<p>See SMS project indicators e.g., 90ha of regenerating conifers cleared from Brynteg wet woodland. Boulder replacement along 1.4km of the Afon Eden to increase habitat variability. See LIFE Dee River project indicators. Ultimate indicator is no. of FWPMs in-river.</p> <p>See indicators in Curlew Action Plan. Research indicates that stable Curlew populations need to be producing ≥ 0.5 chicks/pair/year. Current productivity in Snowdonia outside of the Curlew LIFE area is unknown.</p> <p>Light cattle grazing being introduced on 3.3ha of a restored bog next to a marsh fritillary breeding site. No. of larval webs counted.</p>
---	---	--

Aerial photo showing the distribution of the 204 marsh fritillary larval webs (white dots) counted on one of the Meirionnydd meta-population sites during September 2022.



Planning

The letter from Welsh Government’s Planning Directorate to Local Authority Chief Planning Officers regarding Biodiversity and Enhancement dated 23rd October 2019 has been very welcome. This letter clarifies that in light of the Environment (Wales) Act 2016 and Planning Policy Wales 10, that where biodiversity enhancement is not proposed as part of an application, significant weight will be given to its absence, and unless other significant material considerations indicate otherwise it will be necessary to refuse permission. ‘Future Wales: The National Plan 2040’ highlights Welsh Government’s ambition to see biodiversity enhancements across Wales and as part of the planning process and applications. Biodiversity training is routinely incorporated into the Authority’s annual meeting with Planning Agents.

Natur am Byth! – Tlysau Mynydd Eryri (Mountain Jewels of Snowdonia)

SNPA are closely involved in the development of this National Lottery Heritage Fund project that aims to inspire and involve people to help conserve some of Wales’s rarest upland species e.g. Snowdon rainbow leaf beetle, Welsh eyebright (*Euphrasia cambrica*).

Dolgellau Town Heritage Initiative

Core staff have worked closely with project staff and architectural and building contractors on some of the buildings in the project. This has involved identifying and safeguarding

Monitoring indicators are included in Section 3 and Appendix 1 of the SNPA’s Eryri LDP Annual Monitoring Report 2022.

No. of applications with enhancement for e.g. bats, swifts.

See project indicators

See project indicators.

possible swift nesting sites, and providing new potential nesting sites for swifts during renovation works.

Local Places for Nature

This Welsh Government funded scheme has enabled 113 swift boxes to be erected in targeted places near existing swift nesting sites around Eryri during winter 2021-2022. It was delivered in partnership with North Wales Wildlife Trust e.g., <https://www.welshcountry.co.uk/100-new-homes-for-snowdonias-endangered-birds>.

The 'Tŷ Natur' element of this project has provided funds for working in partnership with the National Trust (and their tenants) to retrofit 'Dark Sky Compliant' luminaires on some of their properties on the Ysbyty Ifan Estate. It has also provided funds for the SNPA's Biodiversity Officer to work with social housing providers in north Wales (Adra, Grŵp Cynefin, Cartrefi Conwy) and their tenants to co-design and start to implement biodiversity improvement plans on a number of their estates (e.g. wildflower areas, orchard trees).

NRAP Objective 3: Increase the resilience of our natural environment by restoring degraded habitats and habitat creation

Restore & create habitats and resilient ecological networks

Examples of restoration of degraded ecosystems

National Peatland Action Programme (NPAP)
SNPA are a Strategic Funding Partner to Natural Resources Wales (NRW) in delivering the objectives of the NPAP 2020-2025. £383k was spent by SNPA on peatland restoration with numerous landowners and tenants in Snowdonia through NPAP in 2020-2021, and £253k in 2021-2022. See www.youtube.com/playlist?list=PLQTPldkWg9_KzWeA7ji17Pgob-T5UnTH for a flavour of programme activities.

Photo of a former Norway spruce plantation on deep peat that SNPA have helped deconiferise and hydrologically restore (photo taken on 13th April 2022).



Eryri-wide survey of Trees and Plantations on Ancient Woodland Sites

SNPA have received Welsh Government funding during 2021-2022 (£100k) and 2022-2023 (£100k) to survey PAWS sites, come up with prioritised recommendations and implement those recommendations in following years. The fund is split with 25% for survey and reports, and 75% for implementing report recommendations. It's a great example of a simple, efficient, and effective method of operating. Landowners like the method of operating and appreciate people taking an interest in their woodlands, and subsequently feel an added value to their woodlands. The survey methodology includes deadwood survey.

Management of SNPA-owned land

Funding through the Welsh Government's Sustainable Landscapes Sustainable Places (SLSP) funding stream has enabled SNPA to begin the process of improving the management and diversifying the swards of amenity grasslands at Dolidris and Farchynys. Most of the grassland at SNPA's HQ is only cut once a year.

Gauging weir data is available if required in some locations to compare hydrographs before & after ditch blocking.

No. of ha restored, no. of restoration plans written (≈20 to date) and no. of woodlands coming into active sustainable management.

No. of species in sward (e.g. yellow rattle has already become well established at Dolidris following spreading seed from a species-rich meadow nearby).

Welsh Peatlands SMS Project

This Welsh Peatland Action Group pan-Wales SMS Project was led by SNPA (2018-2020). Activities were varied e.g. Peatland Code agreements developed, training, education, monitoring, research, afforested blanket bog and raised bog restoration, peat hagg re-profiling – see e.g.

www.youtube.com/watch?v=JMUUiuA9ljs &
www.youtube.com/watch?v=78McNjDZbWY &
www.iucn-uk-peatlandprogramme.org/projects/welsh-peatlands-project-sustainable-management-scheme-0

The project provided capacity for the first Peatland Code agreement to be signed in Snowdonia – see

<https://www.forestcarbon.co.uk/storage/app/media/Bwlch.pdf>

&

www.bbc.co.uk/news/uk-england-gloucestershire-63587964

HLF Carneddau Landscape Partnership

This £4M project was developed and co-produced 2017-19, with funding secured from the HLF for the implementation phase (2020-2025). A number of biodiversity work themes and packages are an integral part of this project. Project strands include:

- Cylchdaith y Carneddau
- Grazed uplands
- Lidar citizen science
- Meadows
- Skylines (including montane heath)
- The water cycle: peat and rivers
- Trees, woodland and hedgerows

Engagement, Communication and Grants are Whole Scheme Activities.

See <https://snowdonia.gov.wales/protect/conservation-work/carneddau-landscape-partnership/>

See project indicators outlined in bid e.g. ≤5 Peatland Code agreements.

See project indicators outlined in bid.

NRAP Objective 4: Tackle key pressures on species and habitats		
<p>Tackle negative factors: e.g. reduce pollution, use nature-based solutions, address invasive species</p>	<p><u>Celtic Rainforests Wales LIFE Project</u> This £7.5M project aims to improve the condition of 5 SACs in western Wales with the 'Celtic Rainforest' habitat-type and its constituent species. See https://celticrainforests.wales. Much of the focus is on managing and eradicating Invasive Non-Native Species (INNS) such as <i>Rhododendron ponticum</i>, Himalayan balsam and American skunk cabbage from within the SACs and a 1km buffer.</p> <p><u>Uwch Gwyrfaï SMS Project</u> This innovative project worked to transform the Uwch Gwyrfaï Common and its habitats (e.g., heath, acid grassland, lake, flushes & mires) by reconnecting it with local communities. It enabled graziers to address under-grazing issues by working better together to graze the Common to improve biodiversity and benefit the local rural economy.</p> <p><u>Mawddwy SMS Project</u> A group of 6 farming enterprises with 11 holdings are working with SNPA to deliver environmental improvements at a landscape scale. Objectives include:</p> <ul style="list-style-type: none"> • improving biodiversity and habitat connectivity on farms • restoring peatlands to ensure habitat resilience and ability to capture and store carbon • improve access in the local area (including trialing ancient path construction methods using wool as a geotextile membrane substitute). <p><u>Natural Flood Risk Management (NFRM) Projects</u> SNPA in partnership with a group of 11 farmers in Cwm Uchaf, Rhydymain and Ymgynghoriaeth Gwynedd Consultancy (YGC) secured £160k from Welsh Government for an 18-month Natural Flood Risk Management trial project in the Afon Wnion catchment (2020-2022). The project aimed to alleviate peak waterflows through nature-based solutions to reduce downstream flooding. Works included planting hedges, planting woodland, creation of ponds, sediment traps and blocking and re-profiling artificial drainage ditches in upland peatlands. National Parks Partnerships have levered private funding for SNPA to undertake a programme of NFRM measures on the Afon Dyfrdwy in Llanuwchllyn to commence in 2023. SLSP funding has enabled a programme of NFRM measures to commence in 2023 on a cluster of farms in the Afon Mynach catchment (Cwmtirmynach). This will complement the LIFE Dee River project that is active in the catchment. These collaborative projects illustrate the eagerness of land managers to engage with NFRM measures.</p> <p><u>Dark Skies Partnership (Prosiect Nos).</u> The Dark Sky North Wales 'Prosiect Nos' project has been outstanding in terms of engaging the communities of north</p>	<p>See project indicators.</p> <p>See project indicators.</p> <p>See project indicators. Examples include planting over 3.5km of new hedges & 408ha of peatland restored.</p> <p>See Wnion NFRM project indicators e.g., 7km of new hedgerows planted, 1.8ha of new woodland planted, 11 new ponds created, 3.5km of artificial drainage ditches blocked and re-profiled in blanket bog.</p>

