

NOTICE OF MEETING



Eryri National Park Authority

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Meeting: Performance and Resources Committee

Date: Wednesday 27 November 2024

Time: 10:00 a.m.

Location: Eryri National Park Authority Office,
Penrhyndeudraeth and via Zoom

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

Members appointed by Gwynedd Council

*Councillors: Elwyn Edwards, Annwen Hughes, Louise Hughes, June Jones,
Edgar Wyn Owen, Elfed Powell Roberts, John Pughe Roberts,
Meryl Roberts, Einir Wyn Williams;*

Members appointed by Conwy County Borough Council

Councillors: Ifor Glyn Lloyd, Jo Nuttall, Nia Owen;

Members appointed by the Welsh Government

*Brian Angell, Tim Jones,
Naomi Luhde-Thompson, Delyth Lloyd.*

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



AGENDA

	Page Number
1. Apologies and Chairman's Remarks To receive any apologies from Members or officers	
2. Declaration of Interest To receive any disclosure of interest by members or officers in respect of any item of business.	
3. Minutes The Chair shall propose that the minutes of the Performance and Resources Committee held on the 10 th July 2024 and 11 th September 2024 be signed as a true record. (Copy herewith).	1 - 8
4. Action Log To submit the Action Log for information and decision. (Copy herewith)	9 - 11
5. Strategic Equality Plan To submit a joint report by the Head of Administration and Customer Care and the Head of Human Resources. (Copy herewith)	12 - 40
6. Information Centres – Annual Report To submit a report by the Sustainable Tourism Manager. (Copy herewith)	41 - 51
7. Improvement Objectives Update To submit a report by the Director of Corporate Services. (Copy herewith)	52 - 91
8. External Finance Grants Update To submit a report by the Chief Executive. (Copy herewith)	92 - 105
9. Health and Safety Report To submit a report by the Head of Health and Safety. (Copy herewith)	106 - 113
10. Financial Audit Report To submit a report by the Audit Manager. (Copy herewith)	114 - 134
11. To submit the following minutes for information Minutes of the Standards Committee held on 20 September 2024. (Copy herewith)	135 - 137

**PERFORMANCE AND RESOURCES COMMITTEE
WEDNESDAY 10th JULY 2024**

PRESENT:

Members appointed by Gwynedd Council

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

Members appointed by Conwy County Borough Council

Councillors Ifor Glyn Lloyd, Jo Nuttall;

Member appointed by the Welsh Government

Sarah Hattle;

Officers

G. Iwan Jones, Jonathan Cawley, Bethan Hughes, Nia Murray, Dewi Morgan, Sian Owen, Etta Trumper, Angela Jones, Ioan Gwilym, Anwen Gaffey.

In attendance

Euros Lake - Audit Wales.

The Director of Corporate Services stated that the meeting was being recorded to assist in verifying the minutes and would be made available online at a later date.

1. The Director of Corporate Services advised Members that in accordance with Standing Orders 5.2 and 5.3, he had received nominations proposing Councillor Elfed Powell Roberts to the Chair.

RESOLVED to elect Councillor Elfed Powell Roberts as Chair of the Performance and Resources Committee.

The Chair thanked Members for their support. He also acknowledged that Iwan Jones was attending the meeting in his new role as Interim Chief Executive. Members also noted that the meeting was trialling the facilities at the Headquarters in Penrhyndeudraeth, and officers invited further feedback from those Members who were attending remotely.

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 Councillor Annwen Hughes as Vice-Chair.

Councillor Annwen Hughes was elected Vice-Chair of the Performance and Resources Committee.

The Vice-Chair thanked Members for their support.

3. **Apologies**

Councillor Louise Hughes, Einir Wyn Williams, Dilwyn Owain Roberts; Brian Angell, Tim Jones, Naomi Luhde-Thompson, Delyth Lloyd.

4. **Declaration of Interest**

Iwan Jones and Jonathan Cawley declared an interest in item 12 on the Agenda and left the meeting while the matter was being discussed.

5. **Minutes**

The minutes of the Performance and Resources Committee held on 20th March 2024 were accepted and the Chair signed them as a true record.

Arising thereon,

Item 14 – SNPA Chief Executive (National Park Officer) Recruitment Process

The Interim Chief Executive reminded Members that enquiries from possible candidates for the Chief Executive vacancy should be forwarded to Steffan Jones at Goodson Thomas (a recent email with contact details was sent to Members). This would avoid any potential conflicts when the Authority appoints a new Chief Executive on the 2nd October 2024.

6. **Action Log**

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

Authority Meeting 14.07.21

Action Item 9: Scrutiny Panel – Snowdonia’s Carbon Account

The Interim Chief Executive advised that the action was now complete and could be removed from the Action Log.

Arising thereon, the Director of Planning and Land Management reassured Members that the Scrutiny Panel would be continuing its work and that funding had been identified to employ a Carbon Officer. A progress report on the Carbon Strategy will be presented to Members annually.

Authority Meeting 12.07.23

Action Item 7: Income Report – Audit Wales

The Interim Chief Executive confirmed that a report would be submitted to a future meeting of the Members’ Working Group.

Authority Meeting 29.11.23

Action Item 8 – Income Diversification

This action was now complete and could be removed from the Action Log.

RESOLVED to note the updates to the Action Log.

7. **Governance of National Park Authorities: Report of Auditor General Wales**

Submitted – A report by the Interim Chief Executive for Members to discuss and approve the “Organisational Response” to the above report.

Reported - The Interim Chief Executive presented the Authority’s response, as previously presented to the Annual General Meeting on the 12th June 2024, and during which time members were invited to make further comments. The Interim Chief Executive advised that one observation had been received in respect of ‘R2: Ensuring member nominations support good governance’. The Member noted that whilst he agreed that the primary responsibility rests with the WLGA and Welsh Government, he asked whether it would be prudent for National Park Authorities to be invited to provide their input into the review on the protocol for nominations. He referred to the Welsh Government training on governance where they emphasised the difference between councillor members sitting on a National Park Authority as opposed to a Council committee and this should be reflected in any re-draft of the protocols. The Interim Chief Executive advised that he would be happy to work with Audit Wales and the Welsh Government to strengthen this element.

The Chair then welcomed Euros Lake of Audit Wales to the meeting. Members were advised that as this was a relatively new approach, Audit Wales were in attendance to

provide Members with a follow-up to the responses received to their four recommendations.

Response to R1 - whilst agreeing to continue to collaborate with the Welsh Government to enable thematic training for all Members was to be commended, Audit Wales remained of the opinion that the organisational response did not directly address what was needed and did not provide sufficient certainty that this would happen.

Members and officers agreed:-

R1 – to address the issues raised by Audit Wales.

Response to R2 – Audit Wales welcomed the offer to work with the Welsh Government and the WLGA on the protocols, and whilst the response stated these matters were not within the Authority’s control, they were relevant to the Authority as it has a role to govern effectively.

Members and officers agreed:-

R2 – to incorporate the Member’s suggestion as outlined above and amend the response to read the National Parks would ‘welcome the opportunity’ rather than ‘be willing’ to contribute to looking at the protocols and promote awareness of their use. Also, to amend the response to read “not in the Authority’s control” rather than “not relevant to the Authority.”

Response to R3 – the Authority’s response was accepted.

Response to R4 – the Authority’s response stated the report did not provide evidence why the Governance system was not fit for purpose. Audit Wales were confident that the report provided a basis for the evidence which was comprehensive and conclusive.

Members and officers agreed:-

R4 – that no change was necessary to the Authority’s response.

Arising thereon, whilst there was some dissatisfaction with the recommendations in the report, Members acknowledged the need to work with the other bodies and that the response should be adjusted to reflect this.

RESOLVED

- 1. to note the report.**
- 2. subject to amending the organisational response as outlined above, to accept the recommendations as identified.**

8. Revenue and Capital Outturn Report 2023/24

Submitted – A report by the Chief Finance Officer comparing the Authority’s budgeted revenue and capital spending plans for 2023/2024 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. Members were advised that the figures presented in para. 5.2 of the report were not current and that the table in Appendix 5 provided the correct information. Also, para. 6.1 of the Welsh report should refer to the balance in 31/03/2023 in the first column, and 31/03/2024 in the third column which will be corrected.

The Chief Finance Officer took the opportunity to thank the Finance Officer and her team for their work under severe time constraints and work pressures.

RESOLVED

1. to note the contents of the outturn report and approve the transfers 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 4.6 and Appendix 2).
4. to approve the allocation of slippage and commitments (£299,730) in Appendix 4.
5. to approve the transfer of the underspends relating to the 2023/24 financial year to the Financial Hardship Reserve, rather than increase the Authority's General Balances.
6. 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 risk profile and outlined the main changes to the register.

RESOLVED to note the report and Risk Register and accept the changes as outlined.

10. **Annual Report for Yr 2023: Communications and Engagement Strategy Performance Indicators**

Submitted – A report by the Head of Communications, together with the annual report on the Communication and Engagement Strategy performance indicators, and progress on the action plan.

Reported – The Head of Communications apologised that the annual report had not been presented to the Performance and Resources Committee in March as expected. This was due to re-structuring of the section in 2023, a key member of the team leaving the Authority's employ, and the additional work arising from a British Government external audit. He took the opportunity to thank Helen Pye, the former Head of Engagement for her work in preparing the strategy which had provided the basis for this work. The Head of Communications presented the report, the background and the 2023 Progress Report in detail.

Members considered the report and strategy and made the following observations:-

- a Member welcomed the level of engagement following the Authority's decision to use the Welsh names Yr Wyddfa and Eryri.
- Members and Officers discussed the delicate balance of providing sustainable and consistent information without promoting more tourism.
- Members noted that this year's campaign would focus on redirecting visitors to areas outside the 'honey pots' which have the necessary infrastructure. The Head of Communication welcomed the opportunity to discuss this further with Councillor John Pughe Roberts who has experience of similar initiatives in the Dinas Mawddwy area.
- Members noted the success of the Sherpa initiative and were advised that an update report on transport will be presented in the Autumn.

RESOLVED

- 1. to note the Annual Report for Year 2023: Communications and Engagement Strategy Performance Indicators.**
- 2. that a report on the Parking and Transport review would be submitted to a future meeting of the Members' Working Group.**

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 welcome the positive report and note its content.

12. Pay Policy Statement 2024/25 and Pay Policy Annual Report for 2023/24

Submitted – A report by the Head of Human Resources for Members to approve the Pay Policy Statement for 2024/25 and receive the Pay Policy Report for 2023/24.

Reported – The Head of Administration and Customer Care presented the report and background on behalf of the Head of Human Resources, who was absent from the meeting.

RESOLVED

- 1. to approve the Pay Policy Statement for 2024/25.**
- 2. to approve the Pay Policy Annual Report for 2023/24.**

13. Volunteer and Wellbeing Annual Report 2023

Submitted – A report by the Volunteer and Wellbeing Officer to present the Annual Report and to update Members on progress with the Volunteer Strategy 2021-26.

Reported – The Volunteer and Wellbeing Officer presented the Annual Report and provided Members with the background and a progress report.

Members and Officers discussed the Annual report and made the following observations:-

- the Chair thanked the Volunteer and Wellbeing Officer for preparing the document which was easy to read and understand.
- Members welcomed the document and the progress made by the Volunteer and Wellbeing Officer in providing volunteering opportunities.
- a Member also took the opportunity to thank 'Caru Eryri' for their volunteering work.
- the Volunteer and Wellbeing Officer agreed to investigate whether competent volunteers could benefit from additional training that could ultimately lead to permanent employment.
- the Volunteer and Wellbeing Officer confirmed the Authority would welcome applications from local groups and that Members should encourage them to apply. Details on how to apply can be found on the Authority website.

RESOLVED to approve the content of The Volunteer and Wellbeing Annual Report 2023.

14. Cynllun Yr Wyddfa Summary Report 2024

Submitted – A report by Partneriaeth yr Wyddfa Officer to update Members on the progress achieved by Cynllun yr Wyddfa since it's launch during 2018, and to inform Members on the process for reviewing the plan.

Reported – The Partneriaeth yr Wyddfa Officer presented the report and background, and Members were provided with further details on key projects. The Partneriaeth yr Wyddfa Officer took the opportunity to thank all the partners and the staff for their work and co-operation over the past 6 years.

Arising thereon, the Partneriaeth yr Wyddfa Officer agreed to contact the relevant officer to advise that the three Sherpa stops at Waunfawr were incorrectly named.

RESOLVED

- 1. to accept the Cynllun Yr Wyddfa Summary report as a progress report on the partnership's work since the launch of Cynllun Yr Wyddfa during 2018.**
- 2. to note that the process of reviewing Cynllun Yr Wyddfa had begun, and that Members will receive full and regular updates with further opportunities to contribute to the process.**

15. **Retirement Best Wishes**

The Chair of the Performance and Resources Committee conveyed best wishes to Anwen Gaffey, the Members' Services Officer, who was retiring after 35 years with the Authority. The Chairs and Members expressed their appreciation for her valuable service and wished her a long and happy retirement.

The meeting ended at 12.05



PERFORMANCE AND RESOURCES COMMITTEE

Wednesday 11th of September 2024

Plas Tan y Bwlch

PRESENT:

Members appointed by Gwynedd Council

Councillors Elfed Powell Roberts (Chair), Elwyn Edwards, Annwen Hughes, Edgar Wyn Owen, John Pughe Roberts, Meryl Roberts, Einir Wyn Williams;

Members appointed by Conwy County Borough Council

Councillors Ifor Glyn Lloyd;

Member appointed by Welsh Government

Brian Angell, Tim Jones, Delyth Lloyd;

Officers

G. Iwan Jones, Nia Murray, Dewi Morgan, Eifion Jones.

Present

Steffan Jones and Catrin Taylor of Goodson Thomas.

The Director of Corporate Services advised that the meeting be recorded to assist with ratifying the minutes.

Chair Nia Murray, Head of Human Resources welcomed Steffan Jones and Catrin Taylor (Goodson Thomas) to the meeting.

1. Apologies

Councillors Louise Hughes, June Jones, Dilwyn Owain Roberts, Jo Nuttall; Naomi Luhde-Thompson.

2. Declaration of Interest

No declarations of interest were made.

3. Recruitment of Chief Executive (National Park Officer) APCE – Shortlist Package

Schedule 12A of the Local Government Act 1972: Exemption from disclosure of documents

The Director of Corporate Services submitted a recommendation to exclude the report, "Recruitment of the Chief Executive (National Park Officer) APCE – Shortlist Package" because it contained information that:

- applied to a specific individual,
- was likely to reveal the identity of the individual in question,
- related to the financial or business affairs of a particular person (including the authority that held that information).

RECOMMENDATION – Performance and Resources Committee agreed to exempt the report "Recruitment of APCE Chief Executive – Shortlist Package".

RESOLVED to accept the recommendation

PART 2

4. Recruitment of Chief Executive (National Park Officer) ENPA

The Director of Corporate Services reported that the Appointment Panel met on the 4th of September chaired by Tim Jones, and decided on a recommendation.

The Chair of that panel reported on the decision, and began by thanking Steffan Jones and Catrin Taylor of Goodson Thomas for their work.

He explained that the panel had gone through the Shortlist Package in detail, that they had selected some from the shortlist to be interviewed after they had taken psychometric tests. After discussion the panel reached a unanimous decision on who should be interviewed.

10 names were put forward in the shortlist package, and the pack suggested that five out of the ten to be interviewed.

Of the five, three candidates were selected by the Panel for interview.

He noted that the Panel supported interviewing the first applicant because of her experience and background, that she had worked at a high level, and was familiar with the area and the Park. He noted that the panel supported interviewing the second applicant because he had already worked at the chief executive level, knew the area, but there was some concern about his experience of the Park. He also noted that the third applicant was well-known by everyone at the meeting.

He also noted that one of the other candidates had a background in the field, but not at as a high level as the others; and that the fifth candidate also had a good background, but not in the field and not for an organisation of this size.

He therefore proposed that the first three applicants be interviewed.

A Member seconded the proposal and also thanked Goodson Thomas for their work. Steffan Jones expressed their gratitude for the opportunity to work with the Park and said they had enjoyed the work.

A Member asked what the next step in the process was and the Director of Corporate Services confirmed that the full Authority would interview the three candidates on the second of October.

Recommended:- to invite the three candidates recommended by the Appointment Panel for interview, after they had taken psychometric tests.

Resolved: to accept the recommendation.

The meeting ended at 13.40



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	A Draft Low Carbon Strategy was discussed by the Carbon Account Steering Group and presented to Members during the last Authority meeting on 12 th June 2024. The Strategy focussed on actions required in the review of both the LDP and Cynllun Eryri alongside the Authority’s leadership and advocacy role, the Authority having signed up to the “Race to Zero” initiative. Members adopted the Strategy as presented.	YES



TAFLEN WEITHREDU – ACTION SHEET

PERFORMANCE AND RESOURCES COMMITTEE – 12.07.2023

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
7. Income Report – Audit Wales	RESOLVED to await a report on a strategic approach to diversification to a future meeting of the Members’ Working Group towards the end of 2023 / beginning of 2024.	The Chief Executive and Management Team to prepare a report.	CX	Progress report submitted to the Performance & Resources Committee in November 2023. Awaiting guidance by the Welsh Government on diversification of income following the 3 NPA report on Income Diversification by Audit Wales. Specific report on the management of Plas Tan y Bwlch was presented to the Members Working Group in January 2024 and then considered formally in the Authority meeting of 7 th February 2024.	NO



TAFLEN WEITHREDU – ACTION SHEET

PERFORMANCE AND RESOURCES COMMITTEE – 29.11.2023

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
8. Income Diversification	RESOLVED to pause further work on R1 until Welsh Government have considered and addressed the issues identified for them in the Audit Wales Report.	The Chief Executive to await a response from Welsh Government and present a report in due course.	CX	Officers have completed the Self-assessment checklist.	No

MEETING	Performance and Resources Committee
DATE	27 November 2024
TITLE	Strategic Equality Plan
REPORT BY	Head of Administration and Customer Care and Head of Human Resources
PURPOSE	To present the Annual Report for 2023-24

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 2023-24 in meeting these additional duties for Wales.