	<p>Wales with the multiple benefits of dark skies. The project has worked with some organisations and businesses to trial the retrofitting of some of the worst lighting with ‘Dark Sky compliant’ luminaires. However, there is a need for an initiative to facilitate replacement of the least ‘Dark Sky compliant’ luminaires in the area on a transformative scale. SNPA are pleased to report a £50k grant from Welsh Government to further pilot the replacement of some of the worst-offending luminaires in the Welsh Designated Landscapes and surrounds. There is an additional £70k from Welsh Government for pre-intervention and post-intervention monitoring for luminaire changes within Dark Ecological Networks. Importantly, a second Dark Skies Officer working across the Welsh Designated Landscapes will commence in post in early 2023. The focus will be on improving the quality of Wales’s night skies and biodiversity.</p> <p><u>Dee Invasive Non-Native Species Project and Our River Wellbeing Project</u> SNPA Wardens annually work closely with these projects on the INNS component – see https://www.northwaleswildlifetrust.org.uk/upper-and-middle-dee-project. SNPA wardens are responsible for coordinating the ongoing (13+ years) Himalayan balsam and Japanese knotweed control programme in the catchment of Llyn Tegid and its tributaries, which is at the top of the Dee catchment.</p> <p><u>National Grid Landscape Enhancement Initiative-funded Rhododendron control, PAWS restoration and traditional boundary restoration.</u> Two projects (worth £200k each) have been funded in Dyffryn Ffestiniog to enable SNPA to improve habitat connectivity to encourage wildlife, safeguard ancient woodlands and manage invasive non-native species such as <i>Rhododendron ponticum</i>, Japanese knotweed and bamboo.</p> <p><u>Decarbonisation</u> The Corporate Work Plan includes several initiatives to respond to the challenges of climate change. These include:</p> <ul style="list-style-type: none"> • Energy efficiency and reducing carbon footprint of SNPA buildings to be integral part of new Asset Management Plan and aligned with ‘Wales Prosperity for All – A Low Carbon Public Estate’ targets • Develop an Action Plan for SNPA to be carbon neutral by 2030 based on the recommendations of the Carbon Study report • Commission a report to identify how the Authority can assist towards the National Park area being 	<p>See project indicators.</p> <p>25ha clear-felled PAWS site re-stocked with native broadleaved trees. 200ha of land (ffridd, native broadleaf and commercial woodlands) where Rhododendron is being controlled.</p> <p>See indicators in SNPA’s Corporate Work Plan e.g. target of 45% of journeys within Snowdonia being undertaken by sustainable modes by 2040.</p>
--	--	--

carbon neutral by 2050 to include specific reference to land management and working beyond SNPAs properties

- Support a strategic partnership with Welsh Government, Brecon Beacons and Pembrokeshire Coast National Park Authorities on Nature Recovery and Carbon Sequestration in the Designated Landscapes of Wales and hosting the post of strategic lead.

Picture of a new charging point at Ogwen. Perhaps there is room to synchronize further with Dark Skies and Tranquility objectives?



An example of action to date is the increasing SNPA fleet of electric vehicles that can be booked and used by staff, and the installation of more electric vehicle charging points at strategic points. Another example is the significantly increased amount of home-working since 2020 and extensive use of Microsoft Teams to attend meetings to cut staff commuting emissions.

SNPA have an in-house Carbon Group. SNPA should commit to eliminating fossil fuels from their activities and from each part of their supply chains. Continuing to emit CO₂ and relying on carbon offsetting to achieve carbon neutrality would, at best, be greenwashing.

'Geiriau Diflanedig' (The Lost Words) project

The development of this major exhibition project tackles the insidious threat posed to habitats and species by many young people's increasing lack of connection with them. The project stems in large part from a children's dictionary that was going to exclude once common Welsh names for common species e.g. otter, ivy, wren etc. It is a collaboration between Amgueddfa Cymru – National Museums Wales, the Pembrokeshire National Park Authority and SNPA.

No. of young people engaged with 'The Lost Words' exhibition during 2024.

NRAP Objective 5: Improve our evidence, understanding and monitoring		
<p>Improve the use of evidence in decision making</p>	<p>SNPA have an annual Service Level Agreement with Cofnod (the North Wales Environmental Information Service) and routinely use Cofnod data for decision making e.g. policy and planning decisions, project planning. SNPA staff who routinely work outdoors have been encouraged and trained to submit all biological records online to Cofnod. Some SNPA staff use the LERC recording app. SNPA work closely with Cofnod to mobilise data from various sources e.g., biological survey reports accompanying planning applications.</p> <p>Fforwm Eryri through SNPA commissioned a ‘Wildlife in Lockdown’ study during 2020-2022 to try and quantitatively and qualitatively assess some of the effects of the unprecedented Covid-19 lockdowns on the wildlife of north-west Wales in seven popular and well-visited areas.. See https://snowdonia.gov.wales/protect/conservation-work/wildlife-in-lockdown/</p> <p>SNPA are a partner in the Environment & Rural Affairs Monitoring and Modelling Programme (ERAMMP). ERAMMP aims to deliver a programme of monitoring and modelling which collects data across the Welsh landscape and links any changes to their impacts on a wide range of benefits including biodiversity. SNPA employ the Welsh Designated Landscapes ERAMMP Officer.</p> <p>SNPA are addressing an evidence gap by working with the Forest Genetics section of Forest Enterprise in Edinburgh to undertake DNA fingerprinting of native black poplars growing in Snowdonia and surrounds. This will then inform a programme of taking cuttings to maximise genetic diversity of new plantings from 2023.</p> <p>SNPA are a local hub for the collation of otter corpses that feed into the Cardiff University Otter Project and the North and Mid Wales Trunk Road Agent database of otter mortality locations. The Otter Project runs a long-term environmental surveillance scheme, using otters found dead to investigate contaminants, disease, and population biology across the UK.</p> <p>One SNPA member of staff is licensed to undertake bat roost survey and monitoring visits – the results of which are input into Cofnod, reported to NRW licensing, and feed into the Bat Conservation Trust’s National Bat Monitoring Programme (NBMP) and NRW’s Article 17 reporting.</p>	<p>Planning monitoring indicators are included in Section 3 and Appendix 1 of the SNPA’s Eryri LDP Annual Monitoring Report 2022. Data from a wide range of sources is collated during the production of the 5-yearly State of the Park Report. No. of biological records mobilized into the Cofnod database by SNPA.</p> <p>See project reports on SNPA website.</p> <p>See https://erammp.wales</p> <p>Report from FE upon the completion of the research.</p> <p>See www.cardiff.ac.uk/otter-project. No. of otter RTA blackspots where mitigation measures have been implemented.</p> <p>NRW’s Article 17 reporting and BCT’s NBMP.</p>

	<p>SNPA is a hub for local awareness-raising of the Predatory Bird Monitoring Scheme (PBMS), and a hub for collection of corpses for sending to the Centre for Ecology and Hydrology.</p> <p>SNPA have a drone for several data-collection and monitoring purposes. Staff were trained in autumn 2019 to become qualified drone operators. An example of an application was co-operating with Network Rail to map flowering <i>Rhododendron ponticum</i> on the sea-cliffs of the Network Rail Estate between Friog and Llwyngwriil in May-June 2020. This resulted in high-resolution orthomosaics being produced by SNPA, which ultimately enabled Network Rail contractors to commence Phase 1 of Rhododendron management works during November-December 2021. This added value to the Celtic Rainforests Wales LIFE Project. Drone photographs are frequently used for engagement purposes.</p>	<p>Bird corpse data feeds into PBMS - https://pbms.ceh.ac.uk</p> <p>Four SNPA staff are qualified drone operators. No. of projects where drones have provided data.</p>
--	---	--

NRAP Objective 6: Put in place a framework of governance and support for delivery		
<p>Ensure governance for biodiversity within SNPA</p>	<p>The SNPA Chief Executive and Authority Members are ultimately responsible for ensuring biodiversity action is taken across the Authority.</p>	<p>The Section 6 duty (through Outcomes in Cynllun Eryri) is monitored, reviewed and reported in the Annual Monitoring Report for Cynllun Eryri. Governance is reported upon in the annual SNPA Governance Statement.</p>
<p>Provide capacity for biodiversity</p>	<p>SNPA have a Senior Ecologist (Planning) and a Senior Ecologist (Projects). The recently created post of Volunteer and Well-being Officer is new on the SNPA staffing structure, enabling better co-ordination of volunteering and biodiversity enhancement opportunities with partners. The SNPA Warden service are routinely involved with involving local communities and educational groups in cross-cutting biodiversity action. The majority of SNPA projects have biodiversity elements at their core. Close ties are maintained with all community councils in Snowdonia through regular correspondence and meetings, which leads to opportunities to work together to promote biodiversity. SNPA provide the secretariat (Local Nature Partnership Co-ordinator) for the Snowdonia Local Nature Partnership, although the relatively short-term funding has undoubtedly been a factor in relatively high staff turnover in this role unfortunately. The UK National Parks family provide Continuous Professional Development (CPD) in the form of annual 3-day meetings/training for peer groups e.g., National Park Ecologists, Agri-liaison/Natural Resource Officers etc.</p> <p>Internal expertise with regard to trees is provided by the Authority's Forester and Trees & Woodlands Officer. Grant funding has facilitated the establishment of micro tree nurseries at Plas Tan y Bwlch, Maentwrog and Henfaes, Abergwyngregyn. This has provided great opportunities for volunteer engagement through seed collection days and has enabled SNPA to host events like the recent Llais y Goedwig Tree Nursery Biosecurity Workshop in November 2022. SNPA has also been able to host learning days for others who are looking to establish micro tree nurseries locally. This provides capacity for leading on the National Forest objectives and the SNPA's Trees & Woodlands Strategy.</p>	<p>See www.eryri.llyw.cymru/ for a flavor of activities</p> <p>No. of volunteers involved with seed collection days (through a variety of projects). No. of attendees (12) on Llais y Goedwig Tree Nursery Biosecurity Workshop.</p>

<p>Support biodiversity action through funding and/or partnerships</p>	<p>SNPA are a partner in the Welsh Government-funded 'Enabling Natural Resources and Well-being' Local Nature Partnership (LNP) Project 2019-2022. This project funds a 0.6FTE LNP Cymru project co-ordinator hosted by SNPA. SNPA made this a full-time post until March 2022 initially (subsequently extended to March 2023) by adding 0.4FTE for wider biodiversity/S6 enhancement work in Snowdonia. LNP Cymru project provides £7k per annum for direct biodiversity work by stakeholders, topped up by a further £10k across the three-year project by SNPA.</p> <p>As a member of the Pen Llŷn a'r Sarnau (PLAS) Special Area of Conservation Relevant Authorities Group and the PLAS Liaison Group, SNPA chair both Groups and are fully committed to the work of the Groups. SNPA currently provide £3,100 annually towards the cost of employing the Pen Llŷn a'r Sarnau SAC Officer. SNPA feel it is critically important to this role that other Relevant Authorities provide annual core funding to keep the Pen Llŷn a'r Sarnau SAC Officer in place. SNPA feel that with current funding arrangements (predominantly on a year-to-year basis and projects-based) that there is a significant risk of not being able to retain the expertise, networks and exceptional community rapport of the established officer. Supporting the SAC Officer is vital to Welsh Government's priority objective of meeting the Programme for Government commitment to establish a targeted scheme to support restoration of seagrass and saltmarsh habitats along our coastline. It is also helping to deliver the ambitions of the Marine Protected Area Network Management Framework and contributing to emerging policy of blue carbon.</p> <p>A strategic partnership with Welsh Government, Brecon Beacons and Pembrokshire Coast National Park Authorities on Nature Recovery and Carbon Sequestration in the Designated Landscapes of Wales has been recently established, with SNPA hosting the strategic lead.</p> <p>Partnerships created through Cynllun Partneriaeth Yr Wyddfa and Cynllun Eryri deliver on a wide range of strategic actions and project goals in partnership with a wide range of organisations, businesses and community groups throughout the National Park.</p>	<p>SNPA LNP Cymru Biodiversity Co-ordinator appointed in November 2019 to deliver LNP Cymru project objectives and wider biodiversity work in Snowdonia.</p> <p>Improving management and engagement with the PLAS SAC e.g., trialing helical anchors at Porthdinllaen to reduce scouring of seagrass beds. No. of children engaged with the new Tir a Môr Education Pack.</p> <p>Development of a strategic plan to respond to the nature and climate emergencies.</p> <p>No. of individuals/businesses receiving Eryri Ambassador accreditation e.g. 790 bronze accreditations to date, with 660 of those going on to achieve silver accreditation, and 590 of those achieving gold accreditation.</p>
--	--	---

Review of S6 duty

What has worked well? What have the barriers been? What will you change?

- The development of a relatively well-resourced Engagement Section has allowed SNPA to start to strategically and collaboratively tackle some of the systemic and long-term societal issues negatively impacting on Snowdonia's biodiversity and ecosystems. Examples are the co-production of Cynllun Eryri, the Snowdon Partnership Plan, Local Place-Plans, the Caru Eryri and Eryri Ambassador (www.ambassador.wales/llysgennad-eryri) Schemes, and production and implementation of a Recreation Strategy, a Volunteer Strategy and a Parking & Transport Strategy. It has also enabled quick and punchy messaging to the public at large, many of whom may not necessarily have been familiar with 'countryside code' type messaging previously.
- The recommendations of the recent Welsh Government 'Biodiversity Deep Dive' apply to Snowdonia as much as anywhere else in Wales. For example, Recommendation 1 – 'Improve the effectiveness of protection from the damaging impacts of development and other threats / pressures by increasing capacity and capability in relevant public bodies to take effective enforcement action where needed' is very much welcomed. Several cases of potential planning breaches that negatively impact biodiversity and ecosystem resilience are still unresolved. The reasons are unclear – perhaps they are not perceived as being as pressing as some other compliance issues in a climate where the Development Management and Compliance Section have been extremely stretched for many years.
- There was an issue in January 2022 where SNPA were publicly criticized for footpath works upslope of Cors Geullt SSSI above Capel Curig e.g. <https://www.bbc.co.uk/news/uk-wales-60175334>. Priority peatland and heathland habitats were bisected by completely new drainage ditches in places. A reason given for a lack of adequate consultation prior to the works was the tight Welsh Government funding deadlines for delivery of the project. If there has been learning from the project, it seems to be reflected to an extent in SNPA's Corporate Work Programme for 2022-2023 where there is an action for SNPA staff to 'Produce guidelines for undertaking access route works in Snowdonia'.
- It can be difficult to obtain Glastir derogations in order to adaptively manage land in Snowdonia (e.g. introducing grazing in order to control Himalayan balsam outbreaks as sustainably as possible). It can be extremely difficult to effectively manage INNS (e.g. Rhododendron) on land subject to some Organic agreements.
- Training would be very useful so that the advantages of clear-span solutions (as opposed to e.g. culverts) are more widely appreciated in terms of enhancing fluvial processes and ecosystems.
- Training by NRW for SNPA on the implications of phosphate standards and targets would be extremely valuable. It may be the case that Phosphorus Assessments and Reduction Strategies will need to be commissioned for all the SAC river catchments of the National Park.
- Perhaps further grant funding streams e.g. Cronfa Cymunedol Eryri could have conditions attached that secure further enhancement for biodiversity across Eryri.
- SNPA feel that it is critically important to the continuity of implementing marine objectives based around the Pen Llŷn a'r Sarnau SAC that increased core funding is provided towards the cost of employing the Pen Llŷn a'r Sarnau SAC Officer.