2. RECOMMENDATION

- 2.1 **To approve the Annual Report for 2023-24 for publication on the Authority's website.**

3. BACKGROUND PAPERS

- 3.1 Strategic Equality Plan: Annual Report 2023-24.



Snowdonia National Park Authority

Strategic Equality Plan Annual Report 2023 – 24

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

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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 Snowdonia National Park Authority Strategic Equality Plan for the period 2020-24 was formally adopted by the Performance and Resources Committee on the 15th of July 2020.

2. Identifying and Collecting Relevant Information

Statistical Information

The Authority uses the most up to date data available from the 2021 UK Census published by the Office of National Statistics. Whilst the overall total population of Wales grew by 44,000 (1.4%) to 3,107,500, in Eryri the population size decreased from 25,702 in 2011 to 24,418 in 2021 – a decrease of nearly 5%.

The ONS have also published topic summaries on:

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

There are also multivariate datasets available which allows us to combine different variables and look at the relationship between the data for households within Eryri. This will be important data to identify the intersectionality that is key when examining socio-economic deprivation and summarises the key inequalities of outcome that certain groups face.

In addition, the North Wales Public Sector Network commissioned (financed through the Local Service Boards) further analysis of Census and other relevant data, to provide a local data report which is more relevant and precise.

Information and Engagement

During 2023/24 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, workshops and in-person consultation and information events.

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 are facing.

One of those challenges is the availability of affordable homes for people in Eryri, due to the increasing percentage of the housing market which is taken up by second homes and holiday lets. This has a two-fold effect of reducing the housing stock and driving up prices. The planning policy service produced an evidence paper which looked in detail at this issue and its impact in the communities of Eryri. Following consideration of the evidence and the issues surrounding implementation of Article 4 Directions, as part of a suite of tools to influence the local housing market, a large scale public consultation was undertaken at the end of the financial year. Every householder within Eryri received correspondence on the issue and invited them to take part and express their view.

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

2023/24 Update Report:

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 31.03.2023 is shown below:

	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	£15.60	£15.60	£15.60	NIL	NIL
Part time	£10.39	£10.81	£10.81	NIL	NIL
All Staff	£15.60	£13.18	£13.44	0.26p	£2.42

Data for 31.03.2024 is shown below:

2024	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	£17.62	£17.62	£15.45	NIL	NIL
Part time	£12.40	£12.82	£12.82	NIL	NIL
All Staff	£17.55	£15.39	£15.45	0.06p	£2.16

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 in 31.03.23, the mean hourly rate of pay for all men is £16.82 and the mean hourly rate of pay for all women is £15.64. This gives a gap of 7.27%.

For the year ending in 31.03.24, the mean hourly rate of pay for all men is £17.98 and the mean hourly rate of pay for all women is £16.43. This gives a gap of 8.62%.

During the reporting period 7 females left the Authority, and their roles were either not filled at all or were replaced with females starting on the lower pay scale of the same grade which accounts for an increase of 1.35% in the gender pay gap for this reporting period.

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

2023/24 Update Report:

During this reporting period, the Head of Human Resources introduced two significant policies aimed at enhancing workplace flexibility. The first is the Authority's new Hybrid Working Policy, designed to support a blend of in-office and remote work for eligible employees.

Additionally, a 12-month trial policy, referred to as "Super-Flexi," was launched to expand flexibility within the Authority's existing FLEXI time policy. This trial increases the level of flexibility available to staff by removing the requirement for core working hours, offering greater autonomy in supporting work/life balance.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
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 Admin and Customer Care

2023/24 Update Report:

Completed. An open data source spreadsheet which includes all the relevant employment data was created for 2023/24 and published.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Implement an equality training programme.	Assess training needs and arrange training as appropriate.	All	Head of Human Resources
<u>2023/24 Update Report:</u> Equality training modules are available via ELMS (Electronic Learning Management System), a platform used across the National Parks. These modules have been translated into Welsh by the Authority to ensure staff and Members can access them in the language of their choice.			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
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
<u>2023/24 Update Report:</u> During this reporting period, the Head of Human Resources introduced a Menopause Policy for the Authority, aimed at providing essential support and understanding for employees experiencing menopause or perimenopause, as well as for staff with family members going through these stages. The policy offers valuable insight into the physical and emotional challenges associated with menopause and perimenopause, while also signposting available resources for those seeking guidance. In addition, it outlines reasonable workplace adjustments that can be implemented, if required, to help affected employees manage their symptoms and maintain a healthy work-life balance.			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
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
<u>2023/24 Update Report:</u> No progress made during 2023/24 due to other policies taking priority. The Head of Human Resources is currently writing a policy aimed to support staff members who may be experiencing domestic abuse.			

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>2023/24 Update Report:</u> All new or revised Strategies, Plans and Policies have undergone Equality Impact Assessment Screening during 2023/24. 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>			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
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>2023/24 Update Report:</u> A wide variety of external events and activities have taken place during the year, especially during the summer months (e.g., walks, woodland yoga, children and young people educational events and activities etc.). Each event organiser is responsible for ensuring that events are fully assessed for accessibility at the same time as the comprehensive risk assessment is 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>2023/24 Update Report:</u> The Planning Policy team undoubtedly are taking a pro-active role in encouraging affordable housing by working with other agencies in the sector. They work closely with housing agencies, the Rural Housing Enabler and the Housing Authorities in Gwynedd and Conwy Councils.</p> <p>However, despite this the target set out in the LDP of delivering 25 affordable housing units per annum has been missed. There are possibly many factors at play here – challenging economic climate, deeply rural nature of some sites, and other agencies focusing on less peripheral / more viable sites.</p> <p>Officers will continue to work to address these issues, and these issues will be further addressed when it comes to the time to review the LDP in 2025.</p>			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
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>2023/24 Update Report:</u> No new builds or substantial refurbishment work which involved changes to people's access and use of a building was undertaken on Authority buildings during 2023/24.</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

2023/24 Update Report:

In January 2024, the Head of HR launched a ‘Staff Engagement and Wellbeing Forum’ to promote health, wellbeing, and collaboration across Authority staff. The forum, which will meet quarterly, includes staff representatives from each service and is chaired by the Head of HR, with a senior management representative present to provide an Authority wide overview. At the inaugural meeting, several initiatives were introduced, including the provision of free sanitary products in staff toilets and the placement of a urine colour check chart to support staff health.

Additionally, a gratitude wall was set up in the office, encouraging staff to share messages on thoughts about things they are thankful for, with the aim of spreading positivity throughout the workplace. Moving forward, the forum, in collaboration with the HR team, will continue to explore and implement various health and wellbeing initiatives.

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 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.

2023/24 Update Report:

This scheme has completed its second full year following the initial pilot which ran in 2021/22; and has gone from strength to strength.

This project offers the general public a chance to explore the wellbeing benefits that activities such as yoga, walking with guided meditations and Forest Schools 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 BCUHB. The only cost of running these activities were to pay the facilitators.

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.

2023/24 Update Report:

A significant amount of new and ongoing opportunities being developed/supported by the Volunteer and Well-being Officer through implementing the Volunteering and Wellbeing Strategy

Yr Wyddfa and Cader Idris Volunteer Wardens have made an extremely positive difference once again in terms of patrolling the paths and giving out essential advice for walkers, as well as clearing the paths of rubbish. During the 2023 season there has been 1463 volunteering hours completed by 30 volunteer wardens on Yr Wyddfa. In the south of Eryri, 11 volunteer wardens contributed 446 hours on Cader Idris.

The Caru Eryri scheme saw 1641 volunteering hours over the 2023 season carried out by 153 volunteers. Volunteers maintained 28 km of footpaths and collected 479 bags of litter weighing a total of 1,180 kg, and undertook direct visitor engagement on some of the busiest paths of Yr Wyddfa. Additionally, the programme partnered once again with 'Pobl i Bobl' which involve refugees from Syria, Afghan and Ukraine in Caru Eryri activities, fostering inclusivity and cultural exchange.

In 2023, our Young Rangers program thrived, recruiting 24 new enthusiastic participants who embarked on a journey of outdoor adventure and conservation. In addition, we have also been actively engaging with various youth groups on conservation tasks e.g. The Field Studies Council (FSC), Rhyd y Creuau bring Duke of Edinburgh groups to assist in the restoration of Parc Mine in Gwydir Forest and Myddleton College, Denbigh have also assisted in the removal of conifer trees to protect rare lichen species on this site.

Working with the Gwynedd Youth Service a partnership was developed whereby local schools are matched with conservation work they can complete and have ownership over a specific project. One example of this is Ysgol Hafod Lon pupils maintaining the sensory garden in Plas Tan y Bwlch. The students are given the

opportunity to develop practical skills and connect with nature in their local environment.

We've welcomed many groups of university students from Bangor, Aberystwyth, and international programs including the Chevening Scholarship and the University of New York to Eryri in 2023. Engaging with these diverse groups of students promotes collective action and nurtures the next generation of environmental champions on a global scale.

2023 volunteering stats results: (Provided opportunities to volunteer)

Young people (14-24): 179

25 - 50: 90

50+ : 154

More detailed information is available in the Volunteer and Wellbeing Annual Report 2023.

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 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), promoted routes and links and loops between towns and villages.	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.

2023/24 Update Report:

Further work has been done on the Authority's website this year. A filter has been implemented on the Walks and Routes site that will let our audience tailor their results based on Location, Difficulty, Duration, Surroundings, Special Qualities and Tramped Access.

Promoted routes uploaded to the website (Arthog & Betws y Coed Bridges)
Visiting guides uploaded such as "Choosing the right path on Yr Wyddfa" and "5 Wales steeped in Mythology".

Winter campaign implemented focusing on accessible and seasonal routes on areas outside of Yr Wyddfa region.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
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.	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.

2023/24 Update Report:

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.

Small scale access works are identified and managed by the Area Wardens. Small to medium works are led by Area Wardens with the support of 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 Projects Prioritization Meetings' which consist of the Head of Warden Service, Senior Wardens, Wellbeing and Access Manager and Access Project Officer. Senior Warden – Access, has been appointed who will now co-ordinate medium to large projects.

In addition, Sustainable Landscapes Sustainable Places (SLSP) WG funding has supported more footpath work being included in the area plans of Wardens.

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>2023/24 Update Report:</u> In addition to the previous updates provided under other work streams within this report, the tramper hire service also continuous to flourish.</p> <p>Tramper Hire experienced a 20% increase compared to last year, thanks to a streamlined booking process that made it more convenient for customers. Among the favoured Access for All paths were Lôn Gwyrfai and the Mawddach Trail.</p> <p>Additionally, one of the trampers stationed in Beddgelert Forest saw regular use by visitors staying at the Forest Holidays site. The Authority's agreement with Beddgelert Forest Holidays continues to flourish, and along with the assistance of the Warden service, who give continued assistance through delivering the tramper to the customers requested locations.</p> <p>National Park's access work continues with maintenance, improvements and the development of promoted tours.</p> <p>In addition, partnership work led in Wales by the Inclusion, Diversity and Governance Excellence Strategic Lead, is ongoing to co-create a shared vision and goals for equality, diversity and inclusion across UK National Parks. The Authority's Community Engagement Officer also sits on the UK National Parks EDI Group.</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

2023/24 Update Report:

Ambassador Scheme continues to grow and develop – reached 1,000 Ambassadors in November 2023.

Refresher Module for 2024 Accreditation has been published and has proven to be very popular. New modules on the Carneddau Landscape Partnership and LIFE Celtic Rainforest Project to be launched in 2024.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
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.

2023/24 Update Report:

95.3% 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.

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.

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 Arduwy 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.

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>2023/24 Update Report: The Hate Crime Awareness Week ran from 14th to the 21st of October 2023.</p> <p>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> <p>In addition, the North Wales Public Sector Equality Network (NWPSSEN) ran an educational promotion and awareness raising campaign via Social Media on Holocaust Memorial Day, Anti Slavery Day, International Day of Older Persons, World Mental Health Day, and throughout Black History Month.</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>2023/24 Update Report: 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>2023/243 Update Report:</u></p> <p>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> <p>This year Conwy County Borough Council led on a NWPSSEN project to engage on the theme of Empowering Diverse Communities into Employment, which took place between June and August 2023. The work focused on engaging residents, service users and interested parties across North Wales (both individuals facing barriers to employment and professionals working with individuals facing barriers to employment) as part of a conversation to make sure that public sector organisations are welcoming and inclusive of everyone in their recruitment and retention processes.</p> <p>Two zoom workshops were held in conjunction with a questionnaire asking the public about the barriers they face when applying for work with public sector organisations. Following the workshops, a report on the findings and recommendations on the next steps was published, which will be considered by NWPSSEN partners over the coming year.</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

2023/24 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 an updated version of the Standing Orders relating to Contracts has been produced.

The Authority will review the new Procurement Act 2023 requirements in terms of equality and diversity in the coming year, to ensure that any changes are put in place and operational by the time the Act comes into force in 2025.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
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
<p><u>2023/24 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.</p> <p>The Head of Human Resources is also available to provide support and guidance for any new employment contracts created at the Authority.</p>			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
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
<p><u>2023/24 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, and where applicable also include a robust assessment of the socio-economic impact of Strategic Decisions.</p> <p>During the year the way the Authority conducted the Welsh Language Impact Assessments was reviewed, and as a result was taken out of the integrated impact assessment and is now completed as a standalone assessment. This was done following receipt of further advice and guidance on best practice from the Welsh Language Commissioner.</p>			

5. Training

Online bilingual modules available on ELMS are available on the following subjects for staff:

- Dignity and Respect at Work
- Equality and Diversity at Work
- Equality Impact Assessments
- Mental Health Awareness
- Neurodiversity Inclusion
- Introduction to Health and Safety
- Introduction to First Aid
- Bullying and Harassment
- Stress Awareness

During the year, a member of staff attended an online session on 'Understanding Hate Crime and Vulnerability in North Wales', which was hosted by the North Wales Police and Crime Commissioner. Information from this session was then disseminated to relevant key public facing staff within the Authority.

As part of LGTBQ+ History Month an online webinar for staff on Trans awareness was organised with Mermaids on the 23rd of February 2024, who have been supporting trans, non-binary and gender-diverse children, young people and their families since 1995.

The session covered dispelling common myths around Trans identities, language and terminology, pronoun use and how to find out pronouns, some of the current legal framework around access to services and spaces, and Wales-specific information on best practice.

Staff were also encouraged to attend another online event on the 20th of March 2024 organised by Pride in Nature. This free event has been running since 2021 and brings together both members of the LGTBQ+ community and allies, providing a safe space to share a collective appreciation for the natural world and how those from the LGTBQ+ community can contribute to nature's recovery.

Training was also arranged and financed by Welsh Government for the Authority's Members this year. One of these training sessions was an introduction to diversity and inclusion titled 'Landscapes for Everyone'. For those Members that could not attend, a recording of the session was made permanently available as a resource along with the course overview documents on the Landscapes Wales website, which can be accessed with a password at any time in the future.

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, 11 screening assessments were undertaken, of which only 1 required a full equality impact assessment.

Below is a short summary of the full impact assessment conducted.

Introduction of Article 4 Direction

Communities throughout Eryri face significant pressure due to the use of dwelling houses as holiday homes. As a result of this increasing pressure, which has been further highlighted over the past few years, there has been increasing pressure to implement a mechanism to obtain better control of the existing housing stock. It is hoped that introducing a range of effective management mechanisms will be a means of mitigating the side effects of holiday homes on communities, and contribute towards meeting the housing needs of Eryri's communities.

The introduction of an Article 4 Direction is one of the methods available to Local Planning Authorities to enable them to respond to the specific needs of their areas. They give Local Planning Authorities the ability, when considered appropriate, to restrict 'permitted development' rights, which would otherwise apply by virtue of the General Permitted Development Order.

Alongside the comprehensive paper on assessing the introduction of the Article 4 Direction, the impact assessment produced highlighted both positive benefits and identified possible negative effects on different age groups within communities. Following a comprehensive public consultation, work is currently underway on analysing the responses and publishing a Consultation Report. The impact assessment continues to be a live document which will be updated with further data as it becomes available as well as any mitigation measures that be necessary.

A separate Welsh language impact assessment was also conducted on the policy, which is also a live document which will be revised and updated with information from the analysis of the consultation responses.

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 2024 = 149

Age profile

24 and under	11
25 – 34	30
35 – 44	30
45 – 54	37
55 – 64	33
65 and over	8

Distribution of Female / Male

Female	80
Male	69

4% of staff have declared that they are disabled and / or have an impairment.

8 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 31.03.2024 (the Authority has several different job titles within grades):

		Working Pattern						Contract Type					
		Full time		Part time		Flexible		Permanent		Tempor-ary		Fixed Term	
Grade	Pay/ Hour	F	M	F	M	F	M	F	M	F	M	F	M
MW	10.42	0	1	0	0	0	0	0	0	0	0	0	1
1	11.61	0	0	3	1	0	0	1	1	0	0	2	1
2	11.80	0	0	2	2	0	0	2	1	1	0	0	0
3	12.10	0	3	9	3	0	0	1	1	0	0	8	5
4	12.50	2	3	15	2	0	0	10	4	1	1	6	0
5	13.37	0	7	4	3	0	0	4	10	0	0	0	0
6	14.55	3	4	5	0	0	0	4	4	0	0	4	0
7	16.46	10	13	2	0	0	0	6	10	0	0	6	3
8	18.31	9	12	0	1	0	0	8	12	0	0	1	1
9	19.84	2	2	1	0	0	0	2	1	0	0	1	1
10	20.87	3	5	0	0	0	0	2	4	0	0	1	1
11	22.27	3	1	2	0	0	0	5	0	0	0	0	1
12	23.06	2	1	1	0	0	0	2	1	0	0	1	0
13	24.11	1	2	1	0	0	0	3	1	0	0	0	0
14	25.16	0	0	0	0	0	0	0	0	0	0	0	0
15	25.95	0	0	0	0	0	0	0	0	0	0	0	0
Chief Officer - Director	36.96	0	2	0	0	0	0	0	2	0	0	0	0
Chief Officer - Chief Executive	49.24	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

- 255 White
- 2 Mixed – White and Black African
- 1 Mixed – White and Black Caribbean
- 2 Mixed - White and Asian
- 17 Asian, Asian British, Asian Welsh, Asian English, Asian Scottish
- 9 Black, Black British, Black English, Black Scottish, Black Welsh
- 5 Prefer not to say

Sex

151 Male
140 Female

Disability

3 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	5	4
Female	7	5
Total	12	9

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

	Applications	Succeeded	Denied
Male	27	27	0
Female	20	20	0
Total	47	47	0

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

Female	0
Male	1
Total	1

Employees subject to disciplinary procedures

There was 3 staff member that was subject to disciplinary procedures during this period.