How and when will the S6 duty be monitored and the S6 plan reviewed?

- The S6 requirements are built into the mechanism utilized for reporting on the National Park Management Plan (reviewed every 5 years) and are incorporated in the State of the Park Report. This reduces resources required to coordinate reports and serves to fully embed S6 Duties into the work program of the Authority and the scrutiny of its Members.

MEETING	Performance and Resources Committee
DATE	30 November 2022
TITLE	HEALTH & SAFETY ANNUAL MONITORING REPORT 2021/22
REPORT BY	Human Resources Service
PURPOSE	For Information

1. BACKGROUND

- 1.1 The Authority has previously adopted a Health and Safety Policy. This sets out the Health and Safety responsibilities and roles for managers and staff. The Health and Safety Group review this policy annually and any revisions are confirmed by the Management Team.
- 1.2 The Health and Safety Group meets on a quarterly basis. The Group is chaired by the Director of Corporate Services on behalf of the Management Team and is co-ordinated and administered by the Human Resources Service.

The present members of the Group are:

Director of Corporate Services
Head of Human Resources
Head of Wardens
Access Project Officer
Head of Property
Property and Facilities Manager
Principal Planning Officer – Development Management
Head of Conservation, Woodlands & Agriculture
Tree and Woodland Officer

Other officers report to / attend the Group as required. For example, Head of Administration & Customer Care, Head of Engagement.

- 1.3 Health and Safety is also included in the remit of the Local Joint Working Group with both the Trade Unions and the Human Resources Service report as appropriate.
- 1.4 There is also a standard item on the Management Team meeting agenda where any issues can be raised.

2. TRAINING

- 2.1 I commenced in post during June 2022 and am keen to structure a training plan during the next reporting period to focus on various aspects of Health and Safety in accordance with priority.

3. INCIDENTS

It is usual to compare year on year data. However, data from this period remains unrepresentative of prior years since several staff members continue to work from home.

4. COVID-19 PANDEMIC

- 4.1 Many staff members continue working from home and therefore measures put in place during the pandemic remain in place such as holding meetings virtually.

Although there is a greater presence in the workplace, we don't anticipate a return to the pre-pandemic, traditional, full-time, office based working practices since the landscape has changed indefinitely.

The Authority has scheduled a meeting with the Management Team and all Section Heads in December 2022 to review various ways of working to consider an agile approach to working practices for the modern world of work.

5. RECOMMENDATION

- 5.1 To note the report for information.

MEETING	Performance & Resource Committee
DATE	30 th November 2022
TITLE	INFORMATION CENTRES ANNUAL REPORT
REPORT BY	Sustainable Tourism Manager
PURPOSE	To update members on the progress of the Information Centres

1. BACKGROUND

- 1.1 The Authority has three Information Centres, at Aberdyfi, Beddgelert and Betws y Coed. The Aberdyfi and Beddgelert centres are seasonal, whereas the Betws y Coed centre is open all year round.
- 1.2 Since 2018 Beddgelert office centre has opened for a week over February half term and then on weekends only until opening for the season from the last weekend in March.
- 1.3 For the purpose of this report I have included comparisons for the last four years as 2020 & 2021 faced significant disruption due to Covid-19.

2. AN OVERVIEW OF THE 2022-23 YEAR TO DATE

- 2.1 All three centres opened on time and were to be open for the full season.
- 2.3 Covid safe measures have remained to a degree in all three centres. Measures in force throughout the season have included –
 - One way systems through the centres in Beddgelert and Betws y Coed (Betws y Coed one way system disbanded on November 9th).
 - Exhibition spaces closed at both Beddgelert and Betws y Coed. The exhibition space reopened in Betws y Coed on October 22nd. The new VR headsets have proven extremely popular with visitors.
 - Limited opening hours to allow for additional cleaning and lunch breaks.
 Following staff consultation, the Covid Risk Assessment remains in place, with limited measures remaining for the start of next year.
- 2.4 As a service we have faced a number of challenges with our staffing levels. Recruitment has proved extremely challenging with positions unfilled for long periods. Absence due to illness, not only with Covid was also significant. This has proved challenging for staff with centres being closed or understaffed.

- 2.5 Last year we successfully trialled a new form of employment contract with one of our staff members not employed to a specific centre but contracted and trained to cover all three. This proved successful in filling short term staffing gaps due to illness. This position has remained unfilled this year despite numerous attempts to recruit.

3. ABERDYFI CENTRE

- 3.1 See Centre data in the appendix. Figures for the year 22/23 in full. Included Short Term Trends with comparisons to 21/22 and 19/20, also long term trends from 2015.
- 3.2 Aberdyfi is our smallest centre and was the most challenging to enforce the Covid One Way system. Following staff request, the system was disbanded early in the season.
- 3.3 Aberdyfi experienced the most disruption due to staff recruitment issues. Following staff departure at the end of 2021 we failed to recruit a replacement until late May despite advertising from January. Along with the failure to appoint a 'floating' contract it has meant that Aberdyfi has been closed for 31 of the 220 days it was scheduled to open. This has meant an estimated loss of £3,789 in turnover at the centre.
- 3.4 Despite the estimated loss in income Aberdyfi has had its most successful year financially with takings back to pre-pandemic levels. This is especially noteworthy as Visitor numbers remain around 20% lower.
- 3.5 Looking at the long term comparison we can see that the Average spend per transaction has remained high. Profit per head has decreased due to the much higher visitor numbers, however it remains significantly higher than pre pandemic levels.

4. BEDDGELERT CENTRE

- 4.1 See Centre data in the appendix. Figures for the year 22/23 in full. Included Short Term Trends with comparisons to 21/22 and 19/20, also long term trends from 2015.
- 4.2 The one way system in Beddgelert stayed in force throughout the season with the street facing chapel doors being the entrance. We will continue to use the chapel doors as an entry exit point in the years to come, anecdotally we believe that this has contributed to the financial success of the centre through the pandemic.
- 4.3 Beddgelert also experienced disruption due to staffing issues, in this case due to staff illness. The centre was closed for 11 days through the season with an estimated loss of £3,423 in turnover. The centre was under-staffed for a further 35 days affecting the level of service that could be provided.
- 4.4 Similar to Aberdyfi, despite the loss of income Beddgelert has had its most successful year financially with sales income over 30% higher than 2019. As in Aberdyfi this is despite Visitor Numbers remaining 14% down on 2019.

- 4.5 Looking at the long term comparison we see that Profit Per Head is twice that of Aberdyfi and Betws y Coed and average spend per transaction continues to grow.
- 4.6 We believe that there are three main factors for the retail success of Beddgelert in comparison to our other centres –
- Visitor Demographics plays a part. The lack of choice in Accommodation type and relatively poor public transport links in Beddgelert means that as an overnight destination it is only achievable to visitors with higher levels of disposable income.
 - Lack of retail competition in village compared with our other locations.
 - The Welsh Highland Railway terminated services in Beddgelert (Porthmadog to Beddgelert Return, Caernarfon to Beddgelert Return) and travellers were given an hour and a half to explore the village. Being on the route from the station into the village combined with the opening of the main Chapel doors from the street ensured that a high number of Train Passengers were finding their way to the centre.

5. BETWS Y COED CENTRE

- 5.1 See Centre data in the appendix. Figures for the year 22/23 in full. Included Short Term Trends with comparisons to 21/22 and 19/20, also long term trends from 2015.
- 5.2 Betws y Coed also experienced disruption due to staffing issues through a combination of failure to recruit and staff illness. The centre didn't suffer the same levels of closure as the other two (only closing for 1 day) it was however undermanned for 39 days affecting the level of service that could be provided.
- 5.3 Betws y Coed was the most negatively affected during the Covid Pandemic. Visitor numbers have seen the biggest rebound to pre pandemic levels, this year only 8% down on 2019.
- 5.4 Sales have not recovered to the same extent being 14% down on 2019. However there has been a significant increase of 30% on 21/22.

6. LOOKING FORWARD

- 6.1 As mentioned above some Covid safe measures will remain for next year. These include the 'sneeze screens' around the visitor desks, provision of hand sanitisers and advice that no one that has recently tested positive for Covid-19 is to enter the centres.
- 6.2 Due to the pandemic it has been difficult to draw concrete conclusions from recent figures. In last year's report we highlighted some tentative assumptions that have largely come to pass. Looking to next season is further challenged by the current economic outlook.

Despite the bleak economic outlook for retail I expect the financial gains seen this year in Beddgelert and Betws y Coed to continue through to next year either remaining flat at this years levels (Beddgelert) or increasing slightly (Betws y Coed). Both of these centres receive a higher number of International Visitors and this year has seen a low level return of mostly European and American visitors with a greater spending capacity than we have seen historically due to the favourable exchange

rate. The return of these visitors in greater numbers next year should offset the reduction in disposable income of UK visitors.

Aberdyfi has a greater challenge to maintain this year's level of income, traditionally welcoming fewer international visitors than Beddgelert and Betws y Coed and it is more dependent on the UK market.

- Betws y Coed has the advantage of the upgraded exhibition which will be a draw to visitors. We hope to have soft launch in February with a further online marketing drive before Easter.
- I would expect visitor numbers in all three centres to increase again next year, Betws y Coed is likely to recover to 2019 levels. I would expect the staycation boom to continue to some extent as foreign travel becomes more expensive for UK visitors.

6.3 The greatest threat to the realisation of the above conclusions would be our failure to recruit and retain staff for the centres.

6.4 Due to the success of Beddgelert and continued higher visitor numbers, the intention is to trial opening on additional weekends over the Winter. It is expected that this will be cost neutral in relation to the Centres budget due to expected sales.

RECOMMENDATION

For Members to discuss the content of the report and any steps that should be taken as we look towards 2023-2024.

CANOLFAN / CENTRE: ABERDYFI

YMWELWYR AC YMHOLIADAU / VISITORS AND ENQUIRIES

MIS MONTH	2022/23					2021/22					CYMHARIAETH 22/23 - 21/22		2019/20		CYMHARIAETH 21/22 - 19/20	
	↑	↓	↔	e.↔	TOTAL	↑	↓	↔	e.↔	TOTAL	% + / -		TOTAL	% + / -		
EBR / APR	2,173	-	23	10	2,206	519	-	46	6	571	286.34		4,272	-48.36		
MAI / MAY	2,991	-	48	10	3,049	1,040	1	72	9	1,122	171.75		5,984	-49.05		
MEH / JUN	4,295	-	54	5	4,354	1,845	-	84	14	1,943	124.09		4,203	3.59		
GOR / JUL	6,672	1	61	6	6,740	1,548	-	63	8	1,619	316.31		6,654	1.29		
AWS / AUG	7,586	1	69	4	7,660	2,227	-	99	10	2,336	227.91		8,873	-13.67		
MED / SEP	3,516	-	24	1	3,541	2,043	-	56	2	2,101	68.54		4,539	-21.99		
HYD / OCT	2,041	-	15	4	2,060	864	-	14	2	880	134.09		2,584	-20.28		
TACH / NOV	209	-	3	-	212	-	-	-	-	-	#DIV/0!		165	28.48		
RHAG / DEC	-	-	-	-	-	-	-	-	-	-	#DIV/0!		-	#DIV/0!		
ION / JAN	-	-	-	-	-	-	-	-	-	-	#DIV/0!		-	#DIV/0!		
CHWE / FEB	-	-	-	-	-	-	-	-	-	-	#DIV/0!		-	#DIV/0!		
MAW / MAR	-	-	-	-	-	-	-	-	-	-	#DIV/0!		-	#DIV/0!		
CYFANSWM / TOTAL	29,483	2	297	40	29,822	10,086	1	434	51	10,572	182.08		37,274	-19.99		
EBR-HYD/ APR-OCT	29,274	2	294	40	29,610	10,086	1	434	51	10,572	180.08		37,109	-20.21		

MIS/MONTH	CYMHARIAETH: CYMHARIAETH			CYMHARIAETH: CYMHARIAETH	
	2022/23	2021/22	2019/20	22/23 - 21/22	22/23 - 19/20
EBR / APR	£ 1,971.01	£ 1,147.52	£ 2,474.30	71.76	-20.34
MAI / MAY	£ 2,462.62	£ 1,893.45	£ 2,870.54	30.06	-14.21
MEH / JUN	£ 3,128.17	£ 3,413.51	£ 2,720.19	-8.36	15.00
GOR / JUL	£ 4,596.19	£ 3,138.09	£ 4,183.88	46.46	9.85
AWS / AUG	£ 4,774.52	£ 4,219.59	£ 4,656.28	13.15	2.54
MED / SEP	£ 4,236.46	£ 4,009.26	£ 3,638.97	5.67	16.42
HYD / OCT	£ 2,312.19	£ 2,430.99	£ 1,913.05	-4.89	20.86
TACH / NOV	£ 455.77	£ -	£ 222.20	#DIV/0!	105.12
RHAG / DEC	£ -	£ -	£ -	#DIV/0!	#DIV/0!
ION / JAN	£ -	£ -	£ -	#DIV/0!	#DIV/0!
CHWE / FEB	£ -	£ -	£ -	#DIV/0!	#DIV/0!
MAW / MAR	£ -	£ -	£ -	#DIV/0!	#DIV/0!
CYFANSWM / TOTAL	£ 23,936.93	£ 20,252.41	£ 22,679.41	18.19	5.54
EBR-HYD/ APR-OCT	£ 23,481.16	£ 20,252.41	£ 22,457.21	15.94	4.56

MIS / MONTH	CYMHARIAETH: CYMHARIAETH			CYMHARIAETH: CYMHARIAETH	
	2022/23	2021/22	2019/20	22/23 - 21/22	22/23 - 19/20
EBR / APR	£ 8.00	£ -	£ 9.50	#DIV/0!	-15.79
MAI / MAY	£ -	£ -	£ -	#DIV/0!	#DIV/0!
MEH / JUN	£ -	£ -	£ -	#DIV/0!	#DIV/0!
GOR / JUL	£ 19.00	£ 47.00	£ 26.50	-59.57	-28.30
AWS / AUG	£ 31.50	£ -	£ 7.50	#DIV/0!	320.00
MED / SEP	£ -	£ -	£ 39.00	#DIV/0!	-100.00
HYD / OCT	£ -	£ -	£ -	#DIV/0!	#DIV/0!
TACH / NOV	£ -	£ -	£ -	#DIV/0!	#DIV/0!
RHAG / DEC	£ -	£ -	£ -	#DIV/0!	#DIV/0!
ION / JAN	£ -	£ -	£ -	#DIV/0!	#DIV/0!
CHWE / FEB	£ -	£ -	£ -	#DIV/0!	#DIV/0!
MAW / MAR	£ -	£ -	£ -	#DIV/0!	#DIV/0!
CYFANSWM / TOTAL	£ 58.50	£ 47.00	£ 82.50	24.47	-29.09
EBR-HYD/ APR-OCT	£ 58.50	£ 47.00	£ 82.50	24.47	-29.09

MIS / MONTH	CYMHARIAETH: CYMHARIAETH			CYMHARIAETH: CYMHARIAETH	
	2022/23	2021/22	2019/20	22/23 - 21/22	22/23 - 19/20
EBR / APR	£ 755.99	£ 453.47	£ 985.88	66.71	-23.32
MAI / MAY	£ 988.44	£ 742.35	£ 1,152.64	33.15	-14.25
MEH / JUN	£ 1,213.06	£ 1,366.99	£ 1,051.70	-11.26	15.34
GOR / JUL	£ 1,897.26	£ 1,293.98	£ 1,691.74	46.62	12.15
AWS / AUG	£ 1,977.25	£ 1,689.50	£ 1,856.32	17.03	6.51
MED / SEP	£ 1,735.21	£ 1,601.26	£ 1,469.64	8.37	18.07
HYD / OCT	£ 926.60	£ 958.72	£ 762.02	-3.35	21.60
TACH / NOV	£ 174.13	£ -	£ 80.86	#DIV/0!	115.35
RHAG / DEC	£ -	£ -	£ -	#DIV/0!	#DIV/0!
ION / JAN	£ -	£ -	£ -	#DIV/0!	#DIV/0!
CHWE / FEB	£ -	£ -	£ -	#DIV/0!	#DIV/0!
MAW / MAR	£ -	£ -	£ -	#DIV/0!	#DIV/0!
CYFANSWM / TOTAL	£ 9,667.94	£ 8,106.27	£ 9,050.80	19.26	6.82
EBR-HYD/ APR-OCT	£ 9,493.81	£ 8,106.27	£ 8,969.94	17.12	5.84