Employees who have left the authority's employment

Female	22
Male	8
Total	30

MEETING	Performance & Resources Committee
DATE	27 November 2024
TITLE	Information Centres Annual Report
REPORT BY	Awel Gruffydd
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 have been seasonal, whereas the Betws y Coed centre is open all year round.
- 1.2 Since 2018 Beddgelert office was opened for a week over February half term and then on weekends only until opening for the season from the last weekend in March. Following the success of the centre over recent years it was decided to trial the opening of the centre on weekends (and over the Christmas break) for 2023 – 2024. During the trial the Centre responded to / saw 1435 additional visitor enquiries at an additional cost to the centre of £1184.05. Despite the additional cost the trial has been extended over the 2024 – 2025 winter. This is due to two factors;
- The adverse weather conditions between Christmas and New Year 2024 meant that the full potential of the additional opening times were not met.
 - The trial was met with huge support from the local community and the annual visitors who hadn't seen the Centre open in the past.

It was felt that the results of one trial period would not give an adequate picture to the feasibility of making a permanent change.

2. AN OVERVIEW OF THE 2024-25 YEAR TO DATE

- 2.1 All three centres opened on time and were open for the full season.
- 2.2 Recent years have seen a number of challenges with staffing levels. Recruitment for 2024 was successful. Full staffing levels have been in place at all centres for the full season and no days were lost due to insufficient cover.
- 2.3 Online sales have matched 2023. The inclusion of event booking and donations means that the profit on sales remain steady.

Jan 2024 – End October 2024 - £3368
Jan 2023 – End October 2023 - £3149
Jan 2022 – End October 2022 - £2049
Jan 2021 – End October 2021 - £1584

3. ABERDYFI CENTRE

- 3.1 See Centre data in Appendix 1. Included are short Term with comparisons to 23/24 and long term trends from 2017.
- 3.2 In past years we have failed to recruit staff for the start of the season, as well as fail to retain them for the full season. This year, for the first time since before the Pandemic we had a full complement of staff for the full season. This means that Visitor numbers have remained stable overall despite the significant drop over the summer holidays and into September
- 3.3 Aberdyfi increased its turnover by 25% over the season compared with 2023/24.
- 3.4 Looking at the long term comparison we can see that the average spend per transaction and the Profit per Head remain stable, retaining gains made last year.

4. BEDDGELERT CENTRE

- 4.1 See Centre data in Appendix 1.
- 4.2 Beddgelert saw a fall of 7% in visitor numbers. The poor summer weather exacerbated the effect of an early Easter.
- 4.3 Despite the fall in visitor numbers sales remained high. Turnover was up 7.5% on last years excellent results.
- 4.4 Looking at the long term trend comparison, average spend per transaction remains significantly higher than the other Centres.

5. BETWS Y COED CENTRE

- 5.1 See Centre data in Appendix 1.
- 5.2 Visitor numbers at Betws y Coed have remained stable and are comparable to 2023/24 (up 0.6%). Although affected by the early Easter break, Betws didn't suffer the same summer falls as the other two centres.
- 5.3 Turnover increased by 4%.

6. IN CONCLUSION

- 6.1 An early Easter and poor weather conditions over the summer means a slight fall in Visitor Numbers (1.7% Overall – or 2084 enquiries). This would have been more significant if the same staffing circumstances had continued in Aberdyfi.

- 6.3 As mentioned in 1.2 the trial winter opening at Beddgelert Centre is being extended. The centre will be open on weekends through the winter as well as for a time over the Christmas break.
- 6.4 Although turnover has yet again increased, the running costs of the centres have also increased. However, it is anticipated that the centres will end the financial year within their set operating budget. The expectation is that for 2024/25 –
- Aberdyfi will cost the Authority approximately £14k
 - Beddgelert will cost the Authority approximately £24k
 - Betws y Coed will cost the Authority approximately £38k
- Remaining costs being for supporting services.

7. FUTURE DEVELOPMENTS

- 7.1. Officers are currently looking to appoint external specialists to look in depth at the commercial potential at the Betws y Coed site. Y Stablau is owned by the Authority and officers are seeking to maximise commercial opportunities through the development of the site as a whole.
- 7.2. Increasing income and reducing the running costs of centres will be a priority in 2025 and all commercial opportunities will be explored.

RECOMMENDATION

- 1. For Members to discuss the content of the report and any steps that should be taken as we look towards 2024-2025.**

CANOLFAN / CENTRE: ABERDYFI
YMWELWYR AC YMHOLIADAU / VISITORS AND ENQUIRIES

MIS MONTH	2024/25					2023/24					CYFANSWM TOTAL	CYFANSWM TOTAL	% + / -
				e.›	TOTAL				e.›	TOTAL			
EBR / APR	2,204	1	6	-	2,211	EBR / APR	1,582	-	14	7	1,603	37.93	
MAI / MAY	5,429	-	21	3	5,453	MAI / MAY	4,186	-	18	8	4,212	29.46	
MEH / JUN	6,384	-	18	2	6,404	MEH / JUN	5,316	1	54	11	5,382	18.99	
GOR / JUL	5,185	-	21	1	5,207	GOR / JUL	4,021	1	38	7	4,067	28.03	
AWS / AUG	5,764	-	30	1	5,795	AWS / AUG	8,175	-	36	4	8,215	-29.46	
MED / SEP	3,565	-	10	1	3,576	MED / SEP	5,900	-	26	6	5,932	-39.72	
HYD / OCT	2,370	-	8	-	2,378	HYD / OCT	1,146	-	12	5	1,163	104.47	
TACH / NOV	294	-	-	-	294	TACH / NOV	69	-	1	-	70	320.00	
RHAG / DEC	-	-	-	-	-	RHAG / DEC	-	-	-	-	-	#DIV/0!	
ION / JAN	-	-	-	-	-	ION / JAN	-	-	-	-	-	#DIV/0!	
CHWE / FEB	-	-	-	-	-	CHWE / FEB	-	-	-	-	-	#DIV/0!	
MAW / MAR	-	-	-	-	-	MAW / MAR	582	-	3	-	585	-100.00	
CYFANSWM / TOTAL	31,195	1	114	8	31,318		30,977	2	202	48	31,229	0.28	
EBR-HYD/ APR-OCT	30,901	1	114	8	31,024		30,326	2	198	48	30,574	1.47	

<u>CYN. TAW / INC. VAT</u>	<u>GWERTHIANNAU / SALES</u>		
MIS/MONTH	2024/25	2023/24	% + / -
EBR / APR	£ 3,496.15	£ 1,693.36	106.46
MAI / MAY	£ 5,189.58	£ 3,745.08	38.57
MEH / JUN	£ 5,387.27	£ 5,786.88	-6.91
GOR / JUL	£ 5,763.24	£ 5,435.85	6.02
AWS / AUG	£ 7,725.49	£ 5,492.63	40.65
MED / SEP	£ 5,722.57	£ 4,830.39	18.47
HYD / OCT	£ 3,451.72	£ 2,186.97	57.83
TACH / NOV	£ 480.20	£ 172.34	178.64
RHAG / DEC	£ -	£ -	#DIV/0!
ION / JAN	£ -	£ -	#DIV/0!
CHWE / FEB	£ -	£ -	#DIV/0!
MAW / MAR	£ -	£ 992.82	-100.00
CYFANSWM / TOTAL	£ 37,216.22	£ 30,336.32	22.68
EBR-HYD/ APR-OCT	£ 36,736.02	£ 29,171.16	25.93

ELW / PROFIT (dim costau - gwerthiannau ac archebu llety yn unig)

<i>MIS / MONTH</i>	<i>2024/25</i>	<i>2023/24</i>	<i>% + / -</i>
<i>EBR / APR</i>	£ 1,391.47	£ 688.86	102.00
<i>MAI / MAY</i>	£ 2,073.60	£ 1,510.12	37.31
<i>MEH / JUN</i>	£ 2,156.32	£ 2,318.77	-7.01
<i>GOR / JUL</i>	£ 2,351.67	£ 2,191.27	7.32
<i>AWS / AUG</i>	£ 3,118.68	£ 2,219.75	40.50
<i>MED / SEP</i>	£ 2,275.74	£ 1,944.34	17.04
<i>HYD / OCT</i>	£ 1,378.85	£ 863.12	59.75
<i>TACH / NOV</i>	£ 189.61	£ 67.19	182.20
<i>RHAG / DEC</i>	£ -	£ -	#DIV/0!
<i>ION / JAN</i>	£ -	£ -	#DIV/0!
<i>CHWE / FEB</i>	£ -	£ -	#DIV/0!
<i>MAW / MAR</i>	£ -	£ -	#DIV/0!
<i>CYFANSWM / TOTAL</i>	£ 14,935.94	£ 11,803.42	26.54
<i>EBR-HYD/ APR-OCT</i>	£ 14,746.33	£ 11,736.23	25.65

CANOLFAN / CENTRE: BEDDGELERT
YMWELWYR AC YMHOLIADAU / VISITORS AND ENQUIRIES

MIS MONTH	2024/25					2023/24					CYFANSWM TOTAL	CYFANSWM TOTAL	% + / -
				e.›	TOTAL				e.›	TOTAL			
EBR / APR	3,693	8	64	6	3,771	EBR / APR	4,912	-	112	8	5,032	-25.06	
MAI / MAY	5,539	-	94	13	5,646	MAI / MAY	4,977	-	114	5	5,096	10.79	
MEH / JUN	5,572	-	75	10	5,657	MEH / JUN	5,132	-	118	7	5,257	7.61	
GOR / JUL	7,096	-	96	7	7,199	GOR / JUL	7,272	1	121	7	7,401	-2.73	
AWS / AUG	7,994	-	141	11	8,146	AWS / AUG	8,985	-	117	7	9,109	-10.57	
MED / SEP	5,054	-	57	5	5,116	MED / SEP	5,611	-	73	2	5,686	-10.02	
HYD / OCT	3,215	-	53	3	3,271	HYD / OCT	4,023	-	63	3	4,089	-20.00	
TACH / NOV	275	-	4	1	280	TACH / NOV	729	-	6	3	738	-62.06	
RHAG / DEC	-	-	-	-	-	RHAG / DEC	541	-	12	3	556	-100.00	
ION / JAN	-	-	-	-	-	ION / JAN	435	-	13	-	448	-100.00	
CHWE / FEB	-	-	-	-	-	CHWE / FEB	751	-	13	6	770	-100.00	
MAW / MAR	-	-	-	-	-	MAW / MAR	1,910	3	31	8	1,952	-100.00	
CYFANSWM / TOTAL	38,438	8	584	56	39,086		45,278	4	793	59	46,134	-15.28	
EBR-HYD/ APR-OCT	38,163	8	580	55	38,806		40,912	1	718	39	41,670	-6.87	

<u>CYN. TAW / INC. VAT</u>	<u>GWERTHIANNAU / SALES</u>		
MIS/MONTH	2024/25	2023/24	% + / -
EBR / APR	£ 11,324.95	£ 11,572.94	-2.14
MAI / MAY	£ 14,784.32	£ 11,519.73	28.34
MEH / JUN	£ 15,396.22	£ 12,995.47	18.47
GOR / JUL	£ 18,184.75	£ 17,194.26	5.76
AWS / AUG	£ 22,387.87	£ 21,811.35	2.64
MED / SEP	£ 17,170.05	£ 15,765.53	8.91
HYD / OCT	£ 12,448.83	£ 12,984.32	-4.12
TACH / NOV	£ -	£ 2,409.15	-100.00
RHAG / DEC	£ -	£ 1,891.57	-100.00
ION / JAN	£ -	£ 1,360.29	-100.00
CHWE / FEB	£ -	£ 2,545.97	-100.00
MAW / MAR	£ -	£ 5,229.46	-100.00
CYFANSWM / TOTAL	£ 111,696.99	£ 117,280.04	-4.76
EBR-HYD/ APR-OCT	£ 111,696.99	£ 103,843.60	7.56

ELW / PROFIT (dim costau - gwerthiannau ac archebu llety yn unig)

<i>MIS / MONTH</i>	<i>2024/25</i>	<i>2023/24</i>	<i>% + / -</i>
<i>EBR / APR</i>	£ 4,505.74	£ 4,643.14	-2.96
<i>MAI / MAY</i>	£ 5,885.26	£ 4,578.07	28.55
<i>MEH / JUN</i>	£ 6,123.66	£ 5,192.13	17.94
<i>GOR / JUL</i>	£ 7,263.02	£ 6,783.57	7.07
<i>AWS / AUG</i>	£ 8,982.00	£ 8,668.57	3.62
<i>MED / SEP</i>	£ 6,868.35	£ 6,267.04	9.59
<i>HYD / OCT</i>	£ 4,979.60	£ 4,994.15	-0.29
<i>TACH / NOV</i>	£ -	£ 943.45	-100.00
<i>RHAG / DEC</i>	£ -	£ 740.09	-100.00
<i>ION / JAN</i>	£ -	£ 521.57	-100.00
<i>CHWE / FEB</i>	£ -	£ 1,007.53	-100.00
<i>MAW / MAR</i>	£ -	£ 2,067.98	-100.00
<i>CYFANSWM / TOTAL</i>	£ 44,607.63	£ 46,407.29	-3.88
<i>EBR-HYD/ APR-OCT</i>	£ 44,607.63	£ 41,126.67	8.46

CANOLFAN / CENTRE: BETWS Y COED
YMWELWYR AC YMHOLIADAU / VISITORS AND ENQUIRIES

MIS MONTH	2024/25						2023/24						CYFANSWM TOTAL	% + / -
	👤👤👤	📧	📞	e.›	CYFANSWM TOTAL	👤👤👤	📧	📞	e.›	CYFANSWM TOTAL				
EBR / APR	4,283	-	95	31	4,409	EBR / APR	5,833	2	90	35	5,960	-26.02		
MAI / MAY	5,411	-	104	22	5,537	MAI / MAY	6,120	-	102	29	6,251	-11.42		
MEH / JUN	7,081	-	93	26	7,200	MEH / JUN	6,672	2	72	22	6,768	6.38		
GOR / JUL	8,094	-	92	27	8,213	GOR / JUL	7,844	-	117	30	7,991	2.78		
AWS / AUG	9,595	-	102	17	9,714	AWS / AUG	9,139	-	118	25	9,282	4.65		
MED / SEP	7,497	-	83	22	7,602	MED / SEP	7,066	1	63	24	7,154	6.26		
HYD / OCT	6,257	1	100	23	6,381	HYD / OCT	5,246	-	56	18	5,320	19.94		
TACH / NOV	597	-	1	1	599	TACH / NOV	2,142	-	55	12	2,209	-72.88		
RHAG / DEC	-	-	-	-	-	RHAG / DEC	1,602	-	34	6	1,642	-100.00		
ION / JAN	-	-	-	-	-	ION / JAN	1,194	1	49	15	1,259	-100.00		
CHWE / FEB	-	-	-	-	-	CHWE / FEB	2,061	1	73	27	2,162	-100.00		
MAW / MAR	-	-	-	-	-	MAW / MAR	3,086	-	90	37	3,213	-100.00		
CYFANSWM / TOTAL	48,815	1	670	169	49,655		58,005	7	919	280	59,211	-16.14		
EBR-HYD/ APR-OCT	48,218	1	669	168	49,056		47,920	5	618	183	48,726	0.68		

<u>CYN. TAW / INC. VAT</u>	<u>GWERTHIANNAU / SALES</u>		
MIS/MONTH	2024/25	2023/24	% + / -
EBR / APR	£ 10,404.18	£ 12,462.36	-16.52
MAI / MAY	£ 12,738.22	£ 13,199.46	-3.49
MEH / JUN	£ 16,315.39	£ 14,211.69	14.80
GOR / JUL	£ 17,733.85	£ 16,780.55	5.68
AWS / AUG	£ 23,232.14	£ 20,248.64	14.73
MED / SEP	£ 18,120.56	£ 17,433.59	3.94
HYD / OCT	£ 13,443.04	£ 13,026.61	3.20
TACH / NOV	£ -	£ 6,566.58	-100.00
RHAG / DEC	£ -	£ 5,045.22	-100.00
ION / JAN	£ -	£ 2,460.34	-100.00
CHWE / FEB	£ -	£ 4,877.18	-100.00
MAW / MAR	£ -	£ 7,245.27	-100.00
CYFANSWM / TOTAL	£ 111,987.38	£ 133,557.49	-16.15
EBR-HYD/ APR-OCT	£ 111,987.38	£ 107,362.90	4.31

ELW / PROFIT (dim costau - gwerthiannau ac archebu llety yn unig)

<i>MIS / MONTH</i>	<i>2024/25</i>	<i>2023/24</i>	<i>% + / -</i>
<i>EBR / APR</i>	£ 4,154.40	£ 5,046.50	-17.68
<i>MAI / MAY</i>	£ 5,048.41	£ 5,358.94	-5.79
<i>MEH / JUN</i>	£ 6,525.46	£ 5,763.65	13.22
<i>GOR / JUL</i>	£ 7,087.09	£ 6,790.25	4.37
<i>AWS / AUG</i>	£ 9,292.63	£ 8,216.84	13.09
<i>MED / SEP</i>	£ 7,288.85	£ 7,027.71	3.72
<i>HYD / OCT</i>	£ 5,430.08	£ 5,205.58	4.31
<i>TACH / NOV</i>	£ -	£ 2,604.25	-100.00
<i>RHAG / DEC</i>	£ -	£ 1,980.66	-100.00
<i>ION / JAN</i>	£ -	£ 976.89	-100.00
<i>CHWE / FEB</i>	£ -	£ 1,919.83	-100.00
<i>MAW / MAR</i>	£ -	£ 2,885.69	-100.00
<i>CYFANSWM / TOTAL</i>	£ 44,826.92	£ 53,776.79	-16.64
<i>EBR-HYD/ APR-OCT</i>	£ 44,826.92	£ 43,409.47	3.27

WEDI SELIO AR FLWYDDYN GALENDER YN HYTRACH NA BLWYDDYN ARIANOL

Elw ar Werthiannau		Aberdyfi	Beddgelert	Betws y Coed
		Cyfanswm	Cyfanswm	Cyfanswm
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		£9,667.94	£ 38,047.94	£40,276.89
2023		£11,946.27	£ 44,639.12	£53,558.12
2024	Ddim yn gyflawn	£15,331.29	£ 48,204.71	£50,609.33

Elw Y Pen		Aberdyfi	Beddgelert	Betws y Coed
		Avarage	Avarage	Avarage
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		£0.41	£1.04	£0.60
2023		£0.52	£1.09	£0.92
2024	Ddim yn gyflawn	£0.54	£1.18	£0.90

Ymholiadau Ymwelwyr		Aberdyfi	Beddgelert	Betws y Coed
		Cyfanswm	Cyfanswm	Cyfanswm
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		29822	40759	74436
2023		30876	44528	59348
2024	Ddim yn gyflawn	31903	41976	55690

Avarage Spend Per Transaction		Aberdyfi	Beddgelert	Betws y Coed
		Avarage	Avarage	Avarage
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		£10.02	£12.16	£10.78
2023		£11.44	£12.91	£11.26
2024	Ddim yn gyflawn	£11.45	£13.16	£11.52

ITEM NO. 7

MEETING	Performance and Resources Committee
DATE	27 th November, 2024
TITLE	CORPORATE WORK PROGRAMME 2024-25
REPORT BY	Director of Corporate Services
PURPOSE	Progress Report on the First and Second Quarters (April – September), 2024

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) 2024 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 2024-25: First and Second Quarter Updates.