2019/20

	Gwerthiant	Llety	Elw
	TOTAL	TOTAL	TOTAL
EBR / APR	£ 2,474.30	£ 9.50	£ 985.88
MAI / MAY	£ 2,870.54	£ -	£ 1,152.64
MEH / JUN	£ 2,720.19	£ -	£ 1,051.70
GOR / JUL	£ 4,183.88	£ 26.50	£ 1,691.74
AWS / AUG	£ 4,656.28	£ 7.50	£ 1,856.32
MED / SEP	£ 3,638.97	£ 39.00	£ 1,469.64
HYD / OCT	£ 1,913.05	£ -	£ 762.02
TACH / NOV	£ 222.20	£ -	£ 80.86
RHAG / DEC	£ -	£ -	£ -
ION / JAN	£ -	£ -	£ -
CHWE / FEB	£ -	£ -	£ -
MAW / MAR	£ -	£ -	£ -
	£ 22,679.41	£ 82.50	£ 9,050.80
	£ 22,457.21	£ 82.50	£ 8,969.94

CANOLFAN / CENTRE: BEDDGELERT

YMWELWYR AC YMHOLIADAU / VISITORS AND ENQUIRIES

MIS MONTH	2022/23					2021/22					CYMHARIAETH		2019/20		CYMHARIAETH	
	↑	↓	↔	e.	TOTAL	↑	↓	↔	e.	TOTAL	% +/-	TOTAL	% +/-			
EBR / APR	4,155	-	136	20	4,311	1,708	2	62	16	1,788	141.11	EBR / APR	4,492	-4.03		
MAI / MAY	4,128	1	103	20	4,252	3,574	-	90	44	3,708	14.67	MAI / MAY	6,028	-29.46		
MEH / JUN	3,947	-	87	12	4,046	6,470	-	113	62	6,645	-39.11	MEH / JUN	5,163	-21.63		
GOR / JUL	7,134	-	142	15	7,291	6,416	-	85	51	6,552	11.28	GOR / JUL	7,326	-0.48		
AWS / AUG	9,084	1	183	29	9,297	7,913	1	118	53	8,085	14.99	AWS / AUG	12,194	-23.76		
MED / SEP	5,545	-	82	7	5,634	6,183	-	60	10	6,253	-9.90	MED / SEP	6,177	-8.79		
HYD / OCT	4,061	-	65	10	4,136	4,525	-	54	6	4,585	-9.79	HYD / OCT	4,086	1.22		
TACH / NOV	453	-	6	-	459	-	-	-	-	-	#DIV/0!	TACH / NOV	285	61.05		
RHAG / DEC	-	-	-	-	-	-	-	-	-	-	#DIV/0!	RHAG / DEC	-	#DIV/0!		
ION / JAN	-	-	-	-	-	-	-	-	-	-	#DIV/0!	ION / JAN	1	-100.00		
CHWE / FEB	-	-	-	-	-	390	-	3	3	396	#DIV/0!	CHWE / FEB	830	-100.00		
MAW / MAR	-	-	-	-	-	911	-	22	4	937	#DIV/0!	MAW / MAR	324	-100.00		
CYFANSWM / TOTAL	38,507	2	804	113	39,426	38,090	3	607	249	38,949	1.22		46,906	-15.95		
EBR-HYD/ APR-OCT	38,054	2	798	113	38,967	36,789	3	582	242	37,616	3.59		45,466	-14.29		

MIS/MONTH	CYMHARIAETH: CYMHARIAETH			22/23 - 21/22	22/23 - 19/20
	2022/23	2021/22	2019/20		
EBR / APR	£ 10,603.43	£ 2,433.47	£ 8,154.03	335.73	30.04
MAI / MAY	£ 10,352.18	£ 7,296.49	£ 9,887.04	41.88	4.70
MEH / JUN	£ 8,877.17	£ 11,581.21	£ 7,914.44	-23.35	12.16
GOR / JUL	£ 15,703.55	£ 14,493.10	£ 11,190.44	8.35	40.33
AWS / AUG	£ 19,091.41	£ 16,742.57	£ 14,157.50	14.03	34.85
MED / SEP	£ 14,881.52	£ 15,286.43	£ 9,445.28	-2.65	57.56
HYD / OCT	£ 11,411.99	£ 12,680.90	£ 8,477.61	-10.01	34.61
TACH / NOV	£ 1,514.82	£ -	£ 615.94	#DIV/0!	145.94
RHAG / DEC	£ -	£ -	£ -	#DIV/0!	#DIV/0!
ION / JAN	£ -	£ -	£ -	#DIV/0!	#DIV/0!
CHWE / FEB	£ -	£ 1,520.80	£ 1,005.69	-100.00	-100.00
MAW / MAR	£ -	£ 2,743.08	£ 504.56	-100.00	-100.00
CYFANSWM / TOTAL	£ 92,436.07	£ 84,778.05	£ 71,352.53	9.03	29.55
EBR-HYD/ APR-OCT	£ 90,921.25	£ 80,514.17	£ 69,226.34	12.93	31.34

MIS / MONTH	CYMHARIAETH: CYMHARIAETH			22/23 - 21/22	22/23 - 19/20
	2022/23	2021/22	2019/20		
EBR / APR	£ -	£ -	£ -	#DIV/0!	#DIV/0!
MAI / MAY	£ -	£ -	£ -	#DIV/0!	#DIV/0!
MEH / JUN	£ -	£ -	£ -	#DIV/0!	#DIV/0!
GOR / JUL	£ -	£ -	£ -	#DIV/0!	#DIV/0!
AWS / AUG	£ -	£ -	£ -	#DIV/0!	#DIV/0!
MED / SEP	£ -	£ -	£ -	#DIV/0!	#DIV/0!
HYD / OCT	£ -	£ -	£ -	#DIV/0!	#DIV/0!
TACH / NOV	£ -	£ -	£ -	#DIV/0!	#DIV/0!
RHAG / DEC	£ -	£ -	£ -	#DIV/0!	#DIV/0!
ION / JAN	£ -	£ -	£ -	#DIV/0!	#DIV/0!
CHWE / FEB	£ -	£ -	£ -	#DIV/0!	#DIV/0!
MAW / MAR	£ -	£ -	£ -	#DIV/0!	#DIV/0!
CYFANSWM / TOTAL	£ -	£ -	£ -	#DIV/0!	#DIV/0!
EBR-HYD/ APR-OCT	£ -	£ -	£ -	#DIV/0!	#DIV/0!

MIS / MONTH	CYMHARIAETH: CYMHARIAETH			22/23 - 21/22	22/23 - 19/20
	2022/23	2021/22	2019/20		
EBR / APR	£ 4,182.82	£ 905.38	£ 3,134.25	362.00	33.46
MAI / MAY	£ 4,010.73	£ 2,846.44	£ 3,787.25	40.90	5.90
MEH / JUN	£ 3,406.85	£ 4,517.55	£ 3,039.26	-24.59	12.09
GOR / JUL	£ 6,224.43	£ 5,634.43	£ 4,427.67	10.47	40.58
AWS / AUG	£ 7,612.09	£ 6,561.49	£ 5,631.23	16.01	35.18
MED / SEP	£ 5,937.90	£ 5,922.71	£ 3,754.43	0.26	58.16
HYD / OCT	£ 4,460.08	£ 4,806.13	£ 3,329.81	-7.20	33.94
TACH / NOV	£ 576.89	£ -	£ 235.67	#DIV/0!	144.79
RHAG / DEC	£ -	£ -	£ -	#DIV/0!	#DIV/0!
ION / JAN	£ -	£ -	£ -	#DIV/0!	#DIV/0!
CHWE / FEB	£ -	£ 574.68	£ 401.41	-100.00	-100.00
MAW / MAR	£ -	£ 1,061.47	£ 202.35	-100.00	-100.00
CYFANSWM / TOTAL	£ 36,411.79	£ 32,830.28	£ 27,943.33	10.91	30.31
EBR-HYD/ APR-OCT	£ 35,834.90	£ 31,194.13	£ 27,103.90	14.88	32.21