JO/P&R/CWP/Covering Report













WELLBEING OBJECTIVES 2024-25: CORPORATE WORK PROGRAMME
 The Authority's Well-Being Objectives, Corresponding Projects/Initiatives and Outcomes of Success
Quarter 1 - 2 Update : April – September, 2024









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




1. RESILIENT ENVIRONMENTS




This outcome will be achieved by:	AC 1	IMPROVING RECREATION MANAGEMENT AND ANY NEGATIVE EFFECTS OF RECREATION
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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 Qtr. 3 Qtr. 4	<p>Implement the Gwynedd and Eryri Communication Campaign on Sustainable Visiting Economy</p> <p>A campaign is being implemented on the visiting economy on the Authority's social media. Social media training sessions have been held at HQ for Gwynedd and Eryri businesses and community initiatives.</p>	Continuous	Ho Communications

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 	 Qtrs. 1 - 2 Qtr. 3 Qtr. 4	Improved provision for public engagement at Pen y Pass via an upgrade of visitor facilities and interpretation: ➤ Complete and install improvements to interpretation at Pen y Pass Planning and costings work have commenced.	March 2025	Hof Communication Hof Wardens & Access (WaA) Comms. Officer
AC 1.3	 Completed Qtrs. 1- 2	Monitor visitor numbers through people counters to establish the impact of users across the National Park. Report produced based on data for 2023 Report produced and presented to Members during June 2024 Working Group. The report is available on Eryri NP website.	Continues Next report by June/July 2024	H of Partnerships
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 Qtr. 3 Qtr. 4	Identify and quantify access work to mitigate the effects of people pressure and review annually Various works continue across the National Park along with major projects such as – Mynydd Moel (Cadair Idris) and Miners Path (Yr Wyddfa)	Ongoing	Ho Wardens & Access (WaA)
AC 1.5 	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Produce an Engagement Strategy for footpath works in Snowdonia Draft produced. It is anticipated that a final draft will be presented to Members in the Autumn	Autumn 2024	Ho WaA



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 1.6 	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Produce guidelines for undertaking access route works in Snowdonia Initial draft has been produced.	Autumn 2024	Ho WaA
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 Qtr. 3 Qtr. 4	Ensure that promoted routes are regularly surveyed, maintained and improved when necessary and reported annually to the Management Team The work continues. The new network management system will enable us to produce more detailed reports.	Ongoing	Ho WaA
AC 1.8	 Qtrs. 1- 4	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 The work is continuous and is prioritised in the work programmes of area wardens	Ongoing	Ho WaA
AC 1.9 	 Qtrs. 1- 4	Work across the Authority to integrate work programmes and progress implementation of Warden Area Plans Each warden has an area plan which is regularly inspected by the Senior Wardens. The Wardens are encouraged to collaborate with other departments on projects. An example of collaboration is the WG grant funded Sustainable Landscapes Sustainable Places nature project work with the Conservation, Wood and Agriculture Service. The work is on-going.	Ongoing	Ho WaA






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 1.10	 Completed	Support the work of the Wyddfa di-blastig project officer ➤ In partnership with Keep Wales Tidy, arrange and host COPA1 the inaugural Youth Climate summit held as part of the tackling single-use plastic pollution project	Sept. 2024	Ho Partnerships Project Officer
	Qtrs. 1- 2	COPA 1 was a great success. All agreed there needs to be a legacy and start planning COPA2 for 2026. The project work ends October 2024. The Officer will present Members in a Working Group in October. A final report is being produced and planning for the legacy of the project will take place during October and November		
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 Report	Ensuring the implementation of the current LDP policies that contribute to mitigating climate change	Reported annually	Ho DM&C * Ho PP *
		Climate change mitigation was a consideration in the preparation of much of the current LDP, including settlement strategy (where houses are developed), flood mitigation, and energy generation through renewables. An Annual Monitoring Report (AMR) of progress of all LDP policies is submitted to Members and then the Welsh Government each Autumn, and this has concluded that these policies have been broadly complied with. This policy area has evolved significantly in recent years, and this will raise several important issues in the review of the LDP in 2025.		




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 2.2 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	Energy efficiency and reducing carbon footprint of SNPA buildings to be integral part of new Asset Management Plan (AMP - to be adopted from Dec. 2024) and aligned with Wales Prosperity for All – A Low Carbon Public Estate targets ➤ Undertake a review of the Asset Portfolio with the Asset Sub-Group with recommendations to be considered by the full Authority and any surplus assets to be considered for disposal/transfer of ownership. Further decarbonisation work is underway as part of the Welsh Government grant funding, Sustainable Landscapes Sustainable Places. Modification and updating of the previous Asset Management Plan in place but progress has slipped due to additional work arising from the marketing of Plas Tan y Bwlch and community meetings. Aim to convene a meeting of the Assets Sub-Group in January 2025 and the Asset Management Plan to be presented at the March 2025 Performance and Resources Committee meeting	AMP adopted from Dec. 2024+ Then Ongoing	Ho Property










* Ho Development Management & Compliance (DM&C) * Ho Planning Policy (PP)












AC 2.3 	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Develop an Action Plan for SNPA to be carbon neutral based on the recommendations of the Carbon Study report and consider what staff resource is required to implement any agreed actions identified in the Action Plan Staff capacity, the need to work cross-departmentally and support low Carbon purchasing throughout the Authority has been identified and a new position “Carbon Officer” has been created, advertised and recruited. The new Officer starts in the role in November 2024.	2024	Director of Corp. Services Ho Property
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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	  Qtr. 1 – 2 Qtr. 3 Qtr. 4	<p>Develop a Low Carbon Action Plan for Eryri, ensuring this includes a commitment to:</p> <ul style="list-style-type: none"> ➤ Low carbon objectives in both the LDP and Cynllun Eryri ➤ Producing a Tree & Woodland Strategy; and ➤ Producing a Peatland Strategy <p>Work is progressing well on the production of a Tree and Woodland Strategy, a final draft will be presented to Members in December before final consultation early in 2025. Part of the work of the peat team is to review the peat strategy and is done when the timetable allows, date updating work is being done.</p>	Continuous	Dof Planning & Land Man. (DP&LM) Ho Conservation, Woods & Agric. (CWA)
AC 2.5	  Qtrs. 1 - 2 Qtr. 3 Qtr. 4	<p>Ensure that the Authority remains committed to the principles of the ‘Race to Zero’, by adopting a strong leadership and advocacy role in the fight against climate change – including committing to the 5 main pledges contained within the ‘Race to Zero’. Working with NPUK/NPP on strategic climate change messaging</p> <p>Staff capacity and the need to work cross-departmentally and support low Carbon purchasing throughout the Authority has been identified and a new position “Carbon Officer” has been created, advertised and recruited. The new Officer starts in the role in November 2024.</p>	Ongoing	Dir. Planning & Land Management

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 2.6 	 Qtrs. 1 - 2 Qtr. 3 Qtr. 4	Support a strategic partnership with Welsh Government, Bannau Brycheiniog 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 The focus of the strategic lead has been framing the findings of the past two years in the written outputs of the role. The working titles of ‘enabling strategy’ and ‘Little Book of Options’ have been replaced with ‘Designated Landscapes: Officer Guidance for Nature’s Benefit’ and ‘Dual-benefit Farming’. The former has been split into four sections to cover new terminology, a template nature recovery action plan for the designated landscapes, areas for focus, and further recommendations. The aim of this work is for Authority staff to have a useful ‘desktop companion’ to help them in undertaking their roles and for farmers / land managers to have a useful reference to help them through what is a period of intense change and something that should align well with any farming-based schemes associated with the designated landscapes.	Ongoing	CEO Strategic Lead
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 Qtr. 3 Qtr. 4	Development and adoption of the SNPA Cultural Heritage Strategy Desk research and information gathering completed.	Summer 2024	Ho 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 3.2 	 Qtrs. 1+2 Qtr. 3 Qtr. 4	Ensure that the Carneddau Landscape Partnership Scheme Work Programme for 2023/24 is completed on time to ensure that the Project remains on track for completion by 2025. ➤ Prepare an update report to members Project work programme remains on track as per the timetable. A report will be presented to Members early in 2025.	Ongoing 2025 Dec. 2024	Ho Cultural Heritage Carneddau LPS Manager
AC 3.3 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	An EOI has been submitted and Lottery funding secured: ➤ Progress and deliver the Harlech and Arduwy Cultural Heritage project It was decided to carry out the project within the scope of the Welsh Government's Sustainable Landscapes Sustainable Places grant funding. The work is now in progress.	Ongoing to Oct. 2025	Ho Cultural Heritage CH Project Officer
AC 3.4 	 Completed Qtrs.1-2	To actively contribute to the work programme of the North West Wales Slate Landscapes World Heritage Site Action Plan ➤ Complete and install Interpretation of the Ynyspandy site Ynyspandy interpretation completed.	Ongoing Autumn 2024	Ho 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 3.5 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	Wardens to lead monthly walks with guest specialist to promote nature, culture and heritage Monthly walks continue with a varying number of attendees – aiming to extend the promotional work.	Ongoing 2024/25	Ho WS
AC 3.6 	 Qtrs.1-2 Qtr. 3 Qtr. 4	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 contribute to the work of the group by attending quarterly meetings, workshops and achieving the group’s programme.	Ongoing	Ho Cultural Heritage
AC 3.7 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	Sustain and develop Yr Ysgwrn as a museum and cultural centre of national repute and present an annual report to Members An annual report was presented to the Authority in June 2024. An art work exhibition was opened over the summer based on “Yr Ysgwrn yn Ysbrydoli ~ Yr Ysgwrn Inspires”.	Dec. 2024	Ho Cultural Heritage
AC 3.8 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	Following on from the completion of Conservation Area Appraisals and Management Plan deliver an ongoing programme of traditional skills training which will also compliment the World Heritage Site Action Plan 5 traditional skills sessions have been held to date each one at capacity. Further sessions will be held in 2025.	Part 1 Autumn 2024	Ho Cultural Heritage






This outcome will be achieved by:	AC 4	ADDRESSING THE CHALLENGES AND OPPORTUNITIES OF POST BREXIT LAND MANAGEMENT SCENARIOS
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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 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	<p>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</p> <p>Discussions on SFS proposals have been intense and moving forward to introduce the universal layer during the winter. Part of the strategic discussions on Landscapes Wales programme.</p>	Ongoing	Ho CWA * CEO Dir. P&LM
AC 4.2	 Qtrs.1 – 2 Qtr. 3 Qtr. 4	<p>Following WG consultation, maintain close working relationship with the land based sector to ensure that the Authority has an understanding of the ongoing implications of the effect of proposals of the Sustainable Farming Scheme, Wales, on the special qualities of Eryri</p> <p>As above, part of strategic discussions.</p>	Ongoing	Ho CWA

*Head of Conservation Woodlands and Agriculture (CWA)

This outcome will be achieved by:	AC 5	ADDRESSING THE DECLINE IN NATURE
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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 Qtr. 3 Qtr. 4	Develop an 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 Work is progressing well, consultation document will be presented during winter 2024-25.	Summer 2024	Ho CWA
AC 5.2 	 Annual report	Continuing to deliver biodiversity enhancement through the development management process and to ensure adherence with any forthcoming Welsh Government published guidance	Reported annually	Hof DM&C
AC 5.3 	 Qtr. 1 - 2 Qtr. 3 Qtr. 4	Once WG guidelines issued, ensure an SPG on biodiversity is produced to support the Development Management process Still awaiting WG guidelines.	March 2025	Ho PP

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 5.4 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	<p>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</p> <p>The Dinas Mawddwy SMS has now been completed, considerable time has been put into developing a Sustainable Farming plan with the WG.</p> <p>An application for Nature Networks Fund 4 has been put forward (with a focus on trees), and one in partnership with the AONB in the North for Dark Sky. Two applications have been made to INRS, (one for regenerative farming, and one for better farm woodland management).</p> <p>Significant work has been done to develop the Bro Farming programme idea with the WG, there will be further details in due course.</p>	2 yearly update reports	Ho CWA Project Managers
AC 5.5 	 Qtrs.1-2 Qtr. 3 Qtr. 4	<p>To progress a National Park wide survey of Trees and Ancient Woodland sites (PAWS) and prepare a Tree and Woodland Strategy for Eryri</p> <p>This programme is progressing very well and enables us to develop a number of capital work programs and potential new projects as a result.</p>	March 2025	Ho CWA

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).*



2. RESILIENT COMMUNITIES

This outcome will be achieved by:	CC 1	MAINTAINING AND INCREASING THE QUALITY OF LIFE OF RESIDENTS
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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	 <p style="margin: 0;">Qtrs. 1 – 2</p> <p style="margin: 0;">Qtr. 3</p> <p style="margin: 0;">Qtr. 4</p>	<p style="color: red; margin: 0;">Develop an online resource as part of the new website relating to activities and routes within the National Park targeted and tailored appropriately</p> <p style="margin: 0;">Work continues in collaboration between Communication and Wardens services. Routes that are promoted have all been uploaded on our website and the information has been reconciled. Officers are looking for additional ways to promote and communicate walks using resources such as “drones” to create film clips.</p>	Ongoing	Ho Comms. Ho W&A

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 1.2 	 Completed Qtrs. 1 – 2	<p>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> <ul style="list-style-type: none"> ➤ Support and participate in Caru Eryri 2023-24 volunteering scheme with partners including Cymdeithas Eryri ➤ Reflect and review the Volunteer and Wellbeing events of 2022, update KPIs and set new targets and recommendations for 2023 ➤ Set up volunteer programme for the coming year ➤ Host series of wellbeing events <p>The Volunteer and Wellbeing officer has completed the above and an Annual Report presented to Members (in July).</p>	Ongoing	Ho Partnerships Volunteer & Wellbeing Offcr.
CC 1.3 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	<p>Develop volunteering opportunities for under-represented, vulnerable and disadvantaged groups</p> <p>Work continues and improves each year (Volunteer and Wellbeing officer's annual report). New and interesting opportunities are developed targeting specific groups. These will be further developed over the winter months for rolling out in 2025.</p>	Ongoing	Ho Partnerships Volunteer & Wellbeing Officer

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 1.4		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 DM&C Ho PP
Annual report				
CC 1.5	 Qtrs. 1-2 Qtr. 3 Qtr. 4	<p>Following decision by the Authority to delay production of Eryri LDP Review until 2025 in order to focus on the delivery of an Article 4 Direction: Progress the Authority’s intention to implement an Article 4 Direction to remove permitted development rights to change a permanent residential home to a holiday let or second home, with key milestones comprising:</p> <ul style="list-style-type: none"> ➤ Undertake a formal public consultation prior to Summer 2024 ➤ Report back on the findings and make any necessary adjustments in approach during Autumn 2024 ➤ Prepare an SPG by March 2025 which will provide more detailed guidance on implementation ➤ Aim to be adopted by the Authority in June 2025 <p>During Planning and Access Committee meeting on 6th March 2024, Members approved for officers to engage on the proposal to present an Article 4 Directive for the Eryri NP Planning Authority area. A notice regarding the Article 4 Directive was submitted on 12th April 2024. The statutory requirement was to maintain an engagement period of at least 21 days. In order to ensure sufficient opportunity for those affected to respond to the notice and to facilitate the process of submitting comments, the Authority held a 6-week public engagement period from 12 April – 24 May, 2024. Officers in the process of considering the comments received during the engagement period and are preparing a Consultation Report to be submitted to the Members’ Working Group for consideration before the Authority makes its final decision on confirming Article 4 Directive or not. An outline SPG is being drafted.</p>	<ul style="list-style-type: none"> ➤ Prior to summer 2024 ➤ Autumn 2024 ➤ March 2025 ➤ June 2025 	Dof P&LM






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 1.6	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	<p>Continue to provide funding and measures to support local communities and economies through Cronfa Cymunedau Eryri (CCE), funded by the WG and the NP community and Wellbeing small grants 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</p> <p>A new funding window for 2024-5 will open and be promoted from March 18th 2024</p> <p>Funding has been awarded to 10 projects (listed below), totaling £102,688.13. There are 7 projects underway, 3 have not yet started. All projects remain on track to finish on time.</p> <ul style="list-style-type: none"> ❖ Bala rugby club – Solar PV system ❖ Beddgelert Comm. Council – New equipment for the playground ❖ Canolfan Prysor, Trawsfynydd – Solar PV system ❖ Y Bala Hockey club – re-surfacing of astro turf at Godre’s Berwyn school ❖ Bro Garmon Comm. Council – Improvements to the Nebo community car park ❖ Ysbyty Ifan Comm. Council – Upgrading of village hall, double glazing and new fire doors ❖ Llanfairfecahn Community Hall – Solar PV System ❖ Llanuwchllyn Community Enterprise Ltd – Solar PV system ❖ Ogwen Hall – Commercial kitchen ❖ Dolwyddelan Comm. Council – Various capital projects from the community plan 	March 2025	Ho Partnerships CCE Project Officer






This outcome will be achieved by:	CC 2	SUPPORTING YOUNG PEOPLE
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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 	 Qtrs. 1+2 Qtr. 3 Qtr. 4	<p>Members to consider a draft Youth Manifesto</p> <p>The Mainfesto was presented to Members’ Working Group on May 22nd and comments received. Officers will amend the Mainfesto for presenting to the Authority in September.</p>	May 2024	Ho WaA. Young People's Officer
CC 2.2 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	<p>Develop the Young Rangers scheme to ensure efficient partnership work, provide broad opportunities and souce funding to sustain the scheme</p> <p>Work has continued in creating opportunities for the young rangers across the National Park. Opportunities have varied and in collaboartion with other services. Work has begun with the Lottery to seek funding.</p>	Feb. 2025	Ho WaA








This outcome will be achieved by:	CC3	PROMOTING SUSTAINABLE TOURISM TO ADD VALUE TO LOCAL COMMUNITIES
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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 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	<p>Work with Cyngor Gwynedd and Conwy CBC to develop and implement the Gwynedd and Eryri Sustainable Visitor Economy strategic plan. Once the strategic plan has been launched begin work to develop an action plan and related targets and indicators. The first meeting of the Sustainable Visitor Economy Partnership is scheduled for April 2024</p> <p>➤ Complete an Action Plan and implement related targets and indicators</p> <p>The first Action Plan has been produced and agreed by the Partners. All will feed into this by March 2025 when a review and a new action plan will be developed for 2025-26. The Data task group is being re-established to work on and develop long-term indicators for the Plan.</p>	Dec. 2024	Hof Partnerships Sustainable Tourism Officer

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 3.2	  Qtrs 1-2 Qtr. 3 Qtr. 4	<p>Opportunities to encourage greener transport and travel are being developed by:</p> <ul style="list-style-type: none"> ➤ Work with TfW to develop Northern Eryri parking and transport delivery plan via the Delivery Group. ➤ Continue to work with partners to address parking and transport issues in the Nantgwynant area. ➤ Continue to facilitate discussions between partners to address parking and transport issues in the Ogwen area. <p>Regular meetings continue to be held. Worked with North Wales Police from June – November 2024 through a secondment in order to improve contact between Local Authorities and Welsh Government/NMWTRA and the Police. The work answered short term problems – regional strategic guidance will be needed to agree long-term responses.</p>	Ongoing - April 25	Ho Partnerships Sus. Tour. Officer
CC 3.3	  Qtrs 1-2 Qtr. 3 Qtr. 4	<p>Continue to develop the Eryri Ambassadors scheme</p> <ul style="list-style-type: none"> ➤ Introduce two new modules in 2024 on Celtic Rainforest and the Carneddau Landscape Partnership <p>The Eryri Ambassador scheme continues to develop and grow in popularity. The relevant officers/services produce content for new modules. The scheme is going from strength to strength and over 1200 people have now qualified as Eryri Ambassadors.</p>	Ongoing April 24	Ho Partnerships Yr Wyddfa Partnership Officer






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 		Ensuring the current LDP positively implements its policies to contribute to sustainable tourism, that add value to local communities.	Annual Report	Ho DM&C
Annual Report				
CC 3.5 		Work with TfW to develop a Delivery Plan via the Northern Eryri Delivery Group established in 2023 to enable improved partnership working and the successful prioritisation and delivery of sustainable travel and transport projects, Ensure that community feedback has been considered in developing the plan. Ensure that we collaborate with the LDP team as part of the LDP process in relation to parking and transport related policies. ➤ Assist the Delivery Group to complete and implement a Delivery Plan	March 2025	Ho Partnership
	Qtrs. 1-2 Qtr. 3 Qtr. 4.	Eryri NP officers are doing the utmost to progress the work – the commitment of other partners is required for the delivery to happen.		

This outcome will be achieved by:	CC4	PROMOTING AND ACTIVELY SUPPORTING THE WELSH LANGUAGE
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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 Qtr. 3 Qtr. 4	Continue to develop Yr Ysgwrn as a cultural centre promoting Welsh language culture and actively providing opportunities to socialise through the medium of Welsh A programme of summer events was programmed and completed.	Ongoing	Ho Cultural Heritage
CC 4.2 	 Qtrs. 1+2 Qtr. 3 Qtr. 4	Safeguarding and promoting use of Welsh place names by completing the next stage of the standardisation of Eryri place names Work on the list of names of peaks, waterfalls and passes is underway. The work is expected to be completed in the autumn.	March 2025	Ho Cultural Heritage
CC 4.3 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	Develop opportunities to engage people in the Welsh language, culture and heritage of the area including: ➤ Providing opportunities for volunteers to learn and use the Welsh language through the volunteering strategy. Volunteers learning Welsh are partnered with those that are fluent speakers and all information and materials for volunteers are available in both languages.	March 2025	Volunteer & Wellbeing Officer

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 4.4 	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	<p>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.</p> <p>Two local place names recording sessions have been held in the Carneddau area.</p>	Ongoing Until Dec. 2025	Ho Cultural Heritage
CC 4.5 	 Annual report	<p>Ensuring Development Policy 18: The Welsh Language and the Social and Cultural fabric of Communities is effectively utilised within the development management process</p> <p>The Annual Monitoring report presented to Members and Welsh Government each Autumn has reached the conclusion that the above policy is being implemented effectively.</p>	Reported annually	Ho DM&C

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
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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 5.1	 Annual report	Ensuring the positive implementation of current LDP policies to develop a local economy which support the designation of the NP The Annual Monitoring Report (AMR) of the LDP which is presented to Members and the Welsh Government every October concluded that the above policies are being implemented effectively. The review of the LDP in 2025 will provide an opportunity to review the current information and evidence to determine if any policy or methods currently adopted need to be changed.	Annual report	Ho DM&C Ho PP
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 This has been done by officers, it was decided that the review would start in 2025 (it was decided to postpone the review for a year to allow time for officers to implement the Article 4 Directive).	Annual report	Ho DM&C Ho PP
CC 5.3	  Qtrs. 1- 2 Qtr. 3 Qtr. 4	Promote opportunities to understand and enjoy Eryri's special qualities sustainably Digital Contents Officer has commenced in post. The section has modified the digital channels which are now very popular and reach a larger audience.	Ongoing	Hof Comms.

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)*

3. RESILIENT WAYS OF WORKING



This outcome will be achieved by:	CW 1	DEVELOPING A SKILLED WORKFORCE
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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 Qtr. 3 Qtr. 4	<p style="color: red; margin: 0;">Engaging with our staff at all levels to assist performance management:</p> <ul style="list-style-type: none"> <li style="color: red; margin: 0;">➤ All Authority staff members will be appraised within the 12 months <li style="color: red; margin: 0;">➤ Training needs assessments of all staff will have been undertaken within the 12 months <p style="margin: 0;">Support has been received from the Directors to encourage line managers to complete evaluations promptly which has increased the number of evaluations carried out so far this year. The evaluation format assesses staff performance levels and identifies training requirements to either improve work performance or training that would prepare staff for career progression within the Authority and as a result the number of staff training sessions has increased by 54%.</p>	Ongoing March 2025	Ho Human Resources (HR)
CW 1.2	 Qtr. 1 - 4	<p style="color: red; margin: 0;">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 style="margin: 0;">Staff are encouraged and supported to attend peer groups. Many more courses have been added to Elms, our online training system which provides a number of bilingual training courses to assist staff and inspire them to progress and learn new disciplines.</p>	Ongoing March 2025	Ho HR Heads of Service







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	 Qtr. 1 - 4	<p>To further develop our workforce and provide staff with every opportunity to develop to meet future challenges</p> <p>Secondment opportunities are considered and offered where feasible. Staff are encouraged and supported to develop their qualifications within their respective fields of expertise and/or gain experience and knowledge by taking on additional projects and/or responsibilities. Between the external training courses that have been organised and the number available through ELMS (online learning portal) there are many more training opportunities available to staff. A learning and development policy has been created which outlines the Authority's support for staff to improve their ability and provides support networks to assist them.</p>	Ongoing March 2024	Ho HR Hof Service





This outcome will be achieved by:	CW 2	DEVELOPING AND PROMOTING BEST PRACTICE
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CW 2.1	 Qtrs. 1- 4	<p>Share achievements of Decarbonisation projects through SLSP funding with other bodies within designated landscapes and wider public estate</p> <p>Work ongoing. The Head of Property attends regular meetings of North Wales Decarbonisation Officer Group and Ystadau Cymru and the newly appointed Carbon Officer will join when he takes up the role in order to identify opportunities to share information and collaborate with partners.</p>	March 2025	Ho Property
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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 2.2	 Qtrs. 1 – 2 Qtr. 3 Qtr. 4	<p>Enhancing Staff Engagement and Wellbeing Initiatives. As part of our commitment to fostering a supportive and thriving workplace environment, we are looking to implement several strategies to ensure the well-being of our employees and promote a culture of connectivity and wellness:</p> <ul style="list-style-type: none"> ➤ Research and Implementation of Best Practices: We will be researching and adopting best practices from other parks and authorities in relation to conducting health surveillance checks for staff to prioritise their health and safety. ➤ Analysis of Sickness Absences: Understanding the factors contributing to sickness absences to identify trends and implement targeted interventions to promote overall well-being and reduce absenteeism. ➤ Increased Staff Networking: Building a sense of community and camaraderie among our employees by organising more frequent staff get-together days, including lunches and outdoor events, to provide opportunities for relaxation, socialisation, and rejuvenation. <p>Health assessments of staff has started with the first group having blood pressure, sight, hearing, lung and diabetes tests. We have started reporting quarterly to the management team on the number of absences due to illness per section in order to create a focus on the levels and reasons for the absences. A new Attendance Policy will be created in order to set a firm system for supporting staff members who are absent from work by offering a number of different types of support. Stress risk assessments and Wellbeing Action Plans are created with staff members who are suffering from stress-related absences or have recently returned from a period of stress-related absence. The new Staff Forum is a good format for sharing ideas and creating opportunities for all staff to get an insight into different aspects of the Park’s work and projects by organising shadowing days and visits to different departments. Ideas are offered for days out in the field, all staff days and ways to keep fit through computer exercises.</p>	March 2025	Ho HR

This outcome will be achieved by:	CW 3	EFFECTIVE PARTNERSHIP WORKING
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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 3.1	 Qtrs. 1+2	Cynllun Eryri is being implemented successfully and the first annual progress report has been presented to the Authority. Present third annual report to Authority The third annual progress report was presented to Members during Spring and a copy made available on the Authority's website. Cynllun Eryri will be reviewed in 2025 with preparatory work already underway.	June 2024	Ho Partnerships
CW 3.2 	 Qtrs. 1 - 4	Support the work of the National Designated Landscapes Partnership (NDLP) in Wales Good practice and information on sourcing and accessing grants is shared between the members of the partnership. Consideration given to skill needs across the 8 landscapes. The 2024 Partnership seminar was held in May. There were interesting and infromative discussions among the good number present.	Ongoing	CEO
CW 3.3 	 Qtrs. 1 – 2 Qtr. 3 Qtr. 4	Continue to support the work of UK wide National Park Authorities, the National Park Partnership, National Parks Foundation and other associated collaborative initiatives The CEO attends all meetings as required. Collaborative initiatives are progressed by various sections Authority as opportunities arise.	Ongoing	CEO






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 3.4 	 Qtrs. 1 – 2 Qtr. 3 Qtr. 4	Contribute to the formation and development of the planning function of the North Wales Corporate Joint Committee (CJC) The CEO and Chair continues to attend meetings. An officer from Eryri NP has been co-opted on the North Wales Strategic Transport Sub-Committee.	Ongoing	Do P&LM
CW 3.5 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	In order to achieve the review of 2025 Cynllun Eryri on schedule, data for the State of the Park Report has been gathered and interpreted with input from internal and external colleagues by the end of 2023. Present summary report to Members Work continues, will be presented to Members before end of 2024.	Dec. 2024	Ho Partnerships

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 Qtr.3 Qtr. 4	Monitor Members attendance at Authority meetings The average attendance of Members is quite consistent: 2 meetings of the Authority (April and June) – 86%, 4 Planning Committee meetings (April, May, June and September) – 81.75%	March 2025	Democratic Services Officer

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 4.2		<p>Support and develop Authority members through training and development</p> <p>➤ Continue to support WG to refine and deliver a training programme on the principles of good governance practice and accountability for Authority Members</p>	Ongoing	Director Corporate Svcs.
	<p>Qtrs. 1-2</p> <p>Qtr. 3</p> <p>Qtr. 4</p>	An “Effective Financial Governance” training sessions was held in June and a date for a “Governance Risks” training session has been arranged for the end of the year.		

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
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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		<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>	Ongoing	Ho Cutural Heritage Visitor Experience Mgr. (when in post)
	<p>Qtrs. 1 – 2</p> <p>Qtr. 3</p> <p>Qtr. 4</p>	Volunteers continue to be core to Yr Ysgwrn’s business model and key to carry out several aspects of activity e.g. group and school visits and there are a number of volunteers volunteering regularly. Attracting more regular volunteers remains a challenge.		

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 5.2	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	<p>Implement and monitor measures in Communication Engagement Strategy via the annual Key Performance Indicators report to ensure local communities and stakeholders understand and are aware of the work of the Authority.</p> <p>Work continues for reporting on 2024 indicators in the new year.</p>	Ongoing Annual	Ho Comms.
CW 5.3	  Qtrs. 1-2 Qtr. 3 Qtr. 4	<p>Engage with and keep communities informed through meetings with Community Councils</p> <p>A Communities Forum has been established to update and involve Town and Community Councils in the Local Development Plan review process. Other general issues will be raised and discussed as and when. A similar engagement format is being considered throughout the review of the LDP.</p>	Autumn 2024 at least 1 meeting	Ho Policy Ho Admin. & Customer Care
CW 5.4	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	<p>Liaise with landowners and interested parties through meetings of the Snowdonia Local Access Forums (northern and southern)</p> <p>Continued liaison is maintained through the LAF meetings held 3 times annually in the north and south of the NP. Forum meetings were held in spring and summer with further meetings arranged to take place in February, 2025.</p>	On going	Access & Wellbeing Manager

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 5.5	Annual Meeting	Liaise with the farming community and farming unions and through meetings of the Agricultural Liaison Group Annual liaison meeting arranged to take place in January, 2025	Annual meeting	Ho CWA
CW 5.6	Qtrs. 1 – 2 Qtr. 3 Qtr. 4	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. Work is progressing to develop a Community Engagement Strategy for the Authority by March 2025.	On going March 2025	Ho Partnerships Ho PP CCE Project Manager

This outcome will be achieved by: **CW 6 BALANCING THE AUTHORITY'S RESOURCES AND EFFORTS**

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 6.1	Qtrs. 1 – 2 Qtr. 3 Qtr. 4	Utilising a twin track approach, review Plas Tan y Bwlch's operating model: ➤ Seek partnership working for the management of Plas Tan y Bwlch and ➤ Progress preparations for disposing the property on the open market in the event that partnership working is not feasible A paper will be submitted to the Authority meeting in November with a view to reaching agreement on the matters that need to be progressed over the winter months before the matter is considered further for determination at the April 2025 Authority meeting	March 2025	CEO Dir. Corp. Services

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 6.2	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	<p>Review the Authority's car parking fees and if relevant progress preparatory work for increasing the fees in line with other car parking providers in the area</p> <p>Initial work underway, reviewing the 2024 season together with the police officer on secondment and agreeing priorities including receiving legal advice on future management methods to prevent overnight stays. It is intended to trial new management models around Llyn Tegid during the 2025 season, including fees for the activities of Llyn Tegid. A review and paper will be presented to the Performance and Resources Committee in March 2025</p>	March 2025	Ho Property
CW 6.3	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	<p>Progress a review of the commercial potential of the Authority's Information Centres</p> <p>Brief for redevelopment of Betws y Coed Information Centre is being developed.</p>	March 2025	Ho Cult. Heritage Information Centres Manager

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*)


CW6 *: We will achieve within the allocated budget and Authority reserves are utilised in a sustainable manner.

* New Well-being Objective, March 2024


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> <p>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</p> <p>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> <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
DATE:	27 November, 2024
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 November 2022 Performance & Resource Committee a comprehensive report was presented outlining how the Authority has utilised external grant funding in recent years. This report provides an update on the projects supported by the Authority.
- 1.2 Following correspondence with the Cabinet Secretary's 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 2. (P&R 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.