2019/20

	Gwerthiant	Llety	Elw
	TOTAL	TOTAL	TOTAL
EBR / APR	£ 2,474.30	£ 9.50	£ 985.88
MAI / MAY	£ 2,870.54	£ -	£ 1,152.64
MEH / JUN	£ 2,720.19	£ -	£ 1,051.70
GOR / JUL	£ 4,183.88	£ 26.50	£ 1,691.74
AWS / AUG	£ 4,656.28	£ 7.50	£ 1,856.32
MED / SEP	£ 3,638.97	£ 39.00	£ 1,469.64
HYD / OCT	£ 1,913.05	£ -	£ 762.02
TACH / NOV	£ 222.20	£ -	£ 80.86
RHAG / DEC	£ -	£ -	£ -
ION / JAN	£ -	£ -	£ -
CHWE / FEB	£ -	£ -	£ -
MAW / MAR	£ -	£ -	£ -
	£ 22,679.41	£ 82.50	£ 9,050.80
	£ 22,457.21	£ 82.50	£ 8,969.94

CANOLFAN / CENTRE: BETWS-Y-COED

YMWELWYR AC YMHOLIADAU / VISITORS AND ENQUIRIES

MIS MONTH	2022/23					2021/22					CYMHARIAETH		2019/20		CYMHARIAETH	
	↑	↓	↔	e.	TOTAL	↑	↓	↔	e.	TOTAL	% +/-	TOTAL	% +/-			
EBR / APR	6,251	-	109	31	6,391	945	1	115	9	1,070	497.29	EBR / APR	8,925	-28.39		
MAI / MAY	6,449	-	101	29	6,579	3,905	-	286	33	4,224	55.75	MAI / MAY	9,317	-29.39		
MEH / JUN	9,304	-	90	18	9,412	7,083	1	518	40	7,642	23.16	MEH / JUN	7,907	19.03		
GOR / JUL	10,130	1	96	17	10,244	8,029	2	456	17	8,504	20.46	GOR / JUL	10,058	1.85		
AWS / AUG	12,587	-	127	20	12,734	9,817	1	553	28	10,399	22.45	AWS / AUG	15,114	-15.75		
MED / SEP	9,700	-	95	19	9,814	7,290	-	287	11	7,588	29.34	MED / SEP	9,606	2.17		
HYD / OCT	7,104	1	64	11	7,180	6,575	-	125	9	6,709	7.02	HYD / OCT	7,126	0.76		
TACH / NOV	912	-	4	2	918	1,722	-	65	18	1,805	-49.14	TACH / NOV	3,467	-73.52		
RHAG / DEC	-	-	-	-	-	1,930	-	24	7	1,961	-100.00	RHAG / DEC	2,671	-100.00		
ION / JAN	-	-	-	-	-	1,312	-	54	13	1,379	-100.00	ION / JAN	2,636	-100.00		
CHWE / FEB	-	-	-	-	-	1,947	1	68	16	2,032	-100.00	CHWE / FEB	2,761	-100.00		
MAW / MAR	-	-	-	-	-	2,885	1	70	12	2,968	-100.00	MAW / MAR	1,955	-100.00		
CYFANSWM / TOTAL	62,437	2	686	147	63,272	53,440	7	2,621	213	56,281	12.42		81,543	-22.41		
EBR-HYD/ APR-OCT	61,525	2	682	145	62,354	43,644	5	2,340	147	46,136	35.15		68,053	-8.37		

* Ffigyrau ddim yn gyflawn

CYN.TAW / INC. VAT	GWERTHIANNAU / SALES			CYMHARIAETH	
	2022/23	2021/22	2019/20	22/23 - 21/22	22/23 - 19/20
MIS/MONTH	£	£	£	% +/-	% +/-
EBR / APR	£ 10,866.46	£ 2,140.94	£ 9,961.02	407.56	9.09
MAI / MAY	£ 10,478.10	£ 5,760.07	£ 11,900.62	81.91	-11.95
MEH / JUN	£ 10,439.73	£ 10,046.62	£ 11,642.12	3.91	-10.33
GOR / JUL	£ 11,526.49	£ 9,831.19	£ 15,941.64	17.24	-27.70
AWS / AUG	£ 14,457.78	£ 12,438.04	£ 18,088.17	16.24	-20.07
MED / SEP	£ 11,457.46	£ 10,558.50	£ 13,525.68	8.51	-15.29
HYD / OCT	£ 9,125.33	£ 9,345.80	£ 10,108.25	-2.36	-9.72
TACH / NOV	£ -	£ 4,223.38	£ 5,488.55	-100.00	-100.00
RHAG / DEC	£ -	£ 4,537.50	£ 5,654.97	-100.00	-100.00
ION / JAN	£ -	£ 2,175.74	£ 2,935.18	-100.00	-100.00
CHWE / FEB	£ -	£ 2,988.36	£ 3,555.98	-100.00	-100.00
MAW / MAR	£ -	£ 5,226.44	£ 2,754.21	-100.00	-100.00
CYFANSWM / TOTAL	£ 78,351.35	£ 79,272.58	£ 111,556.39	-1.16	-29.77
EBR-HYD/ APR-OCT	£ 78,351.35	£ 60,121.16	£ 91,167.50	30.32	-14.06

* Ffigyrau ddim yn gyflawn

2019/20	Gwerthiant	Llety	Elw
	TOTAL	TOTAL	TOTAL
EBR / APR	£ 2,474.30	£ 9.50	£ 985.88
MAI / MAY	£ 2,870.54	£ -	£ 1,152.64
MEH / JUN	£ 2,720.19	£ -	£ 1,051.70
GOR / JUL	£ 4,183.88	£ 26.50	£ 1,691.74
AWS / AUG	£ 4,656.28	£ 7.50	£ 1,856.32
MED / SEP	£ 3,638.97	£ 39.00	£ 1,469.64
HYD / OCT	£ 1,913.05	£ -	£ 762.02
TACH / NOV	£ 222.20	£ -	£ 80.86
RHAG / DEC	£ -	£ -	£ -
ION / JAN	£ -	£ -	£ -
CHWE / FEB	£ -	£ -	£ -
MAW / MAR	£ -	£ -	£ -
	£ 22,679.41	£ 82.50	£ 9,050.80
	£ 22,457.21	£ 82.50	£ 8,969.94

MIS / MONTH	INCWM LLETY / ACCOM INCOME			CYMHARIAETH	
	2022/23	2021/22	2019/20	22/23 - 21/22	22/23 - 19/20
EBR / APR	£ -	£ -	£ -	#DIV/0!	#DIV/0!
MAI / MAY	£ -	£ -	£ -	#DIV/0!	#DIV/0!
MEH / JUN	£ -	£ -	£ -	#DIV/0!	#DIV/0!
GOR / JUL	£ -	£ -	£ -	#DIV/0!	#DIV/0!
AWS / AUG	£ -	£ -	£ -	#DIV/0!	#DIV/0!
MED / SEP	£ -	£ -	£ -	#DIV/0!	#DIV/0!
HYD / OCT	£ -	£ -	£ -	#DIV/0!	#DIV/0!
TACH / NOV	£ -	£ -	£ -	#DIV/0!	#DIV/0!
RHAG / DEC	£ -	£ -	£ -	#DIV/0!	#DIV/0!
ION / JAN	£ -	£ -	£ -	#DIV/0!	#DIV/0!
CHWE / FEB	£ -	£ -	£ -	#DIV/0!	#DIV/0!
MAW / MAR	£ -	£ -	£ -	#DIV/0!	#DIV/0!
CYFANSWM / TOTAL	£ -	£ -	£ -	#DIV/0!	#DIV/0!
EBR-HYD/ APR-OCT	£ -	£ -	£ -	#DIV/0!	#DIV/0!