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:	WG Strategic Theme and agreed SNPA Projects	Funding 2022/25 £0'000
Conservation, Woods and Agriculture	NATURE RECOVERY: Trees and ancient woodland surveys Delivery survey recommendations and agreed action plans Targeted species work Natural Flood Management	570
Property	ACCELERATING DECARBONISATION: Llyn Tegid – solar panels Energy efficiency of estate Electric Charging points	553
Partnerships Cultural Heritage	SUPPORTING RESILIENT AND GREEN COMMUNITIES: Cronfa Cymunedol Eryri Conservation Areas – Energy Efficiency	480
Wardens and Access Cultural Heritage Partnerships	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	897
TOTAL		£2,500,000

2.4. Variations within year to Delivering Sustainable Tourism Projects:

Due to lack of qualified contractors and poor weather conditions in 2023-24, some projects were unable to proceed resulting in £174,560 of underspend. Welsh Government approval was received in July for alternative works to proceed:

Project:	£'000	Outputs and Outcomes:
Installation of Footpath Counters	£12,500	To improve data intelligence of footpath use and identification of future areas for investment
Installation of bike chargers and Ogwen	£10,000	To improve the strategic active travel network for bikes within Eryri NP.
Works on Pyg track	£31,250	Installation of further directional signage improvement works to the ProW on yr Wyddfa to increase safeguarding of users and reduce erosion to sensitive mountain ecosystems.

New bridge on Lôn Gwyrfa	£56,250	Replacement bridge on the ProW, will restore access along part of the Snowdonia Slate Trail, a multi-user right of way.
Betws y Coed Information Centre	£18,650	Internal improvements to tea-rooms in line with sustainability works leading to an increase viability and improved visitor experience.
Eryri Communities Fund	£33,410	An increased contribution to the fund targeted at community decarbonisation projects.
Access Improvements, Pwll Llwyd, Cwm Eigiau	£12,500	Part of reinstatement works of strategic and historically important bridge identified by the Carneddau Partnership project.

3. SUMMARY OF OTHER CURRENT ACTIVE PROJECTS/PROGRAMMES:

3.1 The table below lists current active projects/programmes, further and updated status details can be seen in Appendix 3.

PROJECT	ANTICIPATED END DATE	APPROX VALUE £
Dolgellau Townscape Heritage (NLHF)	Project completed March 2024	1,498,718
Carneddau (NLHF)	March 2026	4,170,776
Celtic Rainforest (LIFE)	July 2027	7,604,648
North Wales Dark Skies Partnership,	March 2025	227,000
National Grid LEI Carneddau Connectivity	2025	200,000
TOTAL PROJECT EXTERNAL GRANT FUNDING		£13,701,142

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.

3.2.1 NP Partnership, BMW “Recharge in Nature Project”. £65K + contribution of Eryri NP staff time.

Thanks to funding through BMW in partnership with National Parks UK, landowners in the upper Afon Dyfrdwy river catchment benefitted from work to upgrade field boundaries to more wildlife and climate-friendly hedgerows and tree planting work. Strategic fencing work will encourage the formation of rank grassland to act as natural water filters.

Co-ordinated by Eryri NP the benefit of the scheme is far reaching. As well as providing robust and durable stock control structures and natural shelter, hedgerows provide a safe corridor for wildlife to get around; and play their part in supporting the journey to net zero due to their carbon storage capability. They also act as a natural barrier to slow down rain infiltration and rede the levels of sediments and phosphates into watercourses. By reducing the level of phosphates released from agricultural land into nearby Llyn Tegid, thus improving water quality, rare and internationally important species such as the Glutenous snail and the Gwyniad will continue to thrive. The work will also go some way to reduce the occurrence of blue-green algal bloom in the lake.

The project has now come to an end in terms of the capital work on the ground. Some of the main outputs were 2.8Km of new hedges laid and 810m of hedges restored by bending and pruning works. 3 small ponds or lakes were formed and 8 large wooden dams along 415m of stream to slow down the water flow, the works undertaken by local contractors and landowners.

The project has been well received locally and we are looking forward to seeing the benefits on the ground.

4. NEW APPLICATION, NATURE NETWORKS FUND:

An application has been submitted to the Nature Networks Fund of the Heritage Lottery Fund worth around £968k.

The submission outlined proposals to undertake a three year programme focussing on better management of ancient woodlands within temperate rainforest areas in order to improve the condition of the SAC and SSSI. The sites are within or close to the Coedydd Derw and Meirion BAT SAC sites. The project would build on work already started within the Welsh Government Sustainable Landscapes Sustainable Places scheme.

Complimentary objectives include creating apprenticeships, working with volunteers, school engagement sessions, exhibition and events. The project would support three new posts – Project Manager, Project Support Officer and two Forestry Apprentices on a 12 month placement. It is intended that the National Park will lead the project on behalf of a wider partnership.

If the application is successful work will start April 2025 and completed by March 2028.

5. FUTURE PROJECTS:

5.1 Since 2020 Members have provided a strategic steer to Officers in terms of the Authority's priorities in applying for grant funding. Following the last report members requested that such priorities should be grouped as thematic headings rather than a list of preferred projects. This has been updated and can be seen in Appendix 1.

5.2 Members are aware of timescales involved with some grant applications and this is why the Authority reviews its priorities annually.

Appendix 2 outlines the flow-chart that illustrates how the Authority considers/ approves grant proposals. Following Audit Wales advice, Members have confirmed that Member approval is required for grant proposals in the following situations:

- Any multi-year projects.
- 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 (agreed at £150,000)

Proposals that should be noted are:

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

6. RECOMMENDATIONS:

6.1 To note the capital funded projects 2022-2025

6.2 To note the variations in the SLSP grant funded projects (2.4)

6.3 To confirm priority areas for future bids (Appendix 1)

6.4 To note the Flow Chart (Appendix 2)

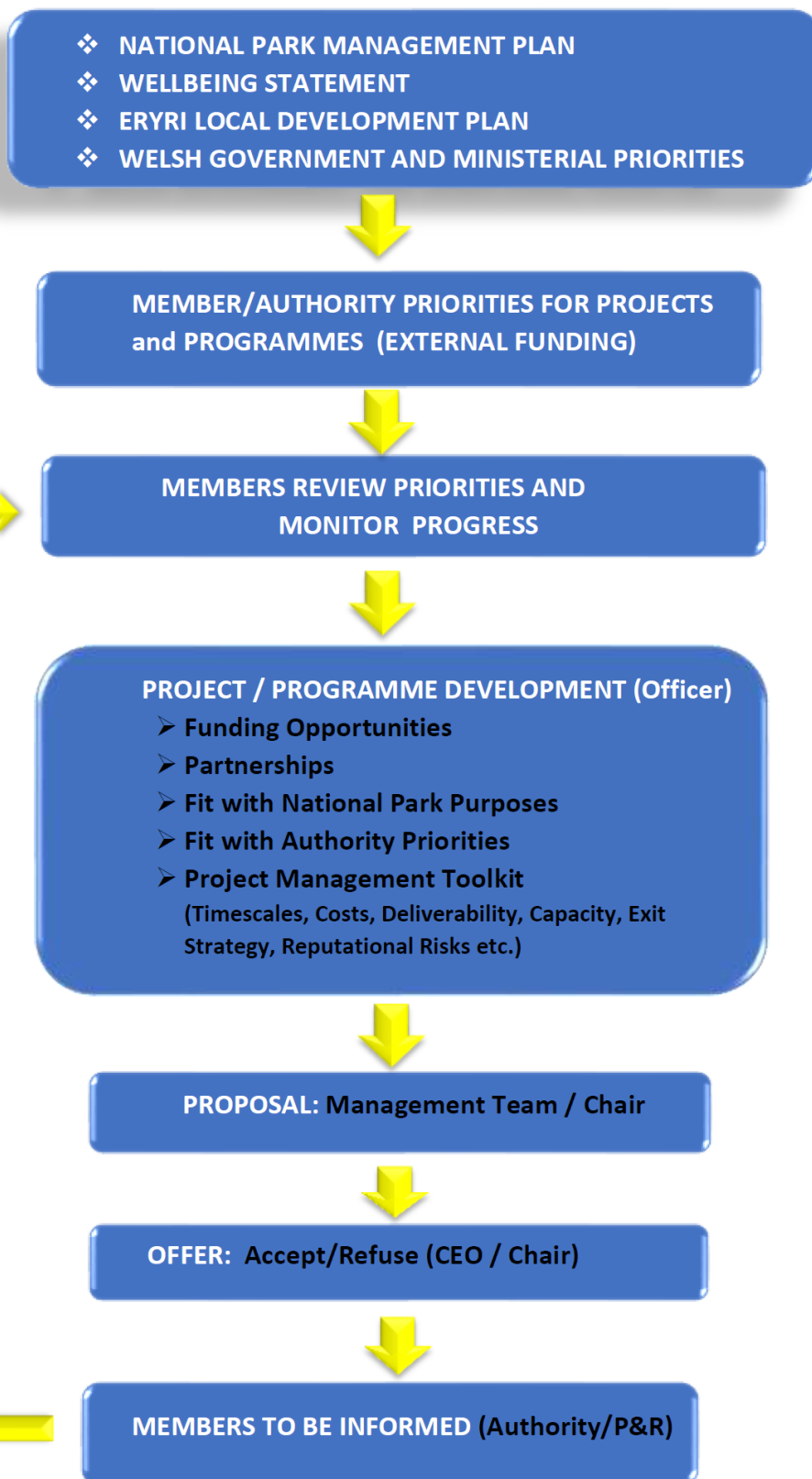
6.5 To note progress on live projects (Appendix 3)

SNPA PRIORITIES FOR CAPITAL AND REVENUE BIDS:

Members consider the Authority's grant application priorities annually. In previous years these were identified as specific projects. As per request of members these are now under strategic thematic headings which can be linked to our strategic and statutory documents.

1. Nature Recovery,
2. Adaptation and mitigation to climate change,
3. Management of cultural heritage,
4. Addressing the challenges of visitor pressure on our environment and communities,
5. Developing new/improved recreation opportunities (walking/cycling/horse riding),
6. Developing wellbeing opportunities,
7. Decarbonisation proposals – internal and external to the Authority,
8. Promoting the use of the Welsh language with our users/customers,
9. Developing a sustainable tourism economy,
10. Supporting young people,
11. Management and understanding of our Special Qualities.

EXTERNAL FUNDING : PROJECT/PROGRAMME DEVELOPMENT & APPROVAL



OVERVIEW OF ON-GOING SNPA PROJECTS : 6 MONTHLY REPORT April - September 2024

APPENDIX 3

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, 2024
<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. With an official end date of March 2026.</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 under continuous review and the work of the project has increased and accelerated this year.</p> <p>NRW funding as been confirmed by e-mail and officers are organising the work programme for the final year of the Scheme in order to confirm which projects the money will be spent on.</p> <p>Staffing issues have stabilised and we now have a full team. The project team works together extremely well and delivers busy work programmes effectively.</p> <p>The website is now live and the project officers are adding to the content.</p> <p>Engagement with schools has accelerated and community engagement continues through community projects and grants.</p> <p>There is ongoing work to develop educational resources. Interpretation has recently been commissioned externally and further interpretation commissions will be initiated for specific sites in the coming months.</p> <p>Funding is reported in a timely manner and payment claims are submitted and received in accordance with the project schedule.</p> <p>The Project Manager is currently working with partners to plan the Scheme's endowment plans, including funding. These will be implemented over a period of 5 – 10 years from the end of the Project.</p>

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, 2024
<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>July 2027</p> <p>£7,604,648</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>As of end of September 2024, 9,677.05 ha of land is under agreements for Rp management..</p> <p>177.79 ha of PAWS restoration work completed, or underway.</p> <p>Conservation grazing introduced to 297 ha of woodland (against KPI of 227ha)</p> <p>211.2 ha of 'other' woodland management completed (against KPI target of 130ha).</p> <ul style="list-style-type: none"> ➤ Rp Toolkit published. ➤ 21 demonstration events held, reaching audience of 415 persons. ➤ 5 case studies produced and published to date. ➤ Number of persons engaged with significantly surpasses KPI target of 2,100 - 8,703 ➤ 78 school / college sessions completed reaching 1,601 pupils and 199 teachers / staff (against KPI of 800). ➤ 5 "train the trainer" sessions held reaching 36 individuals.

PROJECT COMPLETED : 31.03.24.

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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, 2024
<p>DOLGELLAU TOWNSCAPE HERITAGE NHLF PROJECT</p> <p style="color: red;">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 ↓</p> <p>31.12.2022 31.12.2023</p> <p style="color: red;">31.03.2024</p> <p style="color: red; font-weight: bold;">£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>	<p>The project has now been successfully completed and the final evaluation received.</p> <p>The project manager is currently completing the final claim to the funders. It is intended to submit a declaration of interest for a new project in the Dolgellau Conservation area by early 2025.</p>

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, 2024
<p>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 ↓</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>	<ul style="list-style-type: none"> ➤ Phase 1 and 2 of the SLSP project have been completed successfully and on schedule. ➤ Phase 3 is due to complete March 25. Work has been completed at the following sites in Eryri; MOD Capel Curig Training Camp, Bala Lake Hotel. Glan Llyn should complete over Dec. The two properties on Llyn Tegid have been prioritised as they are having significant impact on the wider area and the ecology of Llyn Tegid, which is a RAMSAR site of international importance. Artificial Light at Night (ALAN) is known to have detrimental impacts on the behaviour of Coregonid species, such as Coregonus lavaretus (Gwyniad/Common Whitefish), to which Llyn Tegid is an important habitat. ➤ Betws Y Coed car park lights have been procured and should be delivered 14/11. At this point installation work will be handed over to the Property service. ➤ A working group has been developed with NRW. The group has had permission from Welsh Government to draft a national ‘Good Lighting Guidance’ document. This would be a major step forward in protecting dark skies in Wales and the guidance would apply to every local authority in Wales. This work is almost complete, expected to be launched Feb 2025. ➤ A bid for NNF4 has been submitted in partnership with the National Landscapes in North Wales. If successful the project will work on a pioneering Dark Ecological Network map. This will be the first time any ecological mapping of dark skies has been attempted in the UK and Europe. The project has brought together a wide range of academics, experts and community groups to develop the bid. If successful, Eryri should gain an additional project officer. ➤ The project has been asked to work alongside NRW within the Glynllifon Special Area of Conservation (SAC). The SAC spans a large area, from Coleg Glyn Llifon to a few miles within the National Park boundary between Nantlle and Rhyd Ddu. The area is designated as a site of international importance due to the presence of Lesser-Horse Shoe Bats. The population is reducing and light pollution is one of the pressures causing their numbers to decrease. Site visits and surveys were completed in Dec 23. The project is now waiting on reports to make recommendations and perhaps look to secure funding for the works. There is scope for a large scale project encompassing the communities of Penygroes, Talysarn and Nantlle and Llanllyfni but this would depend on securing support and funding. This work continues. ➤ Welsh Dark Skies Week 2024 took place Feb 9-18th and again was a collaboration between all 8 designated landscapes. All 3 events in Eryri were fully booked. ➤ The PO was invited to the House of Commons in June to discuss light pollution and demonstrate the successes in Eryri.

PROJECT	START / END DATE FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS APRIL – SEPTEMBER, 2024
<p>WELSH GOVERNMENT'S LOCAL PLACES FOR NATURE CAPITAL FUNDING.</p> <p>And</p> <p>SNOWDONIA LOCAL NATURE PARTNERSHIP (SLNP).</p> <p>The projects have been combined.</p>	<p>April 2023 – March 2025</p> <p>Collaboration between SNPA and various Environmental NGOs, Community Councils, and members of the SLNP.</p> <p>The project has an allocation of £300,000 Capital and £72,000 Revenue has been secured for 23/24 with the same amount allocated for the 24/25 financial year.</p>	<ul style="list-style-type: none"> ❖ Change of staff: Following a period of high turnover in the Biodiversity Officer position, we have reached stability with 1 Project Officer and 2 Biodiversity Officers (technical /engagement) appointed. ❖ Capacity: Due to receiving the funding late in the financial year, the capacity of partners to deliver projects on time is a concern. We have contracted a realistic workload, mitigating the risk. ❖ Delays: Bad weather is problematic as it causes delays in contractors' work schedules, affecting the project schedule. 	<p>The Local Places for Nature programme support the key strategic priorities set out in legislation and helps to deliver the Welsh Government's biodiversity and green recovery commitments. The aim of the scheme is to restore and enhance natural capital assets and to deliver nature on your doorstep where people live, work and access public services.</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 Local Places for Nature programme, which has succeeded the ENRaW funding is a 2-year funded project with a total capital allocation of £600k.</p> <p>The Eryri LNP is delivering the 'Eryri Gwyrdd' project, with the aim of increasing access to nature with several partners, by establishing community gardens, planting orchards and native trees, INNS clearance and wildflower meadows, while improving biodiversity and habitats. Each project has a large focus on community engagement and participation through tree planting, making bug hotels and Freshwater Pearl Mussel education days for example.</p> <p>Some of our project partners are:</p> <ul style="list-style-type: none"> ❖ The National Trust ❖ North Wales Wildlife Trust ❖ North Wales Rivers Trust ❖ Y Dref Werdd ❖ Community Councils ❖ SNPA Warden Teams <p>Following the successful recruitment of 2 Biodiversity Officers, work has commenced on writing the Eryri Nature Recovery Action Plan. A greater focus on engagement has been introduced to promote the Section's work, developing the Eryri LNP, and building relationships with communities for biodiversity enhancement.</p>

PROJECT	START END DATE And FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS APRIL – SEPTEMBER, 2024
National Grid Landscape Enhancement Initiative	February 2023 ↓ £200K	<p>Delayed start date. The delay resulted in one vegetation management season being missed. This could put pressure on cutting enough areas within the set time. Mitigation – A good proportion of the work is now under contracts and progressing well.</p> <p>The quotes we're receiving for work on this project is significantly higher than budgeted. To mitigate the risk an uplift has been applied for.</p> <p>A significant aspect of this project is constructing a bridge over Anafon. This aspect is unlikely to happen as the community council has opposed. Alternative options are being considered by project leads.</p> <p>A risk that investment in gorse and bracken management could be for nothing if the grazing isn't changed on site. If grazing remains the same, risk of gorse coming back in 10-15years. Mitigation – Talks with Aber grazing association and NRW to attract Carneddau Ponies for additional winter grazing.</p>	<p>15134m of 'access improvements'</p> <p>1 new bridge</p> <p>214ha bracken and gorse removal</p> <p>1070 boundary repair.</p>	<p>Vegetation clearance work going to plan. All sites in the project now receiving management. £45K of additional funding has been approved for the project due to overspend on hand cutting gorse around Scheduled Monuments.</p> <p>Vegetation work split between ENPA and National Trust with regular communication for updates.</p> <p>The original bridge intended at Anafon will not be constructed following concerns raised by community council. Options for a bridge at Pwll Du, Afon Porth Llwyd are being explored. A concept report is currently being written by Conwy Council's consultancy branch. This report will outline costs and feasibility. This is set to be complete by November 2024.</p> <p>Access Improvements is going to plan. Work split between ENPA, NT and NRW with regular progress reports provided.</p> <p>Boundary repair work contracted, officers awaiting completion.</p>

PROJECT	START END DATE And FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS APRIL – SEPTEMBER, 2024
<p>NATIONAL GRID LANDSCAPE ENHANCEMENT INITIATIVE</p> <p>MIND THE GAP</p>	<p>2023-2026</p> <p>£200k contribution from National Grid LEI, all other cost (min 25%) is in kind or cash contribution from partners.</p> <p>In April 2023, we successfully applied for an uplift, receiving an additional instalment of £41,509 to contribute to expected outputs of the original award.</p>	<ul style="list-style-type: none"> ❖ Delayed start date: Because of delayed OFGEM approval meaning other stakeholders may seek other funding sources – regular meetings with stakeholders held to keep interested parties motivated. ❖ Increased Costs: The work costing more than anticipated in the original application and potential for overspend – successful application for an uplift in budget. ❖ Loss of project officer: Work spread out amongst partners. Flexibility within CCA department to cover project officer. ❖ Delays: Bad weather is problematic as it causes delays in contractors' work schedules, affecting the project schedule. 	<p>19.62 ha Rhododendron management</p> <p>310m hedgerow restoration</p> <p>1,068m² dry stone wall restoration</p> <p>1 Building refurbishment</p> <p>2,090 m of fencing to manage habitats</p> <p>6,800 broadleaf trees planted</p> <p>160 parkland style trees planted</p>	<p>Work has been contracted out to project partners. Wern Estate busy completing their Rhododendron Work with positive progress achieved. Intermediate monitoring visit arranged for December 2024.</p> <p>Building refurbishment aspect experiencing delays. Woodland Trust the lead partner finding it difficult to appoint a contractor. Tender deadline has been moved forward to allow more time for prospective contractors. Woodland Trust estate manager confident work will be complete within project timeline.</p> <p>Boundary and tree planting work going to plan.</p>
<p>NATIONAL GRID LANDSCAPE ENHANCEMENT INITIATIVE</p> <p>CARNEDDAU CONNECTIVITY</p>	<p>£200k</p> <p>Update: £43,320 received as an uplift.</p>	<p>Coed Gorddinog, Llanfairfechan</p> <p>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</p> <p>The work costing more than anticipated in the application and potential for overspend – This risk has been decreased due to the successful uplift application.</p>	<p>9,000m Hedgerow Restoration</p> <p>5,927 Tree Planting (Ffridd & Streamside Corridors)</p> <p>2ha Woodland Creation</p> <p>26ha Rhododendron Removal</p> <p>3.5ha Meadows Creation</p>	<p>This project is in it's final months. All hedgerow restoration work scheduled to be completed by December 2024. 8543m out of 9584m complete.</p> <p>Ffridd and streamside planting complete.</p> <p>Woodland creation complete.</p> <p>Rhododendron eradication work has been moved to Coed Cymerau. The tender has been completed and contractors are set to start soon.</p> <p>Meadow restoration work complete. Additional 2ha site restored at Merchlyn Farm in the Summer taking us over the original target.</p> <p>All targets have been succeeded.</p>

PROJECT	START END DATE And FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS APRIL – SEPTEMBER, 2024
NATIONAL PEATLAND ACTION PROGRAMME (NPAP)	2020 – 2025 Grant funding over several years through Strategic Allocated Funding (SAF): 2020-21: £383,793 2021-22: £253,835 2022-23: £301,648 2023-25: Up to £250,000 each year. Total = £1,001,274	Landowners’ reluctance to restore peat with uncertainties about the new SAF. Increasing restrictions from NRW on our working practices, e.g. stopping re-wetting payments, preventing work on some sites, unexpected changes to the approval process causing significant delays. Delays in payments due to extra data requirements that weren’t stipulated at the start.	No specific targets, but aim to identify, survey, and restore peat within the NP (with some exceptions outside the NP in earlier years)	Restoration works covering over 6000ha of new ground: 2020-21: 724ha and 12 sites of new work, 218ha and 4 sites re-visited 2021-22: 1611ha and 17 sites of new work, 225ha and 8 sites re-visited 2022-23: 3146ha and 23 sites of new work, 704ha and 8 sites re-visited 2023-24: 300ha and 3 sites of new work, 2467ha and 11 sites re-visited 2024-25: works are just commencing now Ground truthing and surveying covering a total of 2148ha: 2021-22: 335ha over 5 sites 2022-23: 592ha over 9 sites 2023-24: 209ha over 2 sites 2024-25: 1013ha over 8 sites
National Peatland Action Programme ERYRI FRINGES	2022 – 2025 Grant funding through NPAP Development (Dev.) and Delivery (Del.) grants: 2022-23: £29,927 (Dev.) 2023-24: £30,000 (Dev.) 2023-25: Up to £250,000 (Del.) Total = £309,927 <i>2024-25: £30,000 (Del.) – awaiting confirmation of successful grant application</i>	Short-term nature of grants. Having to apply each year – risk of not being successful and losing staff. Unsure of programme after 2025. Difficulty working with landowners outside the Park. Landowners’ reluctance to restore peat with uncertainties about the new SAF.	No specific targets, but aim to identify, survey, and restore peat outside the Park boundaries.	Ground truthing and surveying covering a total of 2773ha (so far): 2022-23: 664ha over 6 sites 2023-24: 1447ha over 15 sites 2024-25: 682ha over 6 sites (so far) Restoration works started in winter 2023-24 with works on Y Gylchedd. These works will be completed by December 2024 along with several other sites in the Hiraethog area and one site in the Berwyn mountains.

ITEM NO. 9

MEETING	Performance and Resources Committee
DATE	27 th of November 2024
TITLE	Health and Safety Annual Report 2023-24
REPORT BY	Gareth Hughes (Health and Safety Officer)
PURPOSE	To provide information to the Performance and Resources Committee regarding the management of health and safety within Eryri National Park Authority

BACKGROUND

Following a review of the management of Health and Safety within the Authority during February 2023, and to comply with Regulation 7 of the Health and Safety Management System (HSMS), an inhouse Health and Safety Officer was appointed in January 2024.

The appointment of the Health and Safety Officer has identified several gaps in the HSMS. In particular, the review process of policies and procedures, risk assessments and training needs assessments were lacking. Furthermore, no inhouse inspections and audits were undertaken across the Authority.

RECOMMENDATION

To note the report for reference.



Health and Safety Annual Report 2023-24



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Purpose

The purpose of this report is to provide information to the Performance and Resources Committee regarding the management of health and safety within Eryri National Park Authority (hereinafter referred to as the Authority).



Summary

1. The Health and Safety Group are the dedicated safety meetings, which have reconvened following the appointment of the Health and Safety Officer in January 2024.
2. Accidents, Incidents and near misses are reviewed at the safety meetings, as well as safety risks, with lessons learned shared across the departments where relevant.
3. Introduction of new safety policies and review of existing policies has begun, and a standardised risk assessment template has been developed for the Authority.
4. Wellbeing has been a key focus for the organisation, with emphasis on physical health and mental wellbeing. The Human Resources team have been in consultation with Occupational Health providers to re-establish employee Health Surveillance, focusing first on workers exposed to vibrations and noise in the course of their employment with the Authority, with a plan of rolling out general health surveillance for all Authority employees in time.

Health and Safety Organisational Changes

Following a review of the management of Health and Safety within the Authority during February 2023, and to meet compliance with Regulation 7 of the MHSWR, the appointment of an inhouse Health and Safety Officer was made in January 2024.

Health and Safety Group

Health and Safety meetings have convened following the appointment of the Health and Safety Officer. It was noted during the first meeting that attendance was not fully representative of the Authority, since not all departments had a member of staff in attendance. As a result, invitation to the successive meeting was sent to all heads of departments or forwarded to someone within their department if they cannot attend.



The main purpose of the Group is to discuss health and safety matters, assure stakeholders that health and safety is being effectively managed and to raise significant incident cases for discussion.

Health and Safety Management System (HSMS)

The appointment of the Health and Safety Officer has identified several gaps in the HSMS. In particular, the review process of policies and procedures, risk assessments and training needs assessments were lacking. Furthermore, no inhouse inspections and audits undertaken across the Authority.

Training

During this reporting period, **43** members of staff attended training courses in relation to Health and Safety.

Training Course	Attendees
First Aid at Work	5
Outdoor First Aid	1
Outdoor First Aid +F	24
Powerboat	2
Level 2 Award Food Safety for Catering	4
IOSH Managing Safely	7

Further to this, staff are using the ELMS e-learning platform for National Parks, which offers a variety of courses related to health and safety. These courses are interactive and can be completed at the convenience of the learner, this has been especially useful for staff working in the tourist and information centres, which must remain open throughout the high season, and as a result makes organising training for staff a challenge.

For the 12-month period from April 2023 to March 2024, 160 ELMS courses have been completed by Authority staff.

We understand the limitations of on-line learning e.g. risk of misinterpretation, lack of engagement and clarification of complex concepts by a qualified trainer etc. This is why we regard this form of training as complementary rather than a replacement for more formal training.

The aim is to offer training courses on a risk-based approach and by analysing current and past incident trends. Further to this, a review of ENPA staff job descriptions has begun in 2024, this will be complimented by the implementation of a



new standardised format for ENPA risk assessments which will culminate in a review of all staff training needs assessments.

This is part of the new strategy following the appointment of the Health and Safety Officer and follows the HSE's best practice and guidance (HSG65) Plan, Do, Check, Act.

Incident Data

In 2023-24, 18 incidents were reported, with no RIDDOR reportable incidents recorded.

The tables below break down the information accordingly.

Building & Infrastructure	5
Vehicle & Machinery	2
Personal Injury	7
Other	4
TOTAL	18

Note: Building and Infrastructure incidents include call outs and security alarm activations. The 'other' category are Near Misses, where an incident could have resulted in an injury, but did not.

Staff member	7
Volunteer	0
Member of Public	4
Other	7
TOTAL	18

In 2022, the Authority reported 10 accidents which resulted in personal injury, 2 of which were RIDDOR reportable. For Authority employees, human factors and a lack of machinery maintenance were the main causes, with Manual Handling and Falls from Height the main risks.

Visitor Data

The table below is the approximate number of visitors that attended the three National Park Visitor Centres and Yr Ysgwrn in 2023-24. During this period, 1 near miss incident was reported, with no personal injury incident reported for the sites.

Aberdyfi TIC	29,511
Beddgelert TIC	36,299

Betws y Coed TIC	44,436
Yr Ysgwrn	8,000

Absences and Health

The following data are for reporting periods 1st of January – 31st of December. Two most recent years for comparison.

Below, the total number of workdays lost for 2022 and 2023.

2022	2023
1591	1838

The Authority's database (My Options) can produce a basic report for absences. However, the system isn't presently being utilised to its full capabilities with reason of absence not provided and recorded.

Table below is a recent report produced by the Human Resources department to demonstrate total workdays lost due to mental health; stress at work, stress, anxiety, low mood & depression.

Again, two most recent years for comparison.

2022	2023
204	716

Significant data

In 2023, Stress, Anxiety, Depression (SAD) is the main cause of absence from the workplace, accounting for 39% of total workdays lost, compared with 13% for 2022.

This increase in absence between 2022/23 has prompted the Authority to take the following actions;

- Offer staff absent from work due to stress the opportunity of a referral to Occupational Health.
- The Human Resources department support managers in developing 'wellness action plans' (WAP) for staff returning to work after a period of absence due to stress.
- We have started implementing stress risk assessments across the Authority.



- Optimise the use of 'My Options' to establish accurate reasons for workplace absence, this will help identify trends, provide data for further analysis and comparison over time.

Stress Indicator Tool (SIT)

Further to the above, to better understand the possible causes of stress within the Authority, in 2024 we intend on rolling out the SIT survey with ENPA staff.

The Stress Indicator Tool is an online survey designed to gather data anonymously from employees, which can be used in the risk assessment element of HSE's Management Standards Approach.

This survey created by TSO (The Stationery Office) on behalf of the Health and Safety Executive will score the Authority's performance on workplace aspects related to stress.

Not only is this a safety industry recognised standard for a survey, but it has recently become available in Welsh.

By obtaining and understanding this information, we can identify areas to improve to help prevent and manage work-related stress.

ITEM NO. 10

MEETING	Performance and Resource Committee
DATE	27 th November 2024
TITLE	Detailed Audit Plan 2023 & 2024
REPORT BY	Rachel Freitag, Audit Manager
PURPOSE	To note the external audit plan for the audit of the 2022.23 financial accounts and 2023 and 2024 performance audit work programme.

BACKGROUND

This Detailed Audit Plan specifies the external auditor's statutory responsibilities and fulfils his obligations under the Code of Audit Practice.

It sets out the work the team intends undertaking to address the audit risks identified and other key areas of focus.

It also sets out the estimated audit fee, details of the audit team and key dates for delivering the audit team's activities and planned outputs.

The 2021-22 audit of accounts was significantly delayed due to issues relating to the valuation of property, plant & equipment which has in turn delayed the issuing of our 2023 plan. This plan therefore sets out our plan for the audit of the 2022-23 audit of accounts and 2023 and 2024 performance audit work programme.

RECOMMENDATION

Accept the report

BACKGROUND PAPERS

None

Eryri National Park Authority – Detailed Audit Plan 2023 & 2024

Audit year: 2023 & 2024

Date issued: November 2024

Document reference: 4579A2024



This document has been prepared as part of work performed in accordance with statutory functions. Further information can be found in our [Statement of Responsibilities](#).

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Mae'r ddogfen hon hefyd ar gael yn Gymraeg. This document is also available in Welsh.

About Audit Wales

Our aims and ambitions

Assure



the people of Wales that public money is well managed

Explain



how public money is being used to meet people's needs

Inspire



and empower the Welsh public sector to improve



Fully exploit our unique perspective, expertise and depth of insight



Strengthen our position as an authoritative, trusted and independent voice



Increase our visibility, influence and relevance



Be a model organisation for the public sector in Wales and beyond

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I have now largely completed my planning work.

This Detailed Audit Plan specifies my statutory responsibilities as your external auditor and to fulfil my obligations under the Code of Audit Practice.

It sets out the work my team intends undertaking to address the audit risks identified and other key areas of focus.

It also sets out my estimated audit fee, details of my audit team and key dates for delivering my audit team's activities and planned outputs.

The 2020-21 audit of accounts was significantly delayed due to issues relating to the valuation of property, plant & equipment which has in turn delayed the issuing of our 2023 plan. This plan therefore sets out our plan for the audit of the 2022-23 audit of accounts and 2023 and 2024 performance audit work programme.



Adrian Crompton

Auditor General for
Wales

My audit responsibilities

I complete work each year to meet the following duties:

- I audit the Eryri National Park Authority's financial statements to make sure that public money is being properly accounted for.
- The Eryri National Park Authority has to put in place arrangements to get value for money for the resources it uses, and I have to be satisfied that it has done this.
- The Eryri National Park Authority needs to comply with the sustainable development principle when setting and taking steps to meet their well-being objectives. The Auditor General must assess the extent to which they are doing this.

Audit of financial statements

I am required to issue a certificate and report on your financial statements which includes an opinion on their 'truth and fairness' and an assessment as to whether the Narrative Report and Annual Governance Statement is prepared in line with the CIPFA Code and relevant guidance and is consistent with your financial statements and my knowledge of the Authority. In addition to my responsibilities for auditing the Council's financial statements, I also have responsibility for responding to questions and objections about the accounts from local electors (additional fees will be charged for this work, if necessary).

I do not seek to obtain absolute assurance on the truth and fairness of the financial statements and related notes but adopt a concept of materiality. My aim is to identify material misstatements, that is, those that might result in a reader of the accounts being misled. The levels at which I judge such misstatements to be material is set out later in this plan.

I will also report by exception on a number of matters which are set out in more detail in our [Statement of Responsibilities](#).

There have been no limitations imposed on me in planning the scope of this audit.

Performance audit work

I carry out a programme of performance audit work to discharge my duties¹ as Auditor General in relation to value for money and sustainable development.

My local performance audit programme will continue to be delivered through a combination of bespoke local projects and thematic projects examining risks common to all Authorities.

The majority of my performance audit work is conducted using INTOSAI auditing standards. The International Organisation of Supreme Audit Institutions is a global umbrella organisation for the performance audit community. It is a non-governmental organisation with special consultative status with the Economic and Social Council (ECOSOC) of the United Nations.

¹ When we undertake audit work under our statutory powers and duties we may collect information from public bodies that contains some personal data. Our general audit fair processing notice, explains what we do with personal data, and how you can contact our Data Protection Officer.

Financial statements' materiality



Materiality £246k

My aim is to identify and correct material misstatements, that is, those that might otherwise cause the user of the accounts to be misled.

Materiality is calculated using:

- 2022-23 gross expenditure of £12,286k
- Materiality percentage of 2%

I report to those charged with governance any misstatements above a trivial level (set at 5% of materiality).



Areas of specific interest

There are some areas of the accounts that may be of more importance to the user of the accounts and we have set a lower materiality level for these:

- Remuneration report £1,000
- Related party disclosures £10,000 (Individuals)

Significant financial statements’ risks

Significant risks are identified risks of material misstatement for which the assessment of inherent risk is close to the upper end of the spectrum of inherent risk or those which are to be treated as a significant risk in accordance with the requirements of other ISAs. The ISAs require us to focus more attention on these significant risks.