* Ffigyrau ddim yn gyflawn

MIS / MONTH	ELW / PROFIT (dim costau - gwerthiannau ac archebu llety yr)			CYMHARIAETH	
	2022/23	2021/22	2019/20	22/23 - 21/22	22/23 - 19/20
EBR / APR	£ 4,408.43	£ 843.95	£ 3,937.74	422.36	11.95
MAI / MAY	£ 4,234.71	£ 2,307.63	£ 4,745.15	83.51	-10.76
MEH / JUN	£ 4,236.66	£ 4,006.20	£ 4,570.20	5.75	-7.30
GOR / JUL	£ 4,672.40	£ 3,952.67	£ 6,252.20	18.21	-25.27
AWS / AUG	£ 5,875.47	£ 5,005.94	£ 7,244.73	17.37	-18.90
MED / SEP	£ 4,663.11	£ 4,225.53	£ 5,387.02	10.36	-13.44
HYD / OCT	£ 3,664.58	£ 3,236.63	£ 4,063.94	13.22	-9.83
TACH / NOV	£ -	£ 1,654.95	£ 2,173.89	-100.00	-100.00
RHAG / DEC	£ -	£ 1,734.90	£ 2,235.34	-100.00	-100.00
ION / JAN	£ -	£ 859.28	£ 1,132.86	-100.00	-100.00
CHWE / FEB	£ -	£ 1,221.93	£ 1,371.16	-100.00	-100.00
MAW / MAR	£ -	£ 2,059.44	£ 1,065.49	-100.00	-100.00
CYFANSWM / TOTAL	£ 31,755.36	£ 31,109.05	£ 44,179.72	2.08	-28.12
EBR-HYD/ APR-OCT	£ 31,755.36	£ 23,578.55	£ 36,200.98	34.68	-12.28

* Ffigyrau ddim yn gyflawn

Elw ar Werthiannau/Profit on Sales		Aberdyfi	Beddgelert	Betws y Coed
		Cyfanswm/Total	Cyfanswm/Total	Cyfanswm/Total
2015		£5,664.54	£ 12,413.31	£20,083.96
2016		£8,705.86	£ 18,362.32	£30,099.03
2017		£7,998.18	£ 22,643.70	£34,699.75
2018		£8,752.51	£ 25,942.14	£39,508.29
2019		£9,038.85	£ 28,235.48	£45,322.49
2020		£4,530.58	£ 13,136.96	£13,630.91
2021		£8,106.29	£ 31,194.13	£26,967.40
2022	Ddim yn gyflawn/Not complete	£9,667.94	£ 38,047.94	£35,896.01

Elw Y Pen/Profit per Head		Aberdyfi	Beddgelert	Betws y Coed
		Average	Average	Average
2015		£0.18	£0.23	£0.16
2016		£0.23	£0.33	£0.22
2017		£0.26	£0.36	£0.27
2018		£0.27	£0.47	£0.35
2019		£0.27	£0.65	£0.54
2020		£0.53	£0.70	£0.63
2021		£0.74	£0.76	£0.56
2022	Ddim yn gyflawn/Not Complete	£0.41	£1.04	£0.56

Ymholiadau Ymwelwyr/Visitor Enquiries		Aberdyfi	Beddgelert	Betws y Coed
		Cyfanswm/Total	Cyfanswm/Total	Cyfanswm/Total
2015		31768	52029	121307
2016		40197	56307	134126
2017		32824	56144	127258
2018		34031	59634	123491
2019		37493	47205	84678
2020		8359	16606	29266
2021		9692	33032	39517
2022	Ddim yn gyflawn/Not Complete	29822	40759	68733

Gwariant Cyfartalog Fesul Trafodyn/Average Spend Per Transaction		Aberdyfi	Beddgelert	Betws y Coed
		Average	Average	Average
2015		£8.10	£5.72	£5.75
2016		£7.59	£7.34	£7.12
2017		£7.39	£8.53	£8.12
2018		£7.74	£8.83	£9.07
2019		£9.18	£10.11	£9.60
2020		£10.29	£12.72	£12.67
2021		£10.24	£11.24	£10.31
2022	Ddim yn gyflawn	£10.02	£12.16	£10.07



**PLAS TAN Y BWLCH MANAGEMENT BOARD
WEDNESDAY 13th JULY 2022**

	<p><u>Present:</u></p> <p>Members of the Board: Cllr. Meryl Roberts, Mr. Tim Jones, Ms. Tracey Evans Mr. Iwan Jones</p> <p>In attendance: Cllr. Annwen Hughes, Cllr. Edgar W. Owen (ex-officio).</p> <p>Officers: Mr. Dafydd Edwards, Section 151 Officer, Sian Owen, Sarah Roberts,</p>
1.	<p>Chairman</p> <p>Mr Tim Jones was elected as Chair of the Plas Tan y Bwlch Board.</p> <p>The Chairman thanked Members for their support and welcomed Cllr. Meryl Roberts to her first meeting of the Plas Tan y Bwlch Board.</p>
2.	<p>Apologies</p> <p>Mr. Emyr Williams, Ms. Zara Roberts.</p>
3.	<p>Declaration of Interest</p> <p>No declarations of Personal Interests were made in respect of any item.</p>
4.	<p>Minutes</p> <p>The Minutes of the Plas Tan y Bwlch Management Board meeting held on the 18th May 2022 were accepted, and the Chairman signed them as a true record.</p>
5.	<p>Plas Tan y Bwlch Financial Update</p> <p>Submitted – A report by the House Manager updating Members on the current financial situation.</p> <p>Reported – The Director of Corporate Services presented the report and appendices in the absence of the House Manager and outlined the main points. The Head of Finance provided a further explanation on the figures and underlined the main points. Members noted that although some of the budget lines would need reviewing, the report was an accurate report on the costings for the 2022/23 financial year.</p>

Members discussed the report in detail and made the following observations: -

- The Director of Corporate Services informed the Board that the Chief Executive had raised the following points with him: -
 - The paper is not yet strong enough to call it a full business plan.
 - It is not clear what the costs of keeping Plas running for the Authority will be from this paper. This is important as there will be considerable financial pressure next year.
 - I assume that the emphasis is to fill the rooms instead of evening meals, as the margin on B&B is a lot more than providing an evening meal but understand the arguments to provide from the customer's perspective.
 - The staffing situation is difficult, emphasis if we are unable to recruit will be to reduce opening days within the capacity of the staff.
 - Before Covid the tearoom was not making a profit, so you need to be careful here.
 - The running costs of Plas are around £400K, say £40K per month (if it closes for two months), does the income profile show £40K per month?
- In response to the observations above, the Director of Corporate Services felt that in the short term the Business Plan was sufficient for the Board to provide support to the House Manager on the way forward. He advised that the House Manager had clearly set out the cost to the Authority of running Plas Tan y Bwlch. In response to the provision of an evening meal, The Director of Corporate Services advised on the staffing problems in the kitchen caused by only providing breakfast, and in her report, the House Manager had asked for support from the Board to allow the appointment of two additional members of kitchen staff and as courses were returning to Plas, there was an increase in demand for an evening meal. The Director of Corporate Services believed it would be worthwhile to provide an evening meal if staff capacity allowed and advised Board Members that a decision on whether to appoint a Catering Manager would need to be made at today's meeting.
- Members discussed the recruitment issues and felt the matter needed to be addressed before moving forward and were concerned that the future of Plas may be at stake if the staffing issues could not be resolved.
- In response to a question, the Director of Corporate Services confirmed that vacancies were advertised through Indeed but to date recruitment had not been successful.
- Members considered feasible options to attract potential candidates to the positions including increasing the salary for the posts or offering a market supplement. The Director of Corporate Services stated that recruitment was essential but if unsuccessful other options would need to be looked at to secure the future of Plas and advised that any increase in the salary for such posts would need to be considered by the Job Evaluation Panel as the Board was unable to make such decisions.
- Members strongly agreed that the posts of Catering Manager and Assistant Cook should be advertised and sent out in accordance with the Authority's policies and procedures.
- Members discussed the Chief Executive's Observations on reopening the tearoom and the Director of Corporate advised that although the running costs were high, the tearoom had made a small profit before the pandemic. He confirmed that reopening the Tea Room should be agreed in principle as it

could be done within the current staffing levels and advised that it would be apparent within a month if it was not financially viable.

- In response to a question, the Director of Corporate Services confirmed that the additional costs would be to employ a casual member of staff to run the tearoom.
- The Chief Finance Officer believed that it was important to take a short term and long-term view on the situation and it was necessary to ensure Plas was operational to move forward in the short term.
- Members discussed the long-term situation and agreed it would be better to wait until all members of the Board could be present before making any decisions. The Director of Corporate Services stated that Authority Members and Officers felt that forming a partnership with another organisation would be the best option to move forward in the long term, but Board Members agreed that before moving forward with any potential partnership it was important that the business was financially viable, and the condition of the building was acceptable. The Director of Corporate Services advised that the Authority had a responsibility to maintain a Grade II* Listed Building.
- Members further discussed the Business Plan and agreed that it should be approved in the short term and that officers should be given an opportunity to discuss it further with the House Manager to move forward.

ACTION

1. to note the contents of the report.
2. that the posts of Catering Manager and Assistant Cook are advertised in accordance with the Authority's Policies and Procedures.
3. to approve the Business Plan as submitted.
4. the House Manager to amend the Business Plan as required and present it to the next meeting of the Plas Tan y Bwlch Board for further discussion.

The meeting ended at 14.50 p.m.