Exhibit 1: significant financial statement risks

Significant risk	Our planned response
<p>The risk of management override of controls is present in all entities. Due to the unpredictable way in which such override could occur, it is viewed as a significant risk [ISA 240.32-33].</p>	<p>The audit team will:</p> <ul style="list-style-type: none"> • test the appropriateness of journal entries and other adjustments made in preparing the financial statements; • review accounting estimates for bias; • evaluate the rationale for any significant transactions outside the normal course of business;
<p>There is a risk of material misstatement due to fraud in revenue recognition and as such is treated as a significant risk [ISA 240.27].</p>	<p>The audit team are yet to conclude all areas of the risk assessment and have not yet been able to rebut the risk of material misstatement due to fraud in revenue recognition.</p>
<p>There is a risk of material misstatement due to fraud in expenditure and as such is treated as a significant risk [PN 10].</p>	<p>The audit team are yet to conclude all areas of the risk assessment and have not yet been able to rebut the risk of material misstatement due to fraud in expenditure.</p>

Other areas of focus

I set out other identified risks of material misstatement which, whilst not determined to be significant risks as above, I would like to bring to your attention.

Exhibit 2: other areas of focus

Audit risk	Our planned response
<p>Draft Financial Statements The draft financial statements submitted for audit in 2021-22 were not of the quality we expected.</p> <p>Our audit work identified significant issues and errors which led to amendments to the accounts or the need for additional audit work. This impacted on the timely delivery of our audit.</p>	<p>The audit team have been working with the finance team to understand the arrangements and processes established to improve the quality of the draft financial statements.</p> <p>The audit team will monitor the closedown plan and review the draft financial statements and working papers following receipt to identify whether there are any issues that could impact on the audit timetable.</p>
<p>Valuation of Land and Buildings The Authority's non-current assets were subject to a full revaluation in 2021-2022 by the external valuers. During the 2021-22 audit, the audit team encountered a number of issues with the revaluations process</p> <p>Whilst a full revaluation is not due in 2022-23, given the economic environment climate there is a risk that the carrying value of assets reflected in the accounts could be materially different to the current value of assets as at 31 March and further work may be required.</p>	<p>The audit team will:</p> <ul style="list-style-type: none"> • review the carrying value of assets to ensure they are materially in line with the current value of assets at 31 March 2023; • review information provided to the valuer to assess for completeness; • evaluate the competence, capabilities and objectivity of the professional valuer; • test a sample of assets revalued in the year to ensure the valuation basis, key data and assumptions used in the valuation process are reasonable, and the revaluations have been correctly reflected in the financial statements; and • test the reconciliation between the financial ledger and the asset register.
<p>Valuation of pension fund net liability The Local Government Pension scheme (LGPS) and pension fund liability as reflected in the financial statements are material estimates.</p>	<p>The audit team will:</p> <ul style="list-style-type: none"> • evaluate the instructions issued by management to their management experts (actuary) for this estimate and the scope of the actuary's work;

Audit risk	Our planned response
<p>The nature of this estimate means that it is subject to a high degree of estimation uncertainty as it is sensitive to small adjustments in the assumptions used in its calculation.</p> <p>The impact of economic conditions, particularly interest rate levels also has a significant impact on the liability. At 31 March 2023 for example, the liability was in fact a surplus, primarily due to higher interest rates.</p> <p>There are also several legal cases potentially impacting on the valuation of the net liability.</p>	<ul style="list-style-type: none"> • assess the competence, capabilities and objectivity of the actuary who carried out the valuations; • assess the accuracy and completeness of the information provided by the Authority to the actuary to estimate the liability; • test the accuracy of the pension fund net liability and disclosures in the financial statements with the actuarial report from the actuary; • assess the reasonableness of the assumptions made by the actuary by reviewing the report of the consulting actuary (auditor's expert) and undertaking any additional procedures required; and • assess whether any legal cases could have a material impact on the net liability, and if so, confirm that this has been appropriately recognised and disclosed within the financial statements. <p>As the pension fund be in a net surplus position this year the audit team will:</p> <ul style="list-style-type: none"> • understand the actuary's process for calculating the surplus recognisable at 31 March 2023; and • consider whether the surplus is recognisable under IFRIC 14

The audit team is yet to conclude all areas of the risk assessment. Should any further significant financial risks arise on completion of this work we will update the S151 officer and the Authority via its Chair and re-issue my Detailed Audit Plan if required.

Financial statements' audit timetable

I set out below key dates for delivery of my accounts audit work and planned outputs.

Exhibit 3: key dates for delivery of planned outputs

Planned output	Work undertaken	Report finalised
2023 Detailed Audit Plan	September to October 2024	November 2024
Audit of financial statements work: <ul style="list-style-type: none">• Audit of Financial Statements Report• Opinion on the Financial Statements	November to December 2024	January 2024

Planned performance audit work

I set out below details of my performance audit work and key dates for delivery of planned outputs.

Exhibit 4: key dates for delivery of planned outputs

2023-24 performance audit work		
Thematic review – ensuring access to parks by underrepresented groups	<p>This review will consider how the three National Parks in Wales:</p> <ul style="list-style-type: none"> • ensure underrepresented groups are encouraged and supported to visit and enjoy these areas; • are increasing their offer to underrepresented groups; and • are delivering their statutory equalities and socio-economic responsibilities. 	August – December 2024
2024-25 performance audit work		
Well-being of Future Generations Act (Wales) 2015 (WFG Act) examinations	An examination of the extent to which the Authority has acted in accordance with the sustainable development principle in setting or reviewing its well-being objectives	August – December 2024
Assurance and risk assessment	Project to identify the level of audit assurance and/or where further audit work may be required in future years in relation to risks to the Authority putting in place proper arrangements to secure value for money in the use of resources and acting in accordance with the sustainable development principle.	January – June 2025

Certification of grant claims and returns, and statutory audit functions

Statutory audit functions

In addition to the audit of the accounts, I have statutory responsibilities to receive questions and objections to the accounts from local electors. These responsibilities are set out in the Public Audit (Wales) Act 2004:

- Section 30 Inspection of documents and questions at audit; and
- Section 31 Right to make objections at audit.

As this work is reactive, I have made no allowance in the fee table below. If I do receive questions or objections, I will discuss potential audit fees at the time.

Fee and audit team

In January 2023 I published the [fee scheme](#) for the 2023-24 year as approved by the Senedd Finance Committee. My fee rates for 2023-24 have increased by 4.8% for inflationary pressures. In addition, my financial audit fee has a further increase of 10.2% for the impact of the revised auditing standard ISA 315 on my financial audit approach. More details of the revised auditing standard and what it means for the audit I undertake is set out in **Appendix 1**.

I estimate your total audit fee will be £65,121

Exhibit 5: audit fee

This table sets out the proposed audit fee for 2023 work, by area of audit work, alongside the actual audit fee for last year.

Audit area	Proposed fee (£) ²	Actual fee last year (£)
Audit of accounts	£46,956 ³	£54,000 ⁴
Performance audit work	£18,165 ⁵	£17,238 ⁶
Total fee	£65,121	£71,238

The proposed fee for our 2024-25 performance audit work detailed in **Exhibit 4** is £19,328.

Planning will be ongoing, and changes to my programme of audit work, and therefore my fee, may be required if any key new risks emerge. I shall make no changes without first discussing them with the Eryri National Park Authority.

Our financial audit fee is based on the following assumptions:

- The agreed audit deliverables sets out the expected working paper requirements to support the financial statements and includes timescales and responsibilities.
- No matters of significance, other than as summarised in this plan, are identified during the audit.

² Notes: The fees shown in this document are exclusive of VAT, which is not charged to you.

³ Estimate for 2022-23 audit of accounts

⁴ Fee for 2021-22 audit of accounts

⁵ Estimate for 2023-24 Performance audit work detailed in **Exhibit 4**

⁶ Fee for 2022-23 Performance Audit work

The main members of my team, together with their contact details, are summarised in **Exhibit 6**.

Exhibit 6: my local audit team

Name	Role	Contact number	E-mail address
Matthew Edwards	Audit Director (Financial Audit)	02920 320663	matthew.edwards@audit.wales
Gary Emery	Engagement Director (Performance Audit)	02920 320590	gary.emery@audit.wales
Rachel Freitag	Audit Manager (Financial Audit)	02920 829359	rachel.freitag@audit.wales
Tim Buckle	Audit Manager (Performance Audit)	02920 320653	timothy.buckle@audit.wales
Daniel Price	Senior Auditor (Financial Audit)	02920 320544	daniel.price@audit.wales
Charles Rigby	Audit Lead (Performance Audit)	02920 320695	charles.rigby@audit.wales

I can confirm that my team members are all independent of the Eryri National Park authority and your officers.

Audit quality

Our commitment to audit quality in Audit Wales is absolute. We believe that audit quality is about getting things right first time.

We use a three lines of assurance model to demonstrate how we achieve this. We have established an Audit Quality Committee to co-ordinate and oversee those arrangements. We subject our work to independent scrutiny by QAD* and our Chair, acts as a link to our Board on audit quality. For more information see our [Audit Quality Report 2022](#).

Our People



The first line of assurance is formed by our staff and management who are individually and collectively responsible for achieving the standards of audit quality to which we aspire.

- Selection of right team
- Use of specialists
- Supervisions and review

Arrangements for achieving audit quality



The second line of assurance is formed by the policies, tools, learning & development, guidance, and leadership we provide to our staff to support them in achieving those standards of audit quality.

- Audit platform
- Ethics
- Guidance
- Culture
- Learning and development
- Leadership
- Technical support

Independent assurance



The third line of assurance is formed by those activities that provide independent assurance over the effectiveness of the first two lines of assurance.

- EQCRs
- Themed reviews
- Cold reviews
- Root cause analysis
- Peer review
- Audit Quality Committee
- External monitoring

* QAD is the quality monitoring arm of ICAEW.

Appendix 1

The key changes to ISA315 and the potential impact on your organisation

Key change	Potential impact on your organisation
More detailed and extensive risk identification and assessment procedures	<p>Your finance team and others in your organisation may receive a greater number of enquiries from our audit teams at the planning stage of the audit. Requests for information may include:</p> <ul style="list-style-type: none">• information on your organisation’s business model and how it integrates the use of information technology (IT);• information about your organisation’s risk assessment process and how your organisation monitors the system of internal control;• more detailed information on how transactions are initiated, recorded, processed, and reported. This may include access to supporting documentation such as policy and procedure manuals; and• more detailed discussions with your organisation to support the audit team’s assessment of inherent risk.
Obtaining an enhanced understanding of your organisation’s environment, particularly in relation to IT	<p>Your organisation may receive more enquiries to assist the audit team in understanding the IT environment. This may include information on:</p> <ul style="list-style-type: none">• IT applications relevant to financial reporting;• the supporting IT infrastructure (e.g. the network, databases);• IT processes (e.g. managing program changes, IT operations); and• the IT personnel involved in the IT processes. <p>Audit teams may need to test the general IT controls and this may require obtaining more detailed audit evidence on the operation of IT controls within your organisation.</p> <p>On some audits, our audit teams may involve IT audit specialists to assist with their work. Our IT auditors may need to engage with members of your IT team who have not previously been involved in the audit process.</p>

Key change	Potential impact on your organisation
<p>Enhanced requirements relating to exercising professional scepticism</p>	<p>Our audit teams may make additional inquiries if they identify information which appears to contradict what they have already learned in the audit.</p>
<p>Risk assessments are scalable depending on the nature and complexity of the audited body</p>	<p>The audit team's expectations regarding the formality of your organisation's policies, procedures, processes, and systems will depend on the complexity of your organisation.</p>
<p>Audit teams may make greater use of technology in the performance of their audit</p>	<p>Our audit teams may make use of automated tools and techniques such as data analytics when performing their audit. Our teams may request different information or information in a different format from previous audits so that they can perform their audit procedures.</p>

Through our Good Practice work we share emerging practice and insights from our audit work in support of our objectives to assure, to explain and to inspire.

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Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg.

**STANDARDS COMMITTEE
FRIDAY 20th SEPTEMBER 2024**

PRESENT:

Member appointed by Gwynedd Council

Councillor Elfed P. Roberts;

Member appointed by Conwy County Borough Council

Councillor Dilwyn Owain Roberts;

Independent Members

Mrs. Sharon Warnes (Chair), Mr. Martin J. Hughes, Mr. Mark Jones;

Officers

Mr. G. Iwan Jones, Ms. Bethan Hughes, Sarah Roberts.

Apologies for Absence

No apologies were received.

The Director of Corporate Services advised that the meeting was being recorded to assist in verifying the minutes.

1. Chairman's Announcements

The Chair congratulated The Director of Corporate Services on his new role as Interim Chief Executive. The Director of Corporate Services thanked the Chair but confirmed the role would end once a new Chief Executive was appointed. The Chair also congratulated Cllr. Dilwyn Owain Roberts on his new role with Conwy Council's Cabinet.

The Director of Corporate Services advised that this was Mrs. Sharon Warnes's (Chair) last meeting and, on behalf of Members and Officers acknowledged Mrs Warnes's valuable contribution to the Authority's work. The Chair stated that she had really enjoyed her time as a Member of the Standards Committee and wished everyone well for the future. Members were also advised that Mrs. Sarah Hattle, Welsh Government Member, had resigned as a member of the Authority. The Director of Corporate Services confirmed that a report would be submitted to the Authority to nominate two further members on the Standards Committee and as soon as The Chair's term came to an end, the Authority would also advertise for an Independent Member on the Standards Committee.

2. Declaration of Interest

Cllr. Dilwyn Roberts and Cllr. Elfed Roberts declared a personal interest in item 7 on the Agenda, under paragraph 10 (2) (a) (ix) (aa) of the Code of Conduct for Members.

3. Minutes

The minutes of the Standards Committee meeting held on 26th April 2024 were accepted and the Chair signed them as a true record.

Arising thereon,

Item 4 – Annual Report to the Authority's Annual General Meeting

The Chair advised that the Annual report had been submitted to the Authority's Annual General Meeting and the Authority congratulated the work of the Standards Committee.

Arising thereon, the Director of Corporate Services advised that the Performance and Resources Committee had also been held at the National Park Headquarters in Penrhyndeudraeth which had been successful and following further discussions, it had been decided to hold all meetings at the Headquarters after the 2nd October 2024.

He also confirmed that the Chair's input to the Wales Audit report on Governance of National Park Authorities and the Standards Committee's input to the Penn Review had previously been reported in the 2023 Annual Report and therefore had not been included in the current Annual report.

Item 5 – Report by Internal Audit on Support Provided to the Authority's Members

The Chair advised that the Standard Committee's concern at the lack of engagement by Members had been included in the Annual report.

Item 7 – Standards Committees Chairs' Forum Wales

The Chair apologised that the minutes had not been included on the agenda but would circulate them to the Democratic Services Officer following today's meeting. The Chair provided Members with a summary of the minutes and advised that it was now named the All Wales Forum. Members were advised that the next meeting was due to be held on January 27th, 2025, and as it was unlikely that the new Chair would be appointed by that time, Officers and Members agreed that Mr. Martin Hughes should attend.

4. **Nomination of members for the Single Status Grading Appeals Panel**

Submitted – A report by the Director of Corporate Services to appoint three Members and two substitute members to the Single Status Grading Appeals Panel.

Reported – The Director of Corporate Services presented the report and background, and Members discussed future membership of the Panel.

RESOLVED

1. to note the report.
2. to appoint Cllr. Elfed P. Roberts, Mr. Mark Jones and Mr. Martin J. Hughes as Members of the Single Status Grading Appeals Panel and appoint both new Members of the Standards Committee as substitute members.

5. **Public Services Ombudsman for Wales**

Submitted – A report by the Director of Corporate Services to advise the Committee on developments applicable to this Authority.

Reported – The Director of Corporate Services presented the report and background and advised that the full report was usually included on the Agenda but only the link to the Annual Report had been included.

Members believed that Officers and the Authority's staff should take pride that so few complaints were received, especially due to the nature of the Authority's work. The Director of Corporate Services agreed with Members and stated that The Head of Administration and Customer Care dealt with any complaints effectively to avoid being made into formal complaints.

RESOLVED to note the report and record the Standards Committee's appreciation to the Head of Administration and Customer Care for her hard work in ensuring that complaints are dealt with in an efficient and timely manner.

6. **Grant of Dispensations**

Submitted – A report by the Director of Corporate Services recommending that the Standards Committee grant a general dispensation to the Members of Gwynedd Council and Conwy County Borough Council.

Reported – The Director of Corporate Services presented the report and confirmed that dispensations previously granted by the Standards Committee had worked well. Members considered the report and agreed to approve the general dispensation, in accordance with the terms outlined in the report, to ensure that the Authority could conduct its business effectively. The Director of Corporate Services advised that Officers were keeping track of any item where this would be operational in order to invite Members of the Standards Committee to see how the Grant of Dispensations was used, but unfortunately no items had arisen during the last year.

RESOLVED

1. **to grant a dispensation for Members appointed by Gwynedd Council (Grounds 2[a] and [d]) enabling them to take a full part in the determination of issues relating to Gwynedd Council up to 31st December 2025, unless further extended by resolution of this Committee prior to the 31st December 2025.**
2. **to grant a dispensation for Members appointed by Conwy County Borough Council (Ground 2 [d]) enabling them to take a full part in the determination of issues relating to Conwy County Borough Council up to 31st December 2025, unless further extended by resolution of this Committee prior to the 31st December 2025.**

7. **Complaints Monitoring Report**

Submitted – A report by the Head of Administration and Customer Care on written complaints received by the Authority in 2023/24.

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

Members considered the report and made the following observations: -

- Members thanked the Head of Administration and Customer Care for a clear and concise report.
- In response to a question, the Head of Administration and Customer Care advised that the Authority did not have a Local Resolution Procedure but stated that Officers are encouraged to solve any minor complaints before they became formal. The Director of Corporate Services agreed that adopting a local resolution was something to investigate.

The Chair thanked the Head of Administration and Customer Care and staff for their work.

RESOLVED to note the report.

The meeting ended at 14.